



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
441 G STREET, NW
WASHINGTON, DC 20314-1000

CEMP-CR

3 September 2025

MEMORANDUM FOR SEE DISTRIBUTION


SUBJECT: Real Estate – Agency Technical Review (ATR) Team

1. Reference Memorandum, HQUSACE CEMP-CR, 29 APR 2020; subject: Real Estate – Agency Technical Review (ATR).
2. It is the policy of USACE that all of its planning, engineering, and scientific work will undergo an open, dynamic, and rigorous review process. Technical, scientific, and engineering information that is relied upon to support recommendations in decision documents or form the basis of designs, specifications, and/or operations and maintenance requirements will be reviewed to ensure technical quality.
3. ATR is undertaken to ensure the quality and creditability of the government's scientific information, and must be comprised of senior USACE personnel, preferably recognized subject matter experts with the appropriate technical expertise.
4. Real Estate has updated its list of ATR representatives and is committed to developing team members with appropriate expertise to facilitate a cohesive and complete review of decision documents. The approved ATR Representatives table (ENCLOSURE 1) contains the list of approved Real Estate ATR representatives for each respective study type.
5. An approved ATR Trainee table (ENCLOSURE 2) contains a list of individuals approved to serve as trainees, with intent to shadow approved ATR representatives until such time as they have gained the necessary qualifications and experience to apply to become an ATR representative. In order for trainees to progress to ATR representatives, they must submit a self-assessment capability form (ENCLOSURE 3), approved by the District Chief of Real Estate (if applicable) and the Division Chief of Real Estate. Division Chiefs of Real Estate should ensure that trainees have shadowing opportunities, with approved ATR Representatives, as often as possible to ensure they gain the experience they need to progress to ATR representatives.

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6. My point of contact for any questions is Mr. John Wilburn at 662-301-4568.

 Digitally signed by Paula
Johnson-Muic
Date: 2025.09.03 18:59:38 -05'00'

3 Encls

Paula S. Johnson-Muic
Director, Real Estate

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GALVESTON DISTRICT (CESWG-RE)

LITTLE ROCK DISTRICT (CESWL-RE)

TULSA DISTRICT (CESWT-RE)

CARIBBEAN DISTRICT (CESAA-RE)

ENCLOSURE 1 – ATR Representatives

Updated as of 8/15/25	Reviewer		Coastal Storm Damage Reduction	Flood Risk Management	Deep Draft Navigation	Inland Navigation	Water Management and Reallocation	Ecosystem Restoration
MVD								
MVM	Mark Harkison			X				
NWD								
NWS	Doris Cope			X				X
NWK	Meredith Harmon			X				X
NWO	Rick Noel			X			X	X
NWK	Seth Thomas			X			X	X
NWD	Kimberly Ohman			X			X	X
SWD								
SWD	Cade McCloud				X	X		
SWL	Brian Raley			X		X		
SWG	Karen Vance-Orange		X	X				X
LRD								
LRD	Alicia Barrette		X	X				
LRD	Michael Abernathy		X	X		X		X
LRE	Jessica Harbert			X				X
LRN	Cathy Keith			X				X
LRE	Paula Kohl			X	X	X		X
LRL	Carrie Fry			X				X
NAD								
NAE	Maureen McCabe			X				
NAB	Craig Homesley		X	X		X	X	X
NAB	Heather Sachs		X	X	X	X		X
NAD	Carla Buatte			X		X		X
SAD								
SAJ	Timothy McQuillen		X	X	X	X		X
SAM	Russell Blount III		X		X	X		X
SPD								
SPD	Paul Zianno			X				X
SPD	Ryan Taylor			X				X
POD								
POD	Erica Labeste		X	X				

ENCLOSURE 2 – ATR Trainees

Updated 15 AUG 2025	Trainee		Coastal Storm Damage Reduction	Flood Risk Management	Deep Draft Navigation	Inland Navigation	Water Management and Reallocation	Ecosystem Restoration
MVD								
	Matthew Quinn		X	X		X		
	Troy Venner			X				
	Steven Stickle			X		X		X
	Denita Wesley			X		X		X
	Brian Johnson			X				X
NWD								
	James Hardegen		X	X		X	X	X
	Chris Bukolt		X	X	X	X		
SWD								
LRD								
	Sarah Peace		X				X	X
	Carrie Fry		X		X	X	X	
NAD								
SAD								
	Rhyann Chambliss		X		X		X	X
SPD								
POD								

ENCLOSURE 3
REAL ESTATE
AGENCY TECHNICAL REVIEW
SELF-ASSESSMENT CAPABILITY FORM



Employee information

Name: _____ Position Title: _____

District, Branch: _____ Grade: _____

Years of Experience in USACE RE Planning or Acquisition: _____

Areas of Expertise and Interest: Perform a self-assessment of your level of realty **expertise** (significant, limited, or none) and your level of **interest** (high or low) for performing real estate planning studies for various business lines/project purposes to assist in training and development. For expertise:

- Indicate '**significant**' if you feel you have managed complex real estate issues, supported plan formulation in identifying the minimum real estate requirements per applicable policy, and provided non-Federal sponsor oversight independently for large, complex projects. [example: 10 or more studies]
- Indicate '**limited**' if you feel you have managed routine real estate issues, supported plan formulation in correctly identifying the minimum real estate requirements, and provided non-Federal sponsor oversight activities with supervision for complex projects or with limited supervision for CAP projects. [example: 5-9 studies]
- Indicate '**no expertise**' as appropriate.

	Deep Draft Navigation	Inland Navigation	Ecosystem Restoration	Coastal Storm Damage Risk Reduction	Flood Risk Management	Water Mgmt/ Reallocation
Expertise:						
Interest:						

Suggested Training (**required for National ATR Certification, however, a nominee may be considered if there is demonstrable experience in lieu of course completion): Indicate if you completed the following list of focused training or indicate TBD if the course is listed on your IDP.

Name of Course	Year
**PROSPECT RE Acquisition 101	
**PROSPECT RE Acquisition 201	
**PROSPECT RE Project Management and Control	
**PROSPECT Civil Works Project Development Process, PCC 1	
**PROSPECT Planning Essentials, PCC 2	

Name of Course	Year
PROSPECT Planning Essentials, PCC 3	
PROSPECT Continuing Authorities Program	
Appraisal Institute, Basic Appraisal Principles	
IRWA 100, Principles of Land Acquisition	
IRWA 200, Principles of Real Estate Negotiation	
IRWA 201, Communications in Real Estate Acquisition	
IRWA 800, Principles of Real Estate Law	
IRWA 802, Legal Aspects of Easements	

ATR Shadowing Opportunities: List any relevant shadowing/supported ATRs or temporary details/assignments or those you are interested in accomplishing:

X

Realty Specialist

X

District Chief of Real Estate

Concurrence:

X

Division Chief of Real Estate

Division Chief Comments/Recommendation: