

ST. LOUIS ARMY ENGINEER DISTRICT

# ESPRIT

Vol. 29 No. 4

April 1992

## In this issue...

Chief Counsel  
- page 3

Golf Tournament  
- page 3

Mentors  
- page 4

Pay changes  
- page 9

WWII anniversary  
- page 11

Tai Chi Ch'uan  
- page 14

## Wetlands at Mark Twain

At Mark Twain Lake a unique condition has been used to create prime wetlands. A nine-mile reregulation pool exists downstream of the dam to store water used for hydropower generation. This water is pumped back into the lake during periods of low power usage. The bottomlands along the reregulation pool have, for many years, been flooded and drained throughout the year depending on power generation demands placed on the Clarence Cannon Powerhouse. Fluctuations of up to seven feet within hours are common occurrences.



The Mark Twain Lake staff has undertaken several projects along the reregulation pool designed to protect and rehabilitate wetland areas. Low dikes and water control structures were constructed. Now water can be held at desired levels within the wetlands. High pool levels allow managers the opportunity to flood wetlands simply by opening water control structures, eliminating the need for costly and labor intensive pumping operations. Dikes and water control structures in addition to retaining water, also serve to exclude water during times when wetland vegetation is growing. Six pools have been developed totaling about 130 acres.

The areas will be drawn down gradually each spring and reflooded each fall. Impoundments throughout this area will be managed to provide a diversity of wetland habitat.



# View from the top - ●



**COL James D. Craig**

**We should all be optimists with a sense of realism.**

Let me start this month's comments with three definitions! **OPTIMIST:** One disposed to take a favorable view of possibilities. **PESSIMIST:** One who habitually sees or anticipates the worst or is disposed to be gloomy. **REALIST:** One who tends to view or represent things as they really are. Each of us should take a look and see where we fall in those three groups. My personal opinion is that we should all be optimists with a sense of realism. The Chinese write the word "crisis" with two characters; the first one means danger, and the other means opportunity. Take some time to think about that.

Last month I told you what a great job everyone did to support the major rehab report on Lock and Dam 25. I want to re-emphasize that. Without the enthusiastic work of a lot of members of the District, the report would not have been done in such a short time, and would not have been the quality product it was. Project Management had the lead in orchestrating the report; Planning did the economics; and Operations provided the much needed and realistic "on the ground" input. Without the support of all the other unsung heroes, the DISTRICT would have failed. A big thanks to all of you!

We are proceeding with our restructuring plan as I laid it out a few months ago. Last week several of us went down to division and laid out some of the specifics in the developing plan. I can personally tell you that the folks at division are on our side, and are doing everything they can to get us the FTE we need. My boss also asked me to pass on to each and every one of you that what we are doing will not end up being a self fulfilling prophecy. It WILL position us better for the future. And, in my opinion, the future for the District is looking brighter.

Last month I challenged each one of you to do what you can individually to improve the District and make it more efficient and effective. This month, I challenge each organization to chose one or two things you can do to improve the District, and move forward to implement them with enthusiasm and optimism. Look carefully at the brown bag notes and the ACOE notes. I think there are lots of ideas and opportunites in those thoughts.

The more I get to know the District and the functions each of you fill, the more impressed I become with how vital your part is to the District. Keep up the good work, and **THINK SAFETY!**



**US Army Corps of Engineers**  
St. Louis District

ESPRIT is an unofficial publication authorized under the provisions of AR 360-81. It is published monthly, by contract, in 1450 copies, by the Public Affairs Office, U.S. Army Engineer District, St. Louis. Views and opinions expressed in this publication are not necessarily those of the Department of the Army.

District Commander.....James D. Craig

Chief, Public Affairs.....Chuck Franco

Editor, Design, Layout.....Ken Kruchowski

Assistant Editor.....Mary Lou Lawson

Address mail to: U.S. Army Engineer District, St. Louis, ATTN: CELMS - PA, 1222 Spruce, St. Louis, MO 63103-2833. Phone: (314) 331-8000.



