

The MICE Communicator



October 2014

Mission and Installation Contracting Command

Vol. 4, Issue 4



**Top
Professional**
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The MICC Communicator

Contracting for Soldiers

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Jennifer Hastedt was named one of the winners of the National Contract Management Association Top Professionals Under-40 in Contract Management Award. For more on her achievements that helped earn her the award, see Page 13.



Photo by Daniel P. Elkins

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The MICC Communicator is a quarterly publication produced by the Mission and Installation Contracting Command Office of Public and Congressional Affairs. All editorial content is prepared, edited, provided and approved by the MICC Office of Public and Congressional Affairs.

Submissions to The MICC Communicator may be sent to the MICC Office of Public and Congressional Affairs at 2219 Infantry Post Road, JBSA-Fort Sam Houston, TX 78234 or you may reach the staff at (210) 466-2292 or usarmy.jbsa.acc-micc.list.pao@mail.mil.



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MISSION

Mission and Installation Contracting Command certified professionals provide responsive, complete and compliant contracting solutions to Army commands, installations and activities. On order, provides trained and deployable contracting support forces to the operating force.

Accountability begins, ends with you

by Daniel P. Elkins
MICC Public Affairs Office

Stressing accountability among an organization's workforce is challenging regardless of the business setting. Whether you're employed by the government or private sector, holding employees accountable is a necessary practice if objectives and goals are to be met.

Although an increasing value in corporate and military cultures, accountability can sometimes strike fear in some when it comes to performance appraisals and evaluations. However, it's neither intended to be nor should it take on the tone of a threat, even in the context of a joke.

You don't have to look much further than the Mission and Installation Contracting Command vision to find the very essence of the meaning: "We do the right thing every day and are known as the Army's premier contracting organization."

Accountability is also foundational in the command's metrics that drive contracting operations.

A fundamental understanding of accountability by those in uniform or who serve the nation as civil servants begins by having taken an oath. Service members and federal employees are compelled by the public trust of the American people to do the right thing.

Members of the Army acquisition workforce and those who support acquisition professionals at the MICC must be accountable in order to successfully execute the acquisition mission that equips, protects and prepares Soldiers for the mission. It begins with performing the duties with which you are charged, on

time and with the highest degree of quality possible.

This couldn't be more critical in the acquisition community, where the execution and management of complex acquisitions necessitate meticulous planning in order to meet milestones in a timely manner. Errors and delays have real and compounding consequences for mission partners when it comes to their budgets, equipment and training, particularly given this environment of fiscal constraints.

Leaders and supervisors at every level are ultimately responsible for accountability. The MICC commanding general, Brig. Gen. Jeffrey Gabbert, often communicates to the workforce that the MICC is a team of teams.

From the battalion and contracting office levels to the brigade and field directorate office level, teams of contracting professionals and those who support them synchronize their efforts with the command headquarters to be accountable to supported activities across the DOD. The final weeks, days and hours of each fiscal year spent in a frenzy to execute contract actions for our customers best demonstrates this team-of-teams approach, each accountable to do the things they say they're going to do.

Pitfalls will remain. Whether at the end of a fiscal year or the start of a new one, a reliance on external systems tied to the acquisition process can pose a host of substantial hurdles. However, accountability begins and ends with each of us. Involving your chain of command, customers and other stakeholders in the process can often make a difference and benefit the outcome.



Photo by 1st Lt. Lauren Magrane

Command Sgt. Maj. Stephen Bowens briefs members of the Mission and Installation Contracting Command on accountability during a town hall meeting at Fort Benning, Georgia, while Steven Sullivan looks on. Sullivan is the director of MICC-Fort Benning.

Uncertainties of new fiscal year call for preparation

by Command Sgt. Maj. Stephen Bowens
MICC command sergeant major

As we enter a new fiscal year and continue to press forward with our mission, we shouldn't lose site of the tremendous milestones and awesome accomplishments we've achieved as a command throughout fiscal 2014 that played a vital role in support of warfighters.

The Soldiers, civilians and contractors who make up the Mission and Installation Contracting Command are tremendously talented and bound by a common cause – support our Soldiers and their families. We stand better poised as we enter fiscal 2015 to carry out this mission because of the hard work and dedication in facing and overcoming challenges this past year.

Our contracting brigades stood up two battalions and multiple teams in 2014 to professionally develop and prepare Soldiers in the 51 Charlie military occupational specialty who are assigned to the MICC. Thanks to the dedicated mentorship of our civilian contracting professionals and numerous hours of preparation by Soldiers, we've made great strides in the number of Soldiers who have achieved their required contracting certification levels this past fiscal year. This commitment makes Army acquisition one of the most respected professions within the Army. That preparation and readiness proved integral with the deployment of our first numbered contracting team in support of combat operations with a number of other teams on the ready.

Fiscal 2015 comes with many uncertainties as our Army leaders continue to roll out a number of measures aimed at restructuring its formation and focusing more on efficiency and precision while simultaneously accomplishing its mission. Among those is a reduction in force.

The Army is rapidly reducing the size of our formations. This fiscal year alone, approximately 30,000 Soldiers will be asked to leave our ranks in order to meet a congressionally mandated end strength

of 490,000. The MICC has begun to feel the impact of these cuts, and we will see more in the two years that follow as continued reductions could lower the number of Soldiers on active duty to historic lows.

We must get this right. To do our part in assisting the Army, leaders at all levels throughout the MICC need to join the commanding general and I in this arduous task.

