

ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

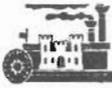
VOL. 26 NO. 3

MARCH 1989

National Women's History Month



See articles on pages 8 & 9



Corbin's Comments by Col. James E. Corbin



Hi! It's that time of the month, and once again I have successfully evaded Ken's due date! Ouch! Darn he is a hard task master!

I thought I'd spend a few moments discussing the future and how we have changed the functioning of the Front Office as we transition from today's to

tomorrow's mission.

Currently the senior managers in the District and I are engaging in a little one-on-one mission analysis - the District's, their division/branch/section, and how they interact with the other elements in the District. All really simple, easy stuff - right? WRONG! It is about as much fun as beating yourself on the head with a baseball bat. I guess self-analysis always is!

Why is this necessary? Bluntly, if we are just existing, or don't know where we fit in with those around us and them with us - how can we ever focus our efforts? My intent is to come up with a focused approach to our business, using Project Management, since it has been forced upon us, as a vehicle to get us there. We could have done it other ways, but Project Management is an ideal vehicle to help us focus our efforts on a definable goal - output. That's

absolutely critical in a war, and, I submit, every bit as critical in business or government. While the price of failure may not be as dramatic or final as war, it sure can be traumatic.

What we're talking about is a focused approach to mission accomplishment and management of that effort. Today we take dollars (program funds) and people (you and me expressed in that thrilling term FTE - yuk!) and apply those resources through our traditional organization to get something done. Nothing wrong with that - it works! A little cumbersome, not too timely and occasionally not too cost-effective, but it works.

Regrettably times have changed! Today local sponsors pay 25% of the cost of most of our projects, user fees are coming in vogue, and using industries will be required to pay more and more of our costs. Guess what!? They can't afford the best solution and can't wait for us to figure out the perfect solution. They need, want and will DEMAND "good enough" or we are out of business as we know it! A true dedication to focus on output (mission), on time, within cost & resources is critical.

We are going to use Project Management as a way to focus us on the bottom line (in industry that's profit - here I believe it is output, on time, within cost, with integrity). On the way we are going to functionalize the Front Office operation with the intent of turning you loose within our focus to succeed.

Mr. Jack Niemi (see his article else-



US Army Corps of Engineers
St. Louis District

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where in this issue) has been established as the Deputy District Engineer for Project Management with both the responsibility and authority to make it work. In addition, a Project Management Division headed by Mr. Bill Sutton has been established. Essentially you can think of the two deputies as the folks who oversee our daily operations with Yours Truly getting involved only when needed and the project managers as our extension to be sure that priorities, intent, and schedules are adhered to and that timely communication happens.

Division chiefs and others have the same responsibilities they have always had. Right now I'm a bottleneck with far too many daily items coming to me that you can easily solve and probably solve better internal to the District. Authority to make decisions (internal to the District) is going to be placed in the organization at the appropriate levels, hopefully as close to the action as possible. Don't be surprised in the next few months if you are told with increasing frequency to just make the decision on an action and send us an info copy (verbal or written) as you begin execution. At least that's what I sincerely hope happens.

Novel approach isn't it? I'm going to trust you to do your jobs and take my chances with the results. You folks will do fine, although I'm not sure the Corps as a whole will let this approach succeed. Sure hope they do - healthy, vibrant organizations do it this way, hope we can!

It will take about six months to make things really begin to work, but it will. Along the way there will be some uncomfortable moments, but we'll make it. I believe it is the only way that the Corps and the St. Louis District will be able to hang on to the additional missions we get (it is easier to get work than to keep it over time).

To streamline Front Office operation I have divided the daily responsibilities of the two deputies. Jack will have Engineering, Construction, Operations, Planning, Programs, Project Management, Real Estate and Value Engineering. Report to me through him on a normal business basis. Bud (that's LTC Brown for some of you) will have Personnel, Comptroller, Contracting, Logistics Management, Information Management, Security and Safety. Those people will report to me through him. Equal Employment Opportunity, Internal Review, Office of Counsel, Public Affairs and the

Executive Assistant will report to whichever one of us they need to on a case-by-case basis.

Starting 1 July 1989, after the current GM rating period ends, each Deputy will write the performance appraisal for those division chiefs and special staff officers reporting to me through them. In addition, the military deputy (who now rates everyone) will rate EEO, IR and OC; the Executive Assistant will rate PA; and I'll rate the two deputies, the Executive Assistant and review everyone else. Hopefully that will help you sort out the Front Office power structure a bit.

As we go forward from this fiscal year into FY90, while budgeting for FY91 and programming for FY92 and beyond, we are going to try some other novel approaches. Wouldn't it be nice if we applied resources (dollars and people) to the most critical missions irrespective of "turf" (the traditional organization) and then adjusted the organization accordingly to ensure optimum output? Today we divvy up resources based on the organization and then try to figure out what the mission and output are (that's overstated a bit - but our effort isn't really focused on output).

