



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA  
1903 HATFIELD STREET  
FORT HUACHUCA ARIZONA 85613-7000

ATZS-CG (200)

29 April 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 119 -- Fort Huachuca Water Use Mitigation Policy

1. Fort Huachuca has an obligation to be a responsible steward of our desert environment. Water conservation is required at Fort Huachuca, and constitutes part of the Fort's compliance with the Endangered Species Act. One way we can accomplish this legal mandate is to implement mitigation methods whenever the number of employees, to include contractors, increases. This policy memorandum instructs all organizations and tenant activities on how to mitigate water consumption whenever the size of their workforce increases.

2. Fort Huachuca was issued a Biological Opinion by the US Fish and Wildlife Service (USFWS) on 27 October 1999, after nearly two years of formal consultation. In that document, Fort Huachuca agreed to stringent water management practices in order to reduce potential effects on threatened and endangered species and avoid adverse modification of their designated critical habitat in the San Pedro River Basin. The USFWS monitors the installation's compliance with the Biological Opinion, and expects each year's water use to be less than the previous year.

3. To comply with the Biological Opinion, and allow for mission requirements, any organization increasing its overall personnel strength in the Fort Huachuca area must mitigate the water use associated with these additional personnel and their family members. This mitigation policy also applies to contract employees working on the installation.

4. Each employee adds direct, indirect and cumulative water usage for themselves, their families, and within the community. Mitigation will be assessed based on increases from the organization's personnel baseline on 30 September 2001, as reflected in the Post Population Report (PPR) (enclosure).

5. Mitigation for large increases (over 30 personnel associated with a single project or action) in personnel, to include civilian contractors who work on post, will occur prior to the personnel increase or hiring action. Otherwise, mitigation will be paid when the annual 30 September PPR is issued. Mitigation may be accomplished by the gaining organization in at least two ways. Either method must be coordinated through the Environmental and Natural Resources Division, Directorate of Installation Support (DIS).

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a. The first mitigation method is on-site. For organizations with large facilities, conservation technology may be installed in their facilities if it will completely mitigate the increased water use of the additional personnel. However, this will be done at the gaining organization's expense.

b. If the organization increases personnel and cannot reduce water use at their facilities sufficiently on their own, the second method of mitigation requires working with the DIS. Cost for this mitigation method is \$1,000 per additional employee. This money will be paid to the DIS and is a *one-time fee per position added*. The fee applies to all personnel increases, regardless of where the employee or contractor worked or was located prior to the hiring action. The mitigation fee is not an augmentation to the Garrison's appropriated funds budget because it pays to mitigate water consumption resulting from personnel increases that have not been otherwise funded by Department of the Army in the Garrison's annual budget.

c. Finally, organizations may develop in coordination with the DIS, a hybrid of the above two mitigation methods.

6. Mitigation fees for temporary personnel increases will be based on the specific action, and will be assessed according to the amount and duration of the increase in water use. Estimated water use will be calculated based upon the mission, the number of personnel, whether personnel are TDY or permanent party, and other factors. Fees will be based upon a charge of \$1,000 per acre foot per year.

7. The proponent for this Policy Memorandum is the DIS, Environmental and Natural Resources Division, ATZS-ISB. The point of contact is Ms. Gretchen Kent, Environmental and Natural Resources Division, at 533-2549.

Encl

///original signed///

JAMES A. MARKS  
Brigadier General, USA  
Commanding

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