There are several tools commanders have at their discretion to help in this process. While some such as the Qualitative Service Program and Qualitative Management Program are recurring and designed to manage retention, other limited measures including Temporary Early Retirement Authority and selective early retirement boards are also part of a comprehensive force management strategy.

However, the most pivotal process in ensuring we get this right is accurately evaluating and capturing performance. The new Officer Evaluation Report was implemented earlier this year, and the new Non-commissioned Officer Evaluation Report will be implemented in September 2015. These reports are among the best tools for depicting the accuracy of our Soldiers to the Department of the Army. I can't stress enough that we must be honest and critical in this process to ensure deserving Soldiers and their families are allowed to remain in formation.

These quality discriminators at our disposal couldn't be more critical today. During previous reductions, our service has had the flexibility to reduce the number of Soldiers by limiting service continuation of those with derogatory records. That is not solely the case this time; we're going to lose good Soldiers this fiscal year,

and as we get closer to 2017, we'll lose even more.

Force management is not an easy process, and it will involve a lot of stress. This stress will be particularly magnified with the approaching holiday season. I implore our leaders to counsel and mentor every Soldier in their formation to prepare them for the unknowns. Keep in mind; it's not only our Soldiers affected by this but also their families and civilians we serve alongside.

Compounding this uncertainty is the nation's commitment to manage conflicts and render assistance in multiple areas across the globe. We've deployed

Fiscal 2015 comes with many uncertainties as our Army leaders continue to roll out a number of measures aimed at restructuring its formation and focusing more on efficiency and precision while simultaneously accomplishing its mission.

a contingency contracting battalion, and two 51 Charlie teams in support of national interest, and there are possibly more to come.

Take the time to educate our Soldiers and their families about the uncertainty

that comes with this new fiscal year. Keeping informed and alert to personnel policies and issues impacting the service is essential in remaining prepared. Ensure Soldiers and their families are aware of and have access to unit chaplains, master resiliency trainers, military and family life counselors, personal financial counselors and, most importantly, their chain of command.

As the holidays approach, I want to wish everyone across the MICC a joyous season. The start of each new year provides cause for many of us to set goals and critically discuss matters important to ourselves and our families. Resolve to make preparedness part of that conversation. The uncertainties of force reductions in 2015 can best be met by being mentally, financially, spiritually and physically prepared.

MICC executes \$5.6B in fiscal 2014 contracts

by Daniel P. Elkins
MICC Public Affairs Office

Contracting professionals from throughout the Mission and Installation Contracting Command worked until the final hours of Sept. 30 to bring fiscal 2014 to a close having executed approximately 37,000 contract actions valued at almost \$5.6 billion in support of Army commands, installations and activities across the DOD.

Contract awards made to small businesses across America accounted for almost \$2.4 billion of that total. The command also managed more than 633,000 Government Purchase Card Program transactions in fiscal 2014 valued at an additional \$783 million.

“What the numbers don’t show are the long hours, selfless sacrifices and superior dedication it takes from our team of professionals to accomplish our mission,” said Brig. Gen. Jeffrey Gabbert, the MICC commanding general. “Fiscal 2014 was a tremendous success for the MICC, and I’m confident that our team will continue to do great things for our Soldiers, their families and the Army this fiscal year.”

Almost half of the \$2.4 billion in contracts awarded to small businesses came in final quarter of the fiscal year, following an extensive outreach effort by MICC small business specialists across the command in June and July.

“The tremendous effort put forth by our small business specialists was a major contributor in the MICC exceeding its small business goal for the second year in a row,” said Mark Massie, the

MICC Small Business Programs associate director here. “The MICC’s acquisition forecast open house events were a total success in providing transparency to industry and giving them the information needed to pursue future opportunities. This was evident in the MICC surpassing four of five small business goals, a first since fiscal 2010.”

The command achieved 48 percent against an overall small-business goal of 45.8 percent for fiscal 2014. That included contracts executed in the remaining four small-business socioeconomic categories:

- Small disadvantaged business, \$1.339 billion;
- Small disadvantaged business, \$1.339 billion;
- Service-disabled veteran-owned small business, \$477 million;
- Woman-owned small business, \$462 million; and
- Historically underutilized business zone small business, \$314 million.

Although efforts in meeting the HUBZone small-business goal fell short, Massie said the value of contracts awarded during fiscal 2014 in that socioeconomic category exceeded the previous year by more than \$35 million.

The \$5.6 billion in contract actions awarded command-wide in fiscal 2014 is approximately \$300 million greater than the previous fiscal year. Pat Hogston, the director of contract support integration at the MICC, said this reflects a return to stable spending after the impact of sequestration and operational budget cuts. Contracts executed by the MICC totaled \$7 billion and 6.3 billion in fiscal 2011 and 2012, respectively.

Command welcomes chief of staff

Members of the Mission and Installation Contracting Command at Joint Base San Antonio-Fort Sam Houston, Texas, welcomed its new chief of staff in August.

Col. Dennis McGowan is responsible for providing oversight, supervision and quality control of staff actions,



McGowan

personnel, training, operations, building management, public affairs and protocol support within MICC headquarters.

McGowan moves into the position after spending the past year studying at the Eisenhower School for National Security and Resource Strategy in Washington. Prior to that, he served as the executive officer for the deputy assistant secretary of the Army for procurement.

McGowan enlisted in the Army in 1989, training in Infantry and Airborne. He was commissioned in the Engineer Corps in 1993.