I believe we can accomplish the above without negatively affecting anyone's job who currently is employed in the District. It may mean that some of us will work in two or three different branches or divisions each year with a "home" division, but we already do that today - you just may not realize it.

The intent behind all this is twofold: #1 - get the job done the best way we can utilizing the resources available, on time, within cost, in a focused manner, adjusting the organization as necessary; #2 - while protecting, caring for and providing the best work/family environment we can for us - the people of the St. Louis District.

Didn't you do that before? Sure you did! And you did, and are doing, a MAGNIFICENT JOB! But, the world is changing. In fact, it has changed, and we must be smart enough to change how we cope with it, retaining our Honesty, Integrity and basic Personal and Professional Values that are so important to us. You have always risen to the challenge in the past, and I'm sure that together we'll handle this as well as future challenges.

SEE YOU NEXT MONTH!



Niemi new deputy



Jack Niemi, former Chief, Engineering Division, is the new Deputy District Engineer for Project Management. The following article has been written by Mr. Niemi to explain, briefly, what project management is all about.

Last spring the Corps, at the direction of the Assistant Secretary of the Army for Civil Works, Mr. Page, began implementation of a new way of looking at how we manage our projects. This new system, called Project Management, means that one person, a project manager, is assigned responsibility for a project early in the planning stage and stays with it through design and construction. Previously we had separate management responsibilities in planning, in design and in construction, with a hand-off of responsibility from one functional element to another at each stage.

The new system is intended to shorten the time from the inception of planning to completion of construction, provide more effective coordination with our cost-sharing partners

and better enable us to deliver a quality project, on time and within budget.

The actions that have been taken in the St. Louis District to implement Project Management are:

* The position of Deputy District Engineer for Project Management (DP) has been established. I will be filling this position, at least till the end of FY 89.

* The Project Management Office (PM) has been established. Bill Sutton is heading that office pending recruitment and placement.

* Two branches have been created under PM, Mel Price L&D Branch (PM-A) and the Project Managers Branch (PM-B). Bill Sutton heads PM-A as a dual assignment and Mike Dace heads PM-B.

*The Mel Price Office (ED-Z) and Engineering Management Branch (ED-P) in Engineering Division have been disestablished and all personnel transferred to the PM organization.

Hahn Emergency Manager

Emmett Hahn is the new Emergency Operations Manager for the District. Emmett left his job as Chief of the Plan Formulation Branch in Planning Division in December to take over the new job.

He has been with the District for 24 1/2 years, and had been Chief of Plan Formulation for the past seven years.

There's gold in those suggestions!

As of 18 January 1989, 21 suggestions had been adopted this fiscal year in the St. Louis District. Of that total, six suggestions with tangible benefits accounted for award amounts of \$15,682 and tangible savings of \$1,158,526. The total amount paid in suggestion awards by the District during this period was \$16,157.

You too can cash in on your ideas by following three simple (or not so simple) steps. 1. Review and accurately describe the current procedure or situation. 2. Suggest how it can be improved or accurately describe a better way of getting the job done. 3. Show what benefits will be derived by doing it your way.

Da Form 1045 will continue to be used for submitting your ideas. If you need some help on the format, contact Bob Frederick at 263-5541, or see Bob in Room 836.



On the Soapbox

Telling the District's story last month were:

Around the District

Mike Cullen, Assistant Chief, Operations Division, did a live radio interview with KXOK Radio in St. Louis on the Corps' role in navigation on the Mississippi River.

Dave Busse (ED-HP) gave a talk to The Propeller Club of St. Louis on The Drought of 88/89.

Claude Strauser, Chief, Potomology Section, spoke to over 100 people at the Couti-Carriers semi-annual dinner meeting. He also spoke to 25 members of the Golden Eagle River Museum at their regular monthly meeting. At both meetings Claude discussed how the Corps has restored the Mississippi River to its pre-settlement condition while obtaining a safe and dependable navigation channel.

Lake Shelbyville

Park Rangers Dee Kessel and Lee Ann Montoya presented two programs in the Visitor Center to the Main Street School of Shelbyville. Lee Ann talked about eagles

and Dee covered snakes of Illinois. Lee Ann also conducted a program for the Sullivan Pre-School about reptiles and dinosaurs.

Rend Lake

Park Ranger Ray Zoanetti spoke to Cub Scouts from Benton, Illinois, on how wildlife survives during the winter.

Park Ranger John Mabery was interviewed by WQRL Radio about Rend Lake's Christmas tree/fish habitat program. More than 1200 used Christmas trees were collected by local businesses to help fisheries management at the lake.

Carlyle Lake

Park Ranger Brad Laaker spoke to 25 Clinton County 4-H members during their Career Night meeting. Brad's topic was on a career opportunity with the Army Corps of Engineers.

Park Ranger Lawrence Williams manned the Corps booth at the St. Louis Boat and Sports Show at the Cervantes Convention Center.