# Spring Golf Tournament

This year's Spring Golf Tournament promises to be one of the most competitive events ever scheduled. The tournament will be held May 1 to avoid the adverse weather conditions of the usual early April date.

The average league handicap scores have been steadily decreasing, which means the handicap spread for each flight will be closer than before. Best of all, a scramble enables you and your partner to play the best ball for every shot.

The spring tournament is open to all Corps employees. As in past years, non-league players must provide their estimated 18 hole handicap with their entry.

Tournament info follows:  
Time: Friday, May 1st  
Location: Tamarack Golf

Club (O'Fallon, Illinois)

Type of Event: Two person scramble

Entry fee: \$10 (includes beer and soda)

Green fees: \$11 (You can't beat this in the Metro area!)

Golf carts: \$16 per two-man team

3 flights: Championship Flight, A Flight, B Flight

Prizes: each flight: Low score: first, second, third; Closest to the pin #8 and #17; Longest drive #4

Other: Cutoff date for entries is Wednesday, April 22; Entry fees/handicaps should be returned to Rich Mills (331-8365); Green fees and cart fees will be collected by the gold course personnel on the day of the tournament.



The Federal Women's Program Committee would like to thank everybody who attended the program, March 17, observing National Women's History Month. It was a huge success, with more than 300 people attending. We have had numerous requests to have a repeat program. Thanks!

Also, the Metro Federal Women's Program, held March 19, was well attended, 728 registered even with the bad weather.

Both B.J. McConnell and the Older Women's League (OWL) have called and thanked everyone for their kindness.

They hope to return.

Norma J. Hall  
Federal Women's Program Manager

# Kelley new Chief of Counsel

For those who don't know by now, there's a new Chief in the Office of Counsel. His name is Terence J. Kelley.



He's a native St. Louisan. He received his undergraduate degree from St. Louis University. After he graduated from the University of Missouri at Kansas City with a Juris Doctorate, he began working for the Kansas City District as Assistant District Counsel. Between then and now he was a Trial Attorney for the Missouri River Division and District Counsel at Tulsa District.

For the last three years Terry has taught the funding portion of the Corps of Engineers Contract Law course given as part of the Corps' Pre-Command Course. He specializes in environmental and regulatory law.

Terry and wife, Sandy, have three children, two girls and a boy.

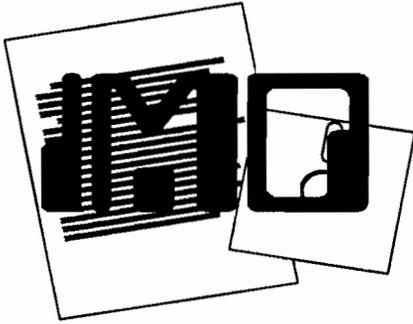
# Dee says thanks

Dear Friends:

Thank you for all your warm wishes while I recuperate from surgery. Your thoughtfulness is sincerely appreciated. I miss all of you and am looking forward to returning soon.

Thank you again.

Sincerely,  
Dee Ebert



## No beep??? Some answers!

By Ginny Mueller

Having problems with leaving voice mail messages or receiving them? **WE KNOW! WE ARE ALL HAVING THOSE VOICE MAIL PROBLEMS.** Don't worry, you are not unique or alone. The entire RAY Building has those problems, too. So if you haven't experienced it by now, at some point **ALL VOICE MAIL (VM) BOXES WILL EXPERIENCE THE SAME PROBLEM!** It's not any consolation but there are some explanations.

**PROBLEM:** An incoming caller will hear the personal message, but will not hear the beep in order to leave a message. Therefore, **NO VM MESSAGES WILL BE RECEIVED.**

**EXPLANATION:** The number of voice mail boxes authorized to the Corps have been maxed to capacity. At this point, we are not authorized any additional mail boxes.

The entire voice mail box system for the entire building is maxed to capacity (GTE) and all available resources (memory) are being used by the VM system.