He has more than 12 years experience in the Army Acquisition Corps and is Defense Acquisition Workforce Improvement Act Level III certified in contracting. His acquisition assignments include command of the 905th Contingency Contracting Battalion, which included deployments to Kuwait, Iraq, Afghanistan and Pakistan.

ACC names its annual award winners

by Larry D. McCaskill
Army Contracting Command Public Affairs

Five members of the Mission and Installation Contracting Command are among the 27 individuals and teams recognized by the Army Contracting Command for excellence.

“It is with great pleasure and immense pride that I announce the winners of the Fiscal Year 2013 Army Contracting Command Awards,” said Maj. Gen. Ted Harrison, ACC commanding general. “These military and civilian employees exemplify the highest level of performance and service for excellence in acquisition, contracting and small business within ACC and warrant this recognition.”

MICC award recipients and the category in which they competed include the following:

- Colette Carrizales, Yuma Proving Ground, Arizona, outstanding contracting officer (other than major weapons systems);
- Capt. Erica Chin, Fort Carson, Colorado, outstanding active duty military officer/NCO (other than major weapons systems);
- Jerlene Dodd, Fort Carson, customer service excellence award of the year.

- Christopher Eischen, Fort Leavenworth, Kansas, small business specialist of the year; and
- Kay Matthews, Fort Belvoir, Virginia, small business champion of the year.

Selectees were recognized for their outstanding achievements between Oct. 1, 2012, and Sept. 30, 2013.

The awards panel reviewed more than 150 nomination packages before making its selections.

Among other winners, teams and individuals from ACC-Aberdeen Proving Ground, Maryland, received 14 awards; ACC-Warren, Michigan, received six; ACC-New Jersey received four; ACC-Redstone Arsenal, Alabama, received three; ACC-Rock Island, Illinois, received two; and ACC Headquarters, Redstone Arsenal, received one.



Colette Carrizales

Performed as a division chief and contracting officer managing multiple activities while faced with the challenges of sequestration, furlough of civilian employees, the Army’s 80/20 acquisition obligation rate, contract requirements prioritization, and end-of-fiscal year workload.



Capt. Erica Chin

Served as a contract specialist completing more than \$9 million in pre-award and \$4 million in post-award actions. She completed the ratification of the largest unauthorized commitment in the contracting office at the time and led contracting support for the 101st Airborne Brigade’s predeployment training exercise.



Jerlene Dodd

As the Government Purchase Card business manager, oversaw 162 billing officials and 396 cardholders with total purchases of \$14.5 million through approximately 22,000 transactions. She also developed monthly training sessions for newly appointed billing officials and cardholders.



Christopher Eischen

Implemented strategic priorities enabling the contracting office to set records for small business achievements. His efforts in support of all socioeconomic segments were all the highest they have been since fiscal 2003. He also served as the primary small business specialist for West Point for two months.



Kay Matthews

Her innovative efforts placed concise, comprehensive technical capability information at the finger tips of the contracting staff, enhanced market research efforts, expanded the marketing reach, and increased the vendor base. Her advocacy contributed to achieve 85 percent of the small business goal.

MICC contracting teams deploy

by Daniel P. Elkins
MICC Public Affairs Office

The arrival of the 614th Contingency Contracting Team in the U.S. Central Command area of responsibility in August signals the first deployment of a contracting team in support of combat operations for the Army Contracting Command since integrating uniformed members at contracting offices across the country.

Mission and Installation Contracting Command officials received a short-notice deployment order for a five-member team in July. Operations officials at the headquarters at Joint Base San Antonio-Fort Sam Houston worked closely with the MICC Field Directorate Office at Joint Base Langley-Eustis, Virginia, to assess teams, consider augmentation needs and identify the 614th CCT from MICC-Fort Benning, Georgia.

Previously, individual Soldiers were selected to deploy forward and fall into a team once in country.

“The objective was to deploy a complete team through the entire process, which includes training, deploying forward and operating as a team,” said Art Jackson, the chief of the MICC Current Operations Division at Fort Sam Houston.

The Expeditionary Contracting Command’s 408th Contracting Support Brigade at Camp Arifjan, Kuwait, maintains a forward presence in the CENTCOM AOR. After accomplishing all necessary requirements, members from the 614th CCT deployed and stood up an operation in the CENTCOM AOR that reports to the 408th CSB.

“They were able to go from notification to being in theater in less than 45 days,” said Mike Koppers, the MICC deployment operations officer at JBSA. “In that time, they completed home

station training, medical readiness, pre-deployment preparedness, and had the opportunity for a week of block leave to spend time with their families.”

Integrity Test

ACC officials announced in January 2013 its plans for integrating Soldiers in the 51C contracting military occupational specialty across its centers and MICC contracting offices to streamline the span of control of Soldiers assigned stateside and enhance professional development. The MICC’s role was to broaden their contracting skills and proficiency by pairing the Soldiers alongside seasoned civilian contracting professionals while completing acquisition certification requirements. Soldiers would then put those skills to the test when called upon to deploy.

Soldiers attached to the MICC



Photo by 1st Lt. Lauren Magrane

The Mission and Installation Contracting Command leadership met with three contingency contracting teams in mid-July during a visit to Fort Benning, Georgia, as Soldiers making up the 614th Contingency Contracting Team were preparing to depart for readiness training at Fort Bliss, Texas, en route to their deployment.