Assistant Park Manager Karl Tilkens presented a program on Current Activities at Carlyle Lake to the Rotary Club of Carlyle, Illinois.

Mark Twain Lake

Park Ranger Chuck Crocker presented a talk on the fishing outlook for Mark Twain Lake for 1989 to a full house of 550 people at the Hixson Junior High School Auditorium. He also summarized Corps facilities at Mark Twain Lake during 1988. Chuck also conducted a tour of the Clarence Cannon Power Plant for 10 second through fourth graders from Madison Elementary School. The tour reinforced the classroom study of electricity and hydroelectric power.

Chuck presented the popular "America" program to the Louisiana Cub Scouts during their Annual Blue and Gold Banquet. The "America" program, developed by Park Ranger Steve Austin, is a multi-image presentation of American history from discovery through the early 1970s.

Assistant Park Manager Dave Berti talked with 30 members of the Paris Rotary Club to reflect on the past year and discuss the next five years contained in the Master Plan.

Park Ranger Mary Anne Story was one of the judges of science projects in the Life Science Division of nearly 50 fourth through eighth graders at the Louisiana Middle School Science Fair.

(Continued on page 7)



Promotions and Incentive Awards



PROMOTIONS:

Kevin Curran, OD
 Jeffrey Stamper, ED
 Randy Jones, OD
 Sharon Jackson, PO
 Stephen Summers, OD
 Carolyn Morris, CD
 Jerald Schutte, OD
 Mary Story, OD
 Lonnie Forrest, OD
 Louella Fouts, OD
 Terrence Williams, OD
 Lawrence Williams, OD
 James Beyatte, OD
 Brenda Choisser, OD
 Diane Jones, RE
 Sharon Leeker, IM
 Joan Brickey, CT
 Robert Keller, CD
 Lawrence Kennedy, OD
 Dorothy Zych, CD
 Ronald Jones, IM
 Ruth Townley, LM
 James Lynch, OD
 Catherine Fox, CD
 Dario Franzi, ED
 Richard Sovar, ED
 Ronald Gosselin, OD
 Roberto Escalera, RE
 Arthur Ruebenson, OD
 Karen Schaffer, OD
 Mary Dostal, OD
 David Mueller, CD
 Joseph Laird, OD
 David Allen, OD
 Donald Brown, OD
 Andrew Jefferson, OD
 Michael Thompson, OD
 Lewis Kent, OD
 John Zimmerman, CD
 James Keen, CD
 Timothy Nelson, RE
 Lillie Harris, ED
 Gary Jones, ED

EXCEPTIONAL PERFORMANCE RATINGS:

Betty Mentzel, RE
 Sharon Cable, OD
 Robert Doza, OD
 Fred McLard, ED
 Maggie Patterson, EEO
 Charles Brooks, IM
 Joan Brickey, CT
 Gary Camp, RE
 Edward Franz, CD
 Billie Sanna, OD
 Michael Hamm, ED
 Thomas Furdek, ED
 Terry Norris, PD
 Lon Montgomery, OD
 Daniel Ragland, PD
 Suzanne Harris, PD
 Bonita Toennies, ED
 Richard Ubben, CD
 Jean Scott, CD
 Billy Arthur, ED
 Eugene Jones, OD
 Russell Feltmeyer, OD
 Eugene Degenhardt, VE
 William Meldrum, ED
 Judith Griffith, LM
 Josephine Bischan, OC
 Joseph Schwenk, ED
 Era Greer, OD
 William Levins, RE
 Walter Ohar, OC
 Carolyn Foster, DC
 Joan Schick, CT
 Jean Kuethe, DC
 Joan Heckstetter, OD
 Michael Navin, ED
 Vernon Oettle, OD
 David Gates, PD
 Gerald Allen, CD
 Charlotte Heeb, ED
 Don Mirick, OD
 Richard Gray, DC
 Mark Alvey, ED
 Thomas Hewlett, RE
 Victor Behrmann, ED

James M. Hill, PD
 Dale Russell, OD
 Mark Roderick, OD
 Gerald Allen, CD
 Lee Dellenbaugh, ED
 Michael McClendon, OD
 Dixie Pickett, PO
 Kathleen Kornberger, DC
 Milton Walter, CD
 William Busch, CD
 Milan Hornak, ED
 Thomas Gardner, CD
 Donald Chrismore, ED
 Deborah Maynard, IM
 Thomas Leicht, ED
 Carolyn Foster, DC
 Cecil McLard, OD

SPECIAL ACT/SERVICE AWARDS:

Jeffrey Stamper, ED
 Betty Jo Yuncker, IM
 Maggie Patterson, EEO
 Stanley Ebersohl, OD
 Kathy Engelmann, PD
 Natalie Eschmann, PD
 Charles Bingaman, DS
 Fred Shepherd, DC
 John Stewart, PO
 Thomas Williams, OD
 James Summers, OD
 Brenda Hamell, PO
 Norma Browning, OD
 Linda Werner, OD
 Andrew Jefferson, OD
 Arthur Ruebenson, OD
 Donna Adams, OD
 Suzanne Mueller, OD