As messages remain in an individual voice mail box system, resources are being used and filling the system to capacity (e.g. filling your hard drive).

**SOLUTION:** If everyone clears his/her voice mail box messages frequently during the day, it will allow messages to be received and free up system resources. However, people are letting messages sit in the VM box (it will hold 8) when out of town, etc. Again, this is using valuable resources. We encourage everyone to clear your voice mail box frequently. It will benefit everyone!

Also GTE and GSA are working on a resolution to this situation: by either adding additional memory to the system, or adding a new larger system capable of handling current users and expansion. This is the only real solution! We are constantly requesting updates from GTE on the status of the situation. To date GTE has told us that paperwork is in process to add memory to expand the system.

**REMINDERS:** If you have voice mail, you can change your personal message to reflect TDY, etc. Your messages can be retrieved from any telephone anywhere. Or you can have someone retrieve messages in your absence.

If you have any questions on voice mail, give IM-IC a call at 8700 or 8679 or 8680.

### Telephone problems

Telephone dead? Need additional numbers added to a phone? Planning any office or people moves?

To ensure that telephone problems are resolved expeditiously, please call 8700. IM-IC will take it from there.

If you are requesting changes to your current phone system, please also contact 8700 or 8680. We allow one week lead time for GTE to complete our requests; so the sooner we know, the sooner they will know. Please understand that when changes in an office are in process, that office will experience a temporary disruption of service to put the requested changes into effect. Some changes will require physical moves while others are only programming changes involving a multi-step process.

The bottom line - you'll be in business and your phone will ring!

# Mentors: Who, what and how!

By Carol Pitzer, Chief IMO

Today, there are about 50 million women who work. They must work to supplement the household income. The majority work because they like it. Unfortunately, many women work in

low-paying, dead-end jobs. As a result they earn about three-fifths of what men do. Women earn about 60 cents for every dollar a man earns. Women with four years of college earn less than men with an eighth-grade education.

In 1980, the U.S. Department of Labor estimated that women in managerial jobs had a median salary of only 55 percent of that earned by men. Women hold only six percent of top-level administrative positions. Guess  
**Continued on next page**



### Cooperation guarantees success

Success has been defined as a desired completion that benefits ALL involved. Your continued cooperation will continue to reward ALL the Corps team with success.

### How can you help?

\* Answer promptly, PBO inventory schedule/ reconciliation correspondence.

\* Read and adhere to correspondence instructions regarding: Suspense dates, item identification, item description and item location.

### Givin' it our BEST

Since the inception of the Warehouse Requisitioning System, we have tried to provide you the most current and best quality products and services, for the best price.

This is the first year we are passing on to our customer a PORTION of our warehouse overhead. There is a 10 percent markup on ALL our vendor product prices.

Although this does NOT provide full reimbursement, it is standard operating procedure for warehouse operations. This will help us to continue to operate within an ever tightening budget.

We are ALWAYS seeking a "better way" to provide you the services that you need to continue to keep St. Louis District "ON TOP." Please provide any constructive or reinforcing comments to Judy Griffith, extension 8019 or RHM "Griffinl."

### Managing our environment

1,1,1 Trichloroethane Alternatives: GSA supplies several alternative products to this ozone depleting chemical. The products offer a wide variety of uses including soaking parts or tools, aspirating cold motors and engines, and spraying, wiping or brushing bare wire, cables and metal parts. Recommended usage temperature range is 0 to 120 degrees Farenheit.

7930-01-328-5959 16 oz. polyethylene spray bottle BX(12BT) \$61.92

7930-01-330-0187 32 oz. polyethylene spray bottle BX(12BT) \$94.08

7930-01-328-5960 1 gal. polyethylene bottle BX(12BT) \$137.88

7930-01-328-2030 5 gal. polyethylene bottle CN \$101.44

Additional replacement products are available on Multiple Award Schedule 79, Part VI (Biodegradable Cleaners and Degreasers).