Courtesy photo

Command leaders from the field directorate office at Fort Eustis are helping members of the 735th Contingency Contracting Team at Fort Leonard Wood, Missouri, prepare to deploy in support of operations in the U.S. Central Command area of responsibility.

are part of the more than 38,000 members of the Army Acquisition workforce whose execution of the acquisition mission keeps Soldiers well-equipped, well-protected and prepared for mission success.

MICC officials said the deployment of a team marks a significant milestone for the command as an organization and validates its Soldier certification efforts.

Previously, the ECC provided contracting support to deployed locations on an individual replacement basis. The MICC now joins ECC in providing the ACC with the capability of additional contingency contracting personnel and units to support combatant

commanders worldwide, Koppers said.

Koppers added that supporting a combat capability as an organization validates architecture in place to meet the Army’s intent of aligning units to supported units. He explained that a contracting support brigade deploys in support of an Army corps, a contingency contracting battalion in support of a division, and contingency contracting teams in support of brigade combat teams.

“The accomplishment of this mission illustrates to the Army why it is important to maintain the contingency contracting infrastructure,” Jackson said. “Even though we’ve always supported

the mission down range, this opportunity validates our ability to deploy our numbered units from within the United States.”

Local Impact

Contracting offices across the MICC provide on-the-job training for approximately 450 Soldiers in the 51C MOS. Their attachment in 2013 came at a time when contracting offices were unable to add civilian employees for two years due to a hiring freeze.

Steve Sullivan, the director of MICC-Fort Benning, said the short-notice nature of the deployment shifted the contracting office’s primary attention to making sure Soldiers were ready to deploy and

had their personal affairs, to include powers of attorney, family care plans, weapons, etc., in order.

The MICC-Fort Benning deputy director said that groundwork included preparing the team to arrive in austere conditions with limited support.

“To facilitate any training gaps, the contracting office developed toolkits and training packages for Soldiers,” Brenda Clark said. “We had guides, checklists and especially a construction training presentation that Soldiers and units took with them for reference. We learned these documents came in handy when they arrived at their base with no computer support.”

Although the intent of attaching Soldiers to contracting offices was to train for deployment, they were quickly immersed in a variety of acquisitions from simple to more complex buys that helped alleviate workload challenges for many offices.

MICC-Fort Benning is responsible for providing installation contracting support for the garrison and varied activities including the largest logistics readiness center’s base operations and dining facility contracts in the DOD; a multi-million dollar multiple award task order contract for Maneuver Center of Excellence support; and the Western Hemisphere Institute for Economic Security requiring translation services for instruction to Central and Latin American soldiers training on the installation.

To mitigate the impact of losing the team of Soldiers, operations officials at the MICC headquarters coordinated the deployment tasking with the command’s field directorate office at Joint Base Langley-Eustis, which oversees MICC-Fort Benning. MICC FDO-Fort Eustis leaders were able to coordinate additional resources from other subordinate contracting offices to support Fort Benning requirements.

New Mindset

The MICC was established as a Tables of Distribution and Allowances unit. TDA organizations are usually considered to be non-deployable. Jackson said the attachment of Soldiers began a shift in that mindset. Soldiers are assigned to ECC but attached to the MICC for professional development. Once called upon to deploy, the unit would then return as an ECC asset.

“This is a significant accomplishment from a year ago when we first attached Soldiers into our contracting offices. The initial intent was to improve their training, and when they were given a mission, we would detach them back to ECC to work specific deployment issues,” Jackson explained. “What happens now is that we work closely with our counterparts at the ACC and our offices in taking the units until they are ‘wheels-up’ en route to their deployed location.”

He added that providing combat-ready contingency contracting Soldiers and units to our warfighting units is the result of a collaborative effort between ACC, ECC, MICC headquarters, MICC offices, and Soldiers.

As officials manage the transition to align contingency contracting units with warfighters, Koppers believes the alignment will give MICC Soldiers and the office to which they are attached

greater predictability.

The MICC Operations Directorate is already coordinating efforts for the deployment of a second team, the 735th CCT, from MICC-Fort Leonard Wood, Missouri.

“Our team is made up of Soldiers who have different operational backgrounds to include Field Artillery, Infantry, Finance and Logistics,” said Maj. Chris Thomas, the team leader. “This will be the first contracting team from Fort Leonard Wood to deploy, which is a huge honor for our organization.”

The team will also support the 408th CSB once in place at its forward location.

MICC officials are also in the process of coordinating additional deployment requirements for 2015.

“Soldiers are going to deploy at some point, that’s understood,” Koppers said. “Aligning contingency contracting units to warfighting units allows the contracting office greater predictability to shift workload since the organization will know six months to a year out that they have a unit projected to go.”

As planning for the deployment of other MICC units continues, Sullivan advised that organizations should take full advantage of pre-deployment time.

“Contracting success down range will result when preparation meets opportunity,” he said.

Editor’s note: This is the final in a series of three articles on the certification of Soldiers in the Mission and Installation Contracting Command.

Analyst named top professional

by Daniel P. Elkins
MICC Public Affairs Office

A procurement analyst from Joint Base San Antonio-Fort Sam Houston, Texas, was named one of the winners of the National Contract Management Association Top Professionals Under-40 in Contract Management Award in August.

Jennifer Hastedt has compiled a string of achievements and qualifications during her 11 years of contract management, which will be recognized during a Nov. 2 reception prior to the Government Contract Management Symposium in Washington, District of Columbia.