PERFORMANCE AWARDS:

Arthur Ruebenson, OD
 Donald Huston, OD
 Eugene Jones, OD
 Robert Muffler, OC

(Continued on next page)



Josephine Bischan, OC
 Howard Reynolds, OD
 William Hedger, OD
 Sharon Cable, OD
 Regina Schaffner, OC
 Joseph Schwenk, ED
 James Gerth, LM
 Betty Mentzel, RE
 Charlene Boecklen, LM
 Kathleen Kornberger, DC
 Carolyn Foster, DC
 Dixie Pickett, PO
 Norma Kosta, OD
 Darryl Heck, OD
 Linda Levault, OD
 Donald Ludwig, ED
 Deborah Maynard, IM
 Jeanette Wellen, OD

QUALITY STEP INCREASE:

Walter Ohar, OC
 William Levins, RE
 Billie Sanna, OD

Soap Box

(Continued from page 5)

Wappapello Lake

Park Ranger Dan Camden attended an AG Expo at Three Rivers Community college where he informed the 560 visitors to the Wappapello Lake booth about the Corps role in resource management and conservation.

Park Manager Michael McClendon was interviewed on radio station KJEZ in Poplar Bluff, Missouri. He dispelled rumors about drawing the lake down below normal conservation pool and updated the public about the lake levels due to heavy rains. Mike was also interviewed by the Journal/Beacon newspaper of Poplar Bluff. He talked about the "Take Pride in America" program and vandalism.

News Briefs

New Lockmaster

Lock and Dam 24 at Clarksville, Missouri, has a new lockmaster. He is Lewis Kent.

Lewis started with the St. Louis District as a sandblaster/painter in 1955. After two years he left the Corps, but returned in 1968 as a Lockman at L&D 24.

He became Assistant Lockmaster in January 1986 and Lockmaster in January of this year, upon the retirement of Dan Buckley.

Lewis has been married to wife Verna for 37 years. He has a son, daughter and five grandkids.

New Park Aid

Gene Links, a junior at SIU-Carbondale, joined the staff at Rend Lake as a Park Aid in the Natural Resource Management Program. Gene's

wife Judy had their first child at the end of January.

Handicapped hunt

Mark Twain Lake will conduct a turkey hunt for handicapped persons during the 1989 Missouri spring turkey season. The hunt will be held in the Indian Creek Area April 29 and 30 from 6 a.m. to 1 p.m. and will be limited to six hunters. Participation in the hunt will be restricted to permanently disabled (Non-ambulatory, semi-ambulatory) individuals possessing a valid 1989 Missouri spring season turkey tag and a valid hunter safety certification card.

For further information, contact the Mark Twain Lake Management Office, Route 2, Box 20-A, Monroe City, Missouri, 63456-9359 or telephone (314) 735-4097.

Bicentennial dates

March 4: The first U. S. Congress convened in New York under the new Constitution. A quorum was not present.

Bowling league

Corps women interested in joining a fall or summer bowling league contact Charlene Paige at 3-5541.

Car pool wanted

Looking for a car pool from the vicinity of 270 and Olive. Working hours are 7 a.m. to 3:30 p.m. Call Shirley at 425-4117.



Women's History Month

By Tom Joyce
American Forces Information
Service

In 1647, Margaret Brent demanded a "place and voyce" in the Maryland Assembly. Her request was denied. It wasn't until August 18, 1920, that women finally won the right to vote when Tennessee became the 36th state to ratify the 19th Amendment to the United States Constitution.

The progress women made to achieve equality between 1647 and 1920 was slow and hard-fought; progress has been steady since then -- and just as hard-fought.

March is Women's History Month -- a month intended to recognize the diverse contributions to American culture of women of all races, ages, ethnic groups and cultural backgrounds.

Anne Firon Scott, a novelist and women's historian, has noted that "Poets and novelists rarely overlook women. Historians almost always do."

Victor N. Ogilvie, an Air Force Reserve lieutenant colonel, agrees. "Eight years ago," he writes, "there was so little information available on women's history that some teachers wondered if there was enough material to cover (events for) an entire (women's history) week."

"We can all take pride in the many and varied contributions of women to our

nation's greatness," writes Ogilvie in a report on the contributions made by women throughout history. "Perhaps in the future, the history of women will not focus so much on firsts as on the lasting contributions of womankind to the history of all Americans."

Probably nowhere else does women's history in the United States tend to focus more on lasting contributions than in its armed forces.

The American armed forces are recognized around the world as being the leader in providing opportunities for women to excel -- even though law bars them from combat roles.