The following product has been removed from use because of its harmful effects to the environment:

7045-00-L00-0098 Cleaner, Computer, Compressed Air. Will advice when a replacement is found.

### Mentors (continued)

who holds the other 94 percent? An even smaller number of women are in other large organizational positions of real power, such as corporate board memberships, presidents, etc. Why? In many instances women think of their work as a job, not as a career. Also, they do not consider their actions, initiative, motivation and decisions as a method to advance in the corporate world. Women have not been coached, helped or trained to compete in the professional world. That is why a mentor can be so valuable to the training, nurturing and guiding of women employees that display ability and leadership qualities.

The shortage of female role models adds to the limited feedback that younger women need to climb upward. Nor have there been the large numbers of women on a peer level to form "teams" and use the "buddy system." In such a "system," the sharing of information, networking, cultivating colleagues (both peers and superiors) and helping each other have not been developed within the women's job-culture/group. Support in the work area has been refined by men, which is where the "Old Boys Network" has been cultivated, sustaining men during their working careers.

What is the definition of a Mentor? Webster defines a mentor as a "trusted counselor or guide, a tutor or coach." In Greek mythology, the wise old Mentor was asked by Ulysses to advise and watch after his son when Ulysses left for his famous 10 year journey.

In a professional sense, powerful mentor figures can make a critical difference in one's career. They are important not only at the beginning and the mid-levels, but to provide a final

Continued on page 8



# On The Soapbox

## Around the District

Keith McMullen (RD) presented a slide show and interpretive overview of the Corps' permit program and how it relates to transportation developments to a group of 700 faculty, government agency and private industry representatives at the University of Illinois in Champaign-Urbana.

## Riverlands Office

The Stark County Farm Bureau kicked off the tour season at the Melvin Price Locks and Dam. They were hosted by rangers Julie Ziino and Charlie Deutsch.

Ranger Charlie Deutsch talked with the Purdue Agricultural Alumni about the Melvin Price Locks and Dam, while ranger Julie Ziino talked with 150 members of the Carpenter Retirees Club of St. Louis.

Manager Pat McGinnis gave a Riverlands Overview talk to the Ladue Garden Club. The Club plans to tour the Riverlands later this spring.

Engineering Tech Virgil Sanders led a tour of the Melvin Price Locks and Dam for the Ursuline Academy.

## Clarksville

Anne Vieira (OD-RM-C) and Rachel Garren (OD-R) gave presentations on the St. Louis District's involvement with associations during the National Cooperating Association meeting held in San Francisco. Also attending from St. Louis were Bill Parkes (OD), Ray Breun, IPA and Mary Ann Pitchford, Director, Riverlands Association.

## Wappapello Lake

Assistant Park Manager Gary Stilts and Park Ranger Andrew Jefferson, Sr., participated in Career Day at Southeast Missouri State University. They were trying to recruit potential stay-in-school and co-op students for employment at the lake.

Park Ranger Dan Camden was interviewed by KZIM radio in Cape Girardeau. The topic was illegal garbage dumping. He told the public not to dump household garbage in the receptacles at the lake.

Park Ranger Doug Nichols was interviewed by KMPL radio in Sikeston. The main topics were opening dates for the recreation season, low lake levels, fishing and improvements at the lake.

Park Ranger Andrew Jefferson, Sr., has been busy promoting the 14th Annual Old Greenville Black Powder Rendezvous. He was interviewed by KFUS TV, Channel 12, in Cape Girardeau, and by radio stations KFIM in Flat River and KTJJ in Farmington.

## Carlyle Lake

Park Ranger Angela Hasenfuss delivered two environmental programs to Centralia, Illinois, area organizations. She spoke with members of Beta Sigma Phi Sorority and the Kiwanis Club about ways they can help improve our environment. Following the discussion was a demonstration on paper making.

Angela also discussed opportunities and duties of a Corps of Engineers park ranger with about 30 fourth through sixth grade girls, members of the Vandalia Girl Scouts.