“It is an honor and privilege to be recognized as a young top professional in my chosen career field,” she said. “As acquisition policy changes, acquisition professionals are obligated to stay current on new policies to ensure we properly award

and report contract actions. We must constantly earn the trust placed in us by the public.”

Hastedt credits her certifications, education, private and federal contracting achievements, published works, military service, and NCMA contributions as principal factors in earning the award.

She has earned multiple credentials demonstrating her knowledge and abilities. Those include certification in commercial contracts as well as designations of federal contracts manager, professional contracts manager and project management professional. She also graduated from NCMA’s Contract Management Leadership Development Program.

She graduated from St. Mary’s University School of Law in San Antonio with a Juris Doctorate Degree in May 2013. The Weymouth, Massachusetts, native also holds a bachelor’s degree in elementary and special education, and a master’s in economics. Hastedt passed the Texas Bar Examination on her first attempt and can now practice law in the State of Texas and for the federal government.

She arrived at the Mission and Installation Contracting Command in November 2010. Prior to

beginning her acquisition career, Hastedt admits to not knowing anything about government contracts.

“I found mentors, asked many questions from anyone willing to answer and became actively involved in the local chapter of the National Contract Management Association,” she said. “I am now able to help develop other acquisition professionals by sharing personal knowledge and coordinating (Federal Acquisition Regulation) review classes. Acquisition policy is updated regularly, and our duty is to maintain currency and share our knowledge with others.”

She said she firmly believes dedicated employees must be afforded multidisciplinary training and

experience if the service expects to meet acquisition challenges under budgetary scrutiny in the future.

“My post-graduate studies in the fields of economics and law have been a huge asset in my success as a contracting professional with industry as well as

in my position as a government procurement analyst,” Hastedt said. “If we expect to meet the ever increasing demands of the acquisition environment in these times of unprecedented budgetary constraints, then it is imperative that we seek out the highest caliber employees and leverage their diversity and ideas to re-engineer our business processes and maximize efficiency.”

In nominating Hastedt for the award, the MICC deputy to the commanding general said her ambition, intelligence and accomplishments make her highly deserving of this recognition.

“Jennifer’s innovative ideas are shaping the future of contract management and execution within the MICC and the Army,” George Cabaniss wrote. “Her willingness to take on difficult projects and see them through to successful completion fosters unparalleled productivity and impressive results.”

He added that Hastedt’s role in creating the Acquisition Milestone Agreement added efficiency into the acquisition process and ensures contracts are awarded in a timely manner. Use of the AMA is now Army-wide.

“As acquisition policy changes, acquisition professionals are obligated to stay current on new policies to ensure we properly award and report contract actions.”

Jennifer Hastedt



Soldier earns service award

by Daniel P. Elkins
MICC Public Affairs Office



Courtesy photo

A Fort Lee, Virginia, contracting Solider was presented the 2014 National Latina Style Distinguished Service Award during the 11th National Latina Symposium Sept. 10 in Washington, District of Columbia.

Master Sgt. Patricia Font earned the award for her achievements while assigned to the 410th Contracting Support Brigade at Joint Base San Antonio-Fort Sam Houston, Texas, and during her deployment for the award period August 2012 through July 2014. Font now serves as the noncommissioned officer in charge for the Mission and Installation Contracting Command Field Directorate Office at Joint Base Langley-Eustis, Virginia.

She believes the award speaks less to her personal achievements and more to a greater endeavor she has found in service.

“The role of women in the military as well as American society has evolved and continues to evolve. This award is an opportunity to note contributions and hold up the stories of achievement and dedication to equality,” Font said. “In the military, there are more opportunities for minorities of any ethnicity to excel because the military is well ensconced

Master Sgt. Patricia Font received the 2014 National Latina Style Distinguished Service Award during the 11th National Latina Symposium Sept. 10 in Washington. Joining her at the ceremony were her family and Col. Vernon Myers, the MICC-Fort Eustis Field Directorate Office military deputy.

in affirmative action and equal opportunity.”

According to symposium officials, the purpose of the Latina Style 2014 Meritorious Service Award is to recognize military and DOD civilian personnel who through their service have enhanced the role of Latinas in their organization.

Font was the service component nominee for the active-duty category. The criteria for active-duty members includes embodying the qualities that are at the core of the service’s mission; having the respect of superiors and peers as leaders and upstanding service members; and displaying exceptional character and treating the Hispanic community with dignity and pride.

In nominating the Queens, New York, native for the award, the MICC commanding general said she embodies the highest standards of selfless service.

“She is a positive role model, and her tireless efforts supporting the needs of others are an inspiration to the command,” Brig. Gen. Jeffrey Gabbert wrote. “She has performed at the highest level of achievement

and is worthy of this esteemed award.”

During the award period, Font deployed to Bogota, Columbia, in support of a U.S. Southern Command counterdrug, peacekeeping and humanitarian contracting mission. While there she employed her negotiation skills to save the government more than \$100,000 during the award of more than 65 contract actions valued in excess of \$1.8 million. She spent her off-duty time volunteering with humanitarian projects to build schools and support other community improvement initiatives.

Understanding the value of professional development, the NCO is Defense Acquisition Workforce Improvement Act Level III certified in contracting and has accomplished all requisite professional military education. That same commitment extends to her personal development as she holds a Bachelor of Science in Business Administration from Hawaii Pacific University, Hawaii, and is pursuing a Master of Business Administration from the University of the Incarnate Word in San Antonio.