Symbolic of that recognition: The Department of Defense's Women's History Month Observance is scheduled for March 8 at the Pentagon. It will focus on the history of women in the military service, and highlights will be taped for distribution worldwide.

Guest speaker is retired Air Force Brig. Gen. Wilma Vaught, head of the Women in Military Service for America Memorial Foundation spearheading the construction of a memorial at Arlington Cemetery. It will honor women who have served or are now serving in the nation's armed forces.

Those women now serving, incidentally, had more than 24,000 positions opened to them throughout the services

during 1988, enabling them to make further contributions in many fields to the nation's defense. Many experts agree that their role will continue to grow in the future -- up to and including combat duty.

It is well-known that women made major contributions as early as the Revolutionary War.

Margaret Corbin took her husband's place at a cannon after he was killed at the Battle of Fort Mifflin. Other women disguised themselves as males and fought as soldiers. Others worked as cooks, nurses and laundry workers.

Officially, the history of women in the armed forces began with the formation of the Army Nurse Corps in 1901.

The Navy allowed women to enlist in fields other than nursing as early as 1917, but it wasn't until World War II that opportunities for women expanded.

The Women's Army Corps, established on September 1, 1943, brought significant numbers of women into each service and they performed a wide range of duties, including work on the Manhattan (atomic bomb development) project.

After World War II, a 1948 law established a ceiling on women in the military (2 percent), and each service was limited to only one senior field grade, an O-6.

Women made significant contributions during the Korean War and in Vietnam.



1989

Genesis

In 1967, Public Law 90-130 repealed the 2 percent ceiling on women and also allowed women to be appointed to flag and general officer rank.

In the 1970s, women were fully integrated into the armed services as the last of the separate women's branches, the Women's Army Corps, became a part of history. "Since then," notes Ogilvie, "women have been known as soldiers, not WACs; sailors, not WAVES; Marines, not WMs; airmen, not WAFs; and Coast Guardsmen, not SPARS."

Today, women in the military contribute in all capacities except those prohibited by legislation or associated service policies. In 1972, women comprised less than 2 percent of active duty personnel and less than 5 percent of the National Guard and Reserve; today, they make up more than 10 percent of the active component and more than 11 percent of the National Guard and Reserve. And they are making major contributions in career fields historically staffed by men.

Job skills open to women range from about 98 percent in the Air Force to 80 percent in the Marine Corps. (The differences reflect the impact of combat-exclusion restrictions and component missions.) In the Department of Defense as a whole, almost 88 percent of the skills and more than 61 percent of the positions are open to women.

WOMANSPEAK, by Gloria Goldsmith, is a short, but poignant play which depicts women's lost history. The central character, Contemporary Woman, searches for her roots throughout the whole play and encounters many notable women from the past. Among them are Abigail Adams, Sojourner Truth, Susan B. Anthony, Margaret Sanger, and Eleanor Roosevelt. They and many others show Contemporary Woman that she is clearly part of a great tradition.



Many people today mistakenly believe that the women's liberation movement of the last twenty years has been the only impetus for change and improvement in the status of women in our society. As if the feminist movement of this century had no antecedents -- hardly! The upsurge of reform in the 1840s, such as the Temperance Movement and the anti-slavery movement, gave strong impetus to the tremendous stirrings and activity which culminated in the now famous Seneca Falls Convention in July 1848. Names you may know, such as Lucretia Mott and Elizabeth Cady Stanton were women

instrumental in organizing that first women's rights convention to "discuss the social, civil, and religious condition and rights of woman." These women and many others were brave and courageous, fiercely independent and forceful in their instigation of a movement that was totally unheard of up to that time. Susan B. Anthony, the determined leader of the women's suffrage movement, is another name well known. But, did you know that, despite her tireless efforts in the struggle for the enfranchisement of women, she died before the ratification of the 19th Amendment in 1920! With the issue of a new dollar coin in 1979, she became the first woman to be depicted on United States currency.

The play mentioned earlier in this article, WOMANSPEAK, will be offered this year by the Federal Women's Program Committee in celebration of Women's History Month. The play consists of twelve characters all parts of which will be performed by District employees. While the play will be entertaining, it will also serve to inform you of some little known facts about some well known women in history. Be sure to come to one of the performances to be held on 29 March in Room 1040: at 1000 or 1330.



Tax forms available

To assist you in your tax preparation, the Technical Library, Room 926, is making the tax forms available in single copies. Forms include those from the federal IRS, the City of St. Louis, the states of Missouri and Illinois. Also available for three-day checkout is an audiotape, with instructions, for forms 1040 EZ, 1040a, 1040 and Schedule A & B. The IRS has provided the library a reference copy of many of its information and instructional booklets for you to consult as well.

Coming in April

Watch the bulletin boards for information on how you can join the Tech



From your Technical Library

Library in celebrating National Library Week. Activities are planned to both please and instruct you about your librarians and the multi-faceted services we offer.