Photo by Lt. Col. Wyeth Anderson

Jerry Harvey provides instruction on the advantages of the Contracting Tactical Operations Center application to members of the Mission and Installation Contracting Command-Fort Drum, New York, contracting office. Seated from left are Joshua Kauffman, Richard Smith, Jennifer Earl, Debby McGuire, Marisa Mustizer and Anthony Sligar.

Fort Drum successfully fields CTOC

by Capt. Carolyn T. Nice
925th Contingency Contracting Battalion

Contracting members at Fort Drum, New York, are achieving favorable results following the implementation of improved business practices with the Contracting Tactical Operations Center database application.

The CTOC is a real-time system that allows contracting officers and managers to monitor what is assigned, complete, canceled, on hold and behind as well as see the status of funding and other steps in the contract’s life cycle. Contracting officers and managers can also instantly view an entire perspective on the contracting team’s status down to the individual contract specialist.

Soldiers and civilians from the 925th Contingency Contracting Battalion and Mission and Installation Contracting Command-Fort Drum are organized into four divisions that include construction, business operations, supplies and services.

Contract specialists track new purchase request files in CTOC. The application allows teams for the first time to pull reports to view expected completion dates, period of performance, pre- and post-award information, and delivery dates.

“We have the opportunity to engage problems quickly and at the lowest level,” said Lt. Col. Wyeth

Anderson, the 925th CCBn and MICC-Fort Drum commander.

Battalion officials believe the CTOC application provides greater insight and improves management of a contracting team’s workload while identifying gaps in training. The application also allows users to add comments for keeping contracting officers and management informed of a status without taking contract specialists away from their desks.

Fort Drum customers and supporting outside sources can view status updates at any time of the day. Customers can also contact any contract specialist, contracting officer or manager for an update on the stage of their purchase.

The small business specialist also finds the tool invaluable when assessing contract opportunities on Fort Drum.

“The unique key word search function allows the small business specialist to instantly find opportunities in the category of a specific small business,” said Anthony Sligar, the deputy to the commander.

MICC-Fort Drum is part of a pilot program that allows all administrative rights with the application.

“We are excited about the pilot program because we can update new customers, funding information, director’s reports, and establishing organization levels all on our own,” said Jennifer Earl, a MICC-Fort Drum procurement analyst.

New battalions expand command's contracting capability

by Ryan Mattox
MICC Public Affairs Office

The 925th and 922nd Contingency Contracting Battalions became the newest Mission and Installation Contracting Command units during activation ceremonies Aug. 6 and Aug. 8 at Fort Drum, New York, and Fort Campbell, Kentucky, respectively.

The new units are the latest in the activation of battalions standing up as part of an integration of active-duty Soldiers with MICC contracting offices that began in March 2013.

Lt. Col. Wyeth Anderson, 925th CCBn, and Lt. Col. Robert McDonald, 922nd CCBn, both received the colors from Col. Carol Tschida, commander of the 419th Contracting Support Brigade at Fort Bragg in North Carolina, symbolic with assuming command of new units.

“What the 922nd does in

support of our Army is important,” McDonald said. “This unit provides the MICC with additional capability to respond anywhere, anytime in response to any contingency.”

Prior to assuming command of the 925th CCBn, Anderson served as the first director of the regional contracting office-Africa, which provides expeditionary contracting support to U.S. Army Africa and Special Operations Command Africa at Vicenza, Italy.

McDonald comes to Fort Campbell after serving as the deputy contracts director at the Defense Contract Management Agency for Southern Europe in Wiesbaden, Germany.

“It is an honor and a privilege to be selected as the first commander of the 922nd. I look forward to shaping young minds, providing quality contracting support, and preparing this unit to fit in the scheme of the MICC,” McDonald said.

As commander of the 922nd CCBn, McDonald will be responsible for two contingency contracting teams: the 621st Contingency Contracting Team and 708th CCT. The battalion's mission is to provide operational contract support to the 101st Airborne Division at Fort Campbell. These teams are also called upon to perform all contracting in a contingency environment including military and stability operations as well as natural disasters and humanitarian events.

Anderson said Fort Drum is a leader in the MICC with customer outreach, support to small business, use of emerging business applications, acquisition planning, and training of the military acquisition workforce.

“My focus is to maintain our current metrics while integrating our fully deployable battalion and contingency contracting teams with the 10th Mountain Division (Light

Infantry) and its brigade combat teams so we are ready to provide operational contracting support as soon as we receive the order,” Anderson said.

Anderson's battalion will be responsible for the 605th and the 619th CCTs. The battalion's main mission is to support the 10th Mountain Division and other garrison units at Fort Drum.

“To be able to stand up a new battalion at a time when the Army is downsizing highlights the importance of what trained contracting professionals can provide both in garrison and while deployed,” Anderson said.

“I joined the Army because of a magazine article I read about the 10th Mountain Division in the late 1980s. To be allowed the opportunity to come to Fort Drum and support them now is an honor. I love this job.”

The 419th CSB commander officiated both activation ceremonies and praised battalion leaders.

“Both officers are outstanding leaders, and I have served with each of them previously,” Tschida said. “I have very high expectations of both, and I am thrilled to have them as battalion commanders in the 419th Contracting Support Brigade.”



Photo by Heather Clark

Lt. Col. Robert McDonald Jr. makes remarks after taking command during an activation ceremony in August at Fort Campbell, Kentucky.