Driving liability

As a service to you, the library is distributing the pamphlet "Employee Driving

Liability Guide: Who Pays?" written by the Corps of Engineers, Lower Mississippi Valley Division. It is current, helpful and to the point. Pick up one or more in the Tech Library, Room 926.

AIDS film available

If you missed the HBO video film "AIDS in the Work Place" shown in Room 1040 last year and want to see a frank question and answer session with the Surgeon General, it is available for a one week check out from the library. The hour-long tape is on the standard 1/2 inch VHS format which plays on most home VCRs.

New Job Info Center hours

The Federal Job Information Center in Room 400 of the Old Post Office Building at 815 Olive Street has new operating hours as follows:

Walk-in Self Service - 8 a.m. to 3 p.m. Monday thru Friday

Telephone contact with an Information Specialist - (314) 539-2285 - 8 a.m. to 11 a.m. Monday thru Friday

Hotline - (314) 539-2380 - operates around the clock, 7 days a week. This is a recorded message of positions for which applications are being accepted for Federal employment.

Women's Executive Leadership Program

Terri Nicholson of the Position Management Branch of Personnel Office has been notified by the Office of Personnel Management in Washington, D.C., of her selection to participate in this year's Women's Executive Leadership Program.

Terri was one of 243 Federal employees selected to take part in this year's program which will focus on preparing talented Federal employees for managerial positions. The District wishes GOOD LUCK to Terri as she embarks on her endeavors during the coming year.

Golf news

The SLD Golf League will hold its annual Spring Tournament at the Tamarack Country Club on Monday April 24, 1989. The tournament will be a two person scramble, with teams divided into three flights. Prizes will be awarded to the First and Second place teams in each flight. Current league members should contact their captains for entry. Non-league golfers should contact Tamara Atchley and furnish scores for a previously established handicap for purposes of team pairings.



Be a plaque buster! Running

While only half of U.S. school-aged children have dental decay, adolescents have a good chance of joining the three out of every four persons in the United States who have periodontal (gum) diseases.

Periodontal diseases, the No.1 cause of tooth loss among adults, are caused by a sticky, colorless film of bacteria called plaque, which is constantly forming on the teeth. These bacteria create toxins that irritate the gums and loosen the attachment of gum tissues to the teeth. For people over 18, the chances are greater than half that a form of the disease is already present in their mouths. Anywhere from 5 to 46 percent of 12 to 15-year-olds already have a destructive form of periodontal disease.

Since periodontal diseases are painless, teen-

agers may not be aware they have gum disease unless it is diagnosed. Whether or not today's adolescents lose their teeth to gum disease is a matter of choice. With very rare exceptions, the condition is due to neglect and can be prevented by removing plaque through daily flossing and brushing.

In fact, recent studies have recognized that toothbrushing actually reduces an early form of periodontal diseases, gingivitis, which is characterized by red, swollen and bleeding gums. Studies have indicated that gingivitis is nearly a universal finding in both children and adults. Thanks to an emphasis on preventive dentistry, the percentage of older Americans who have lost their natural teeth decreased 12 percent between 1962 and 1986.



NEWS

St. Louis District Running Club announces an opportunity to compete against the U.S. Army Engineers of Fort Leonard Wood. FLW is sponsoring a 10 K half marathon and full marathon on 29 April. The running club wants to participate and needs participants. Call Jerry McClintock at 3-5625 for details and sign-up information. Great fun and a good time assured.

Civilian pay experiments

By Jim Garamone
American Forces Information
Service

Civilian pay experiments will continue in the Department of Defense. Legislation had been introduced in the last Congress to expand them and would have allowed large-scale demonstration projects involving up to 250,000 workers.

It passed in the Senate, but died in the House. But its failure did not affect

smaller -- 5,000-worker -- demonstration projects.

Two unaffected ongoing projects are the Navy's China Lake, California, test of pay bands and new methods of classification, and a McClellan Air Force Base, California, project called Pacer Share. Pacer Share is being used to test simplified classification and pay schedules for both white collar and blue collar workers. Workers are consolidated into teams and encouraged to

crosstrain into other skills. A "gainsharing" portion of the test allows workers to share in any savings under the new program, although there was no gainsharing dividend at the end of the first quarter of the test.

Other demonstration projects in DoD are getting underway. The Defense Logistics Agency is working on a project called Skills Based Pay in a Participative Environment. This is a five-year

(Continued on page 15)



Retiree Review

The February luncheon was quite a scene. There were 46 present, including the DE, Col. Corbin, who gave a pretty comprehensive run-down on current activities in the District. The Colonel was on a tight schedule and had to depart quickly.

The gathering then broke into a somewhat confused discussion about the landlord's announcement that we could not meet there in March. All retirees on our mailing list were sent a letter on the subject.

Among the announcements which never got made:

-- Kate Stiles wants the phone numbers of all the regulars to make it easier to pass word on happenings. Give Kate your number at the next luncheon.

-- OPM is considering a special open-season on health insurance for retirees, because of the confusing way in which programs have changed. Call Joan Schmidt (263-5538) if you have questions about this.

-- The Greater St. Louis Resident Office (replacing the old Illinois Resident Office) is now operating at the Service Base (263-4708/09).

-- If you know of anyone who is not on our mailing list, but would like to be, ask them to call PA (263-5662).

There was one first-timer, Violet (Schawacker) McCarty, accompanied by her husband, Tom. Violet formerly worked in Real Estate.

Senior Retiree present was, as usual, Howard Beinke.

The review of attendance in 1988 is now complete. Would you believe? We had two with perfect records: Roger Cuddeback and Bob Maxwell both made it all 12 times in '88. Bob now holds the current unbroken-string record. He hasn't missed one since May of

'87. Roger is second, not having missed since September of '87 (sorry Roger).

Those who showed up 11 times in '88 were: Duff and Kugler; Ten-timers were: Beinke, Herald and Weber. At nine-times the list gets too long. High attendance in '88 was 59 (Dec.); the low was 36 (Feb. and Sept.); and the average was 44.

Now, breaking a 20-plus-year record, the next luncheon will not be at Pietros. It will be at the Salad Bowl, 3949 Lindell (2 blocks west of Vandeventer), at the usual time (11:30), on March 16. Come on out and help decide where we go from here.

Retirements...

Larry White, Chief, Facilities and Supply Branch, Logistics Management Office, has retired after almost 35 years of Federal service.

Larry began work in the St. Louis District in 1966 in what was then the Administrative Services Division. He has almost 22 and a half years with the District. He came to the District after serving almost 12 and a half years in the Air Force.

The "Good Old Days"

The good old days weren't necessarily all that good. Consider these office rules found in the ruins of an old building in London last summer. The rules are dated 1852.

OFFICE STAFF PRACTICE:

1. Godliness, cleanliness and punctuality are the necessities of a good business.

2. This firm has reduced the hours of work, and the clerical staff will now only have to be present between the hours of 7 a.m. and 6 p.m. on weekdays.

3. Daily prayers will be held each morning in the main office. The clerical staff will be present.

4. Clothing must be of a sober nature. The clerical staff will not disport themselves in raiment of bright colours, nor will they wear hose, unless in good repair.

(Continued on page 14)



To Your Health

Fitness facts

Before an exercise program:

If you haven't had any exercise for some time, try the following test by the President's Council on Physical Fitness before you set a program for yourself:

* Try to walk briskly for five minutes. If you have discomfort, start off with a program of alternate walking and resting.

* If at any point in your test you experience nausea, trembling, great breathlessness, headache or pain in the chest, stop immediately. See your doctor.

* If you can walk briskly more than five minutes but less than 10, you can begin walking regularly at a brisker pace for a longer period of time.

* If you can walk for 10 minutes but are somewhat tired and sore, you can start with a gentle combination of walking and jogging.

Vitamin C withdrawal

If you take vitamin C to ward off winter colds, be aware that your body may speed up metabolism of the vitamin. Sudden cessation of supplements can cause deficiency symptoms such as bleeding gums. So if you decide to stop, don't go from high-milligram supplementation to zero. Taper off.

Strong sunlight, cataracts linked

A threefold increase in the risk of cataracts has been tied to exposure to strong midday sun, according to new research.

This strong correlation between bright sunlight and cataracts is expected to spur a similar public health campaign to that prompted by the warnings that sun rays are linked to skin cancer.

Dr. Hugh Taylor, researcher at Johns Hopkins University's Wilmer Eye Institute in Baltimore conducted the study which was published in the *New England Journal of Medicine* in December 1988. Of 838 fishermen examined, 111, or 13 percent had cataracts that involved the outer part of the lens, a condition that represents half of all cataracts. Those with the highest exposure to UVB radiation had a 3.3 times greater risk of developing cataracts.

Dr. Taylor said exposure to UVB can be cut in half by wearing a brimmed hat; by 85 percent when a person wears sunglasses; and almost totally by wearing both.

Some sunglasses protect better than others, and the doctor suggests that buyers should look for a UVB rating before making a purchase.

Poison Prevention Week - March 19-25

American Forces Information Service

"Curious Minds Plus Busy Hands Equal Potential Poisoning" is the slogan for the 27th annual observance of National Poison Prevention Week, March 19-25.

In 1962, when the first National Poison Prevention Week was observed, there were almost 500 accidental poisoning deaths to children under 5. In 1986, there were only 59 deaths.

The Poison Prevention Week Council attributes this reduction to emergency first aid information from poison control centers, increased vigilance by parents, grandparents and other adults and child-resistant closures -- all of which amount to greater awareness of the problem.

The council was organized to coordinate the annual prevention week. Its charter calls for local communities to use the week to raise awareness of the dangers of accidental poisonings and to take preventive measures as the dangers warrant.