Photo by Melody Everly

Lt. Col. Wyeth Anderson and Col. Carol Tschida unfurl the colors of the 925th Contingency Contracting Battalion during an activation ceremony in August at Fort Drum, New York. Tschida is the commander of the 419th Contracting Support Brigade at Fort Bragg, North Carolina.

Day of Service

Members of the 919th Contingency Contracting Battalion at Fort Bliss, Texas, took part in the inaugural 9/11 National Day of Service and Remembrance at Coldwell Elementary School. They joined local firefighters to eat lunch with students at the elementary, answer questions while interacting with more than 500 students, and educate children on the different roles of a Soldier in the Army. Following lunch, the school's third grade choir treated the Soldiers with songs, dancing and individual performances in appreciation.



Photo by Angelique Orci



Photo by Ali Frank

Country cookin'

From left, Denitra Foy, Johanna Goodman and Charlotte Williams joined fellow members of MICC-Fort Hood, Texas, for an impromptu office event, dubbed the Country Cookin' Luncheon, to help alleviate year-end contracting operations stress. Many of the participants wore country-inspired attire including cowboy boots, hats, jeans, western shirts and Conchos while enjoying country-inspired dishes during a potluck.



Photo by Capt. Robert Turner

Feds Feed Families

Capt. Denise Richardson, 863rd Contingency Contracting Team, led the Mission and Installation Contracting Command at Fort Gordon, Georgia, to win the unit competition during the Feds Feed Families food drive. The nation-wide food drive is open to all DOD employees. MICC-Fort Gordon teamed to donate 350 pounds of food. All organizations from the military community donated a combined 2,040 pounds of non-perishable items.



Photo by Sgt. 1st Class Marshall Baca

Suicide prevention awareness

In recognition of Suicide Prevention Awareness Month in September, Staff Sgt. Victoria Manigault led an effort by numerous Soldiers and civilians from the 900th Contingency Contracting Battalion at Fort Bragg, North Carolina, to display the courage to care by wearing yellow in support of awareness of suicide prevention. Manigault is the organization's Sexual Harassment/Assault Response and Prevention representative.

412th CSB remembers 9/11 victims

by Staff Sgt. Ryan Johnson
607th Senior Contingency Contracting Team

Members of the 412th Contracting Support Brigade at Joint Base San Antonio-Fort Sam Houston, Texas, took part in the 2nd Annual San Antonio 9/11 Memorial Climb at the Alamodome.

Members of the 412th CSB joined firefighters, law enforcement and members of the community to honor the first responders and victims of the attacks that took place Sept. 11, 2001.

The 2nd annual memorial and climb through the Alamodome honored the 343 firefighters, more than 60 law enforcement officers and civilians who were killed that day.

Climbers were routed up and down the stairs inside the lower portion the Alamodome twice to surpass the 110 floors and height of the World Trade Center.

Each firefighter, law enforcement and military participant was asked to carry the name of a first responder who died in the towers. A bell was rung for them and their name was signed on a memorial flag at the end of the second lap around the Alamodome.

The six participants from the 412th CSB and the name of the lost first responder whom they represented included Command Sgt. Maj. Jesse Hammond on behalf of police officer Moira Smith; Maj. Manuel Prado on behalf of police

officer Thomas Langone; Sgt. 1st Class Kevin Carter on behalf of Capt. William Thompson; Staff Sgt. Ryan Johnson on behalf of Lt. Robert Cirri; and Lysette Sanchez on behalf of police officer Richard Rodriguez. Also joining them in support was Dali Prado.

“To see in person the physical toll it takes for firefighters and police officers to climb all those steps in full gear gives you a better appreciation for what the New York units had to endure,” said Prado, a 412th CSB procurement analyst who also participated in



Courtesy photo

Members of the 412th Contracting Support Brigade at Joint Base San Antonio-Fort Sam Houston, Texas, took part in the 2nd Annual San Antonio 9/11 Memorial Climb at San Antonio's Alamodome. Participants included, from left, Command Sgt. Maj. Jesse Hammond, Staff Sgt. Ryan Johnson, Lysette Sanchez, Dali Prado, Maj. Manuel Prado, and, kneeling, Sgt. 1st Class Kevin Carter.

the inaugural climb last year at San Antonio's Tower of Americas.

Understanding the sacrifices that first responders make during emergency situations, volunteer firefighter and native New Yorker Staff Sgt. Brian Roussel coordinated and planned the brigade's participation for the second consecutive year.

Participants from the 412th CSB were accompanied by more than 900 others at the event to honor the memory of the men and women who sacrificed their lives during the attacks 13 years ago.



Todd Bales

Joyce Amador is celebrating 50 years of federal service.

Contract specialist marks 50 year of federal service

by Ryan Mattox
MICC Public Affairs Office

A Mission and Installation Contracting Command contracting specialist is celebrating a milestone that only a relative few in the government reach.

Joyce Amador from the Presidio of Monterey contracting office in California began her federal service career June 16, 1964, as a clerk stenographer with an annual salary of \$4,215 in the procurement and contracting office at the former Fort Ord, California.

“I remember thinking at my 25-year ceremony how 25 years seemed like a landmark, but then when I heard people getting their 40-year certificates, I was thinking, ‘Wow, now that is long time,’” Amador said.