GOOD OLD DAYS (Continued)

5. Overshoes and top coats may not be worn in the office but neck scarves and head wear may be worn in inclement weather.

6. A stove is provided for the benefit of the clerical staff. Coal and wood must be kept in the locker. It is recommended that each member of the clerical staff bring 4 lbs. of coal each day during the cold weather.

7. No member of the clerical staff may leave the room without permission from the Supervisor. The calls of nature are permitted, and clerical staff may use the

garden below the second gate. This area must be kept in good order.

8. No talking is allowed during business hours.

9. The craving of tobacco, wine, or spirits is a human weakness, and as such is forbidden to all members of the clerical staff.

10. Now that the hours of business have been drastically reduced, the partaking of food is allowed between 11:30 a.m. and Noon, but work will not on any account cease.

11. Members of the clerical staff will provide their own pens. A new sharpener is available on application to the Supervisor.

12. The supervisor will nominate a Senior Clerk to be responsible for the cleanliness of the main office and the private office. All boys and juniors will report to him 40 minutes before prayers, and will remain after closing hours for similar work. Brushes, brooms, scrubbers, and soap are provided by the owners.

13. The owners recognize the generosity of the New Labour Laws, but will expect a great rise in output of works to compensate for these near Utopian conditions.

Accident summary

GOVERNMENT VEHICLE ACCIDENTS

FEBRUARY '89: None

Total vehicle accidents, FY 89: One

Total vehicle accidents, FY 88: None

PERSONAL INJURIES GOVERNMENT

EMPLOYEES - FEBRUARY '89: One

Total accidents for FY 89: Ten

Total accidents for FY 88: Seventeen

A laborer at Melvin Price Locks and Dam fell and strained his wrist while washing a pickup truck.

An employee fell and twisted his knee while climbing up a river bank.

An employee burned his wrist with a cutting torch.

A deckhand was on a ladder climbing, when the ladder slipped. He fell spraining his ankle. The ladder had been removed for

maintenance and all of the bolts were not tightened.

An electrician at Kaskaskia L&D was filling out work sheets, and was holding them at shoulder level. He turned his head and the edge of the paper struck his eye.

PERSONAL INJURIES CONSTRUCTOR

EMPLOYEES - FEBRUARY '89 : None

Total accidents for FY 89: Three

Total accidents for FY 88: Twenty-nine

LAKE FATALITIES: FEBRUARY '89: None

Wappapello Lake - 1

Total lake fatalities for FY 89: One

Total lake fatalities for FY 88: Six

Carlyle Lake 3

Wappapello Lake 1

Lake Shelbyville 1

Rend Lake 1



Civilian pay (continued)

project and must be revenue neutral -- that is, the program has been adopted for the agency's depot in Ogden, Utah, where the workload has been reviewed and teams set up to accomplish the various missions needed.

The projects will combine both white collar and blue collar workers. "The teams will function much as any unit would," said Len Kill Kelly, the chief of position classification and personnel management evaluation division at the agency.

"Over time we see it moving to a self-governing concept. (The teams will be) arrayed in a way that a team is responsible for a complete product process or function. Each person on a team will have all of the skills needed to do the work of the team."

Unions have been involved with the whole process.

When a person receives the needed knowledge to perform a new skill -- and is certified in that new skill -- then the person is awarded a pay increase.

"We believe this will reduce the cost of doing business while making us more flexible," said Kill Kelly.

The Navy will conduct a demonstration project that combines aspects of the McClellan effort and locality pay, or pay based on the cost of living around the base or post. Alameda Naval Aviation Depot near San Francisco -- a very high cost-of-living area -- is site of the project.

The Office of Personnel Management is "hot" on the idea of locality pay. Officials see it as a way to recruit high-quality people

in areas with a high cost of living. The demonstration project is at the Office of Personnel Management for approval and, if all goes well, could be in place in October.

Alameda is an industrial facility that repairs, modifies and refurbishes aircraft. "We have set all our people into teams, and they will all be crosstrained," said Laurie J. Sharp, the demonstration project coordinator at Alameda. "There is a gainsharing portion of the test and any savings realized will be returned to the teams. Ten labor organizations have worked with us on this project, and all have endorsed the concept."

The Air Force is also working on a locality pay demonstration project but is not ready to provide specifics on it yet.

A thank you note

I would like to thank everyone in the St. Louis District: The Colonel; the leave donation committee; Joan Schmidt of PO-S; Jerry Gray (my supervisor); and especially the people of the Corps, who so graciously gave of their hard-earned annual leave. It is a wonderful feeling to have your coworkers show how much they care through personal donations of annual leave.

Being off work for four and a half months is not a pleasure when most of that time is spent running to doctors, taking medicine and sleeping. I have been released to go back to work for four hours a day for an undetermined amount of time. Hopefully, it will be short in duration.

Your caring, giving and friendship has helped me through a rough period in my life.

Thankx
Sheila Rodriguez