In September 1964, she was promoted and reassigned as a contract assistant, thus beginning her career in acquisition. It was not until November 1986 that

she became a contract specialist – almost three years before the creation of the Army Acquisition Corps Oct. 13, 1989.

As a contract specialist, Amador spends her time overseeing the audits for approximately 300 Government Purchase Card Program accounts, and assisting cardholders and billing officials as often as necessary. She also provides contract support, executes contract actions and resolves administrative issues.

“Even though you can find yourself doing the same things day after day, I still really like the challenges of working in contracting,” Amador said. “I also find working with the GPC program especially interesting because of all the tools we use to manage the program.”

Amador said she has seen a lot of changes during her career, but the best change she has encountered has been the recent implementation of the Contracting Tactical Operations

Center database application.

“There has been so much change over the years; but the biggest change for me has to be technology,” Amador said. “Of course, when I first started, we did not have a lot of technology. We had to do a lot of stuff manually, which made for long days especially at year-end time. But the changes I have seen, like the CTOC program, have really made life easier.”

She has been described by her former director, Edna Van Lieu, as a valuable team player. Van Lieu said one of Amador's best accomplishments was leading coordination for the Test and Experimentation Command's relocation to Fort Hunter Liggett, California. Amador drew upon her technical skills for the short-fused requirement to save significant costs for the installation and command.

During her career Amador has showcased that technical competence and sense of urgency especially during year-end closings, garnering many achievement letters, special act awards, and letters of appreciation from various division chiefs.

Of course, for Amador, not everything is about work. Her supervisors describe her as someone who has a big heart and is supportive of her co-workers.

“She has been a ‘leave donor’ for many years,” said Lisa Carrawell, director of the MICC-POM Contracting Office. “I don't think she takes any leave. She just accumulates her hours and then donates them to whoever needs assistance. She has donated nearly 80 hours of annual leave to a single recipient on several occasions.”

As for the future, Amador said she has no immediate retirement plans, but perhaps in a few years, when her grandchildren are older, she would like to spend her time traveling around the country.

Command HR sergeant major overcomes cancer to serve others

by Ryan Mattox
MICC Public Affairs Office

A Mission and Installation Contracting Command Soldier's life spiraled out of control when doctors diagnosed him with cancer.

"It was supposed to be just a routine checkup," said Sgt. Maj. Clifford Lovejoy, the MICC Human Resources sergeant major. "Then the next thing they are telling me is that I have cancer. I was totally devastated. At that point in time everything in my mind just went blank."

Having no family in the San Antonio area, the only thing Lovejoy could think of at that moment was to call his supervisor.

"I was the first phone call after his appointment," said Maria Allen, director of Human Resources for the MICC. "The news really just struck me hard. I was in shock and upset. I was also very concerned about his well-being. Because he has no family here, I was worried about him going home and being alone after receiving the news."

Doctors at San Antonio Military Medical Center diagnosed Lovejoy with prostate cancer in December 2013.

According to Dr. (Col.) Michael Dullea, chief of the SAMMC Radiation Oncology Clinic, prostate cancer is the leading cancer in men today. Most patients treated at the center are over age 60, but they have treated patients as young as their early 40s.

Fortunately, Dr. (Maj.) George Kallingal, a urologic oncologist at SAMMC, said prostate cancer is very treatable with early detection. Doctors can expect cure rates as high as 90 percent.

"Men who are between the ages of 55 to 70 should discuss with an urologist to see if they would benefit from screening," Kallingal said. "Also those younger than the age of 55 who have certain risk factors, like a family history of prostate cancer, should consider having themselves checked by a doctor."

However, even after being armed with all of the medical information about the diagnosis and treatment of prostate cancer, Lovejoy said he left his appointment feeling alone, overwhelmed and wanting to find answers to his questions.

"At the end of the day, no matter how well you've served your country, you deserve the opportunity to take care of your family," Lovejoy said. "So I made some promises to myself if I can get through

this I would be a better father, son and Soldier."

To figure out how he was going to deal with his diagnosis, Lovejoy felt he needed to find others like him who have been in a similar situation; however, when he reached out to find such counsel, he found a void.

"After his appointments he would come to my office just to have a safe place to talk," Allen said. "You could see it in his face, what he needed was to talk with individuals who had or were going through the same thing. That was when we realized there were no such groups at SAMMC. He was instrumental in establishing the support group at SAMMC."

To fill the void, Lovejoy approached SAMMC about developing an awareness tool that will help those who have received a diagnosis of prostate cancer not to feel alone, to bring greater awareness to the subject, and to inform military patients and their families. Together they produced a three-minute video that is shown in the medical facility and is online.

Along with the video, he next created a support group for those looking for answers and to share their stories with each other. Lovejoy said he came up with the idea to set up a support group because other than doctors, he felt he didn't have anyone to talk to who had or was going through prostate cancer. He said he felt that a strong support group could help others like him deal with the diagnosis of cancer.

In addition to doctors, nurses and case managers who help maintain care for patients, the video and support group are now two additional resources available to patients undergoing treatment for prostate cancer.

"It was a very difficult time in my life, but the medical personnel surrounded me and put their arms around me," Lovejoy said. "So, I am a prostate cancer survivor today because of the team effort of this facility and its personnel."

In September, Lovejoy transferred to the Warrior Care and Transition Program to ensure continued access to healthcare services that support healing and rehabilitation while recovering at the Warrior Transition Battalion here. He will also serve as a mentor for cancer patients and facilitate the stand-up of the prostate cancer support group at SAMMC.