## Rend Lake

Rend Lake and the benefits it represents to tourism was the topic of a presentation by Park Ranger Jackie Brachear to the Mount Vernon Rotary Club.

## Lake Shelbyville

Watershed was the main topic during a tour of the dam for 32 members of the Pana, Illinois, FFA given by Park Rangers Terri Morris and Pam Doty. The group, who was researching watershed methods, also toured the Visitor Center.

Park Ranger Maria Shafer introduced the lake to the Effingham Rotary Club. Seventy-one members enjoyed a slide show which displayed the many recreation opportunities at the lake.

## Street congestion calls for review of driving practices

The U.S. Federal Highway Administration calculates that commuters today are spending a total of two billion hours per year in traffic jams.

Under these conditions, it's important to check your safe-driving techniques, such as:

\* Buckle up. That's always your first safe-driving act upon entering the car. Your injuries and your chance of death are reduced by about 70 percent if the seat belt is in place.

\* Be alert. Be prepared for the traffic, speed and unreasonable acts you could encounter. Remember that lack of sleep, alcohol in any amount, and drugs, even prescription drugs, can affect your driving skill.

**Continued on next page**



# News Briefs

## Fishing guides

Fishing guides from Mark Twain Lake tried to answer the universal question, "Where's the fish?" at a March program in the M.W. Boudreaux Visitor Center. Four area guides gave away trade secrets in finding the best spots, best lures and best times to fish.

## Resources Workshop

The Missouri Energy Resources Project Educators Workshop was held at Mark Twain Lake. Rainy gloomy days didn't stop the 33 teachers and student teachers from learning new and exciting ways to reach school children with hands-on activities. Teachers received training with MERP's classroom activity kits that can then be used in their classroom.

## Dees in Somoa

In the wake of Hurricane Val, Assistant Rend Lake Park Manager Charlie Dees spent three weeks in American Samoa assessing damages and aiding in disaster relief.

## Lingle surgery

Paul Lingle, supervisory civil engineer technician at Rend Lake recently underwent heart surgery. If you would like to send your best wishes the address is Route 1, Box 24, Whittington, IL 62897.

## Morris in reserves

Lake Shelbyville maintenance worker, Carolyn Morris, has been assigned with the Naval Reserves for six weeks to the Naval Supply Center in Guam.

Carolyn, a Petty Officer 2nd class, is rewarehousing supplies from Subic Naval Base in the Philippines.

## Oak acorns planted

In continuation of our partnership with the U.S. Fish and Wildlife Service at the Mingo National Wildlife Refuge, the staff of the natural resources department there planted about 80 acres of nuttail oak acorns in the Holmes Bottom Area of Wildlife Management Area 4 at Wappapello Lake.

## Volunteer agreement

The natural resource shop at Wappapello Lake has signed a volunteer agreement with Puxico High School FFA to provide the Corps with nine bluebird boxes.

## Marijuana seminar

Park Ranger Tim Bischoff at Wappapello Lake is working with Michael Ashby of the U.S. Forest Service, the Poplar Bluff District of the Mark Twain Forest, to create an eight hour seminar on marijuana awareness. The training will educate the staff about field identification, crime scene protection, field situation awareness, campground situation awareness, and agency policy/guidelines. The day long training session will be held later this spring.

## Wings of Spring

The 1992 "Wings of Spring" at the Riverlands Area Office was a great success. About 1300 visitors came out on a cold spring day. The days events included raptor programs by the World

Bird Sanctuary along with tours of the Environmental Demonstration Area and the Melvin Price Locks and Dam. Also on hand were exhibitors from the U.S. Fish and Wildlife Service, the Audubon Society, The Nature Institute, Partners For Wetlands, the Sierra Club, the North American Bluebird Society, the Illinois Natural Resource Survey, Migratory Waterfowl and the Riverlands Association.

## Congestion (continued)

\* Give them the right-of-way. Failing to yield right-of-way is the greatest cause of accidents for persons over age 65, and a very significant cause of accidents in other age groups as well.

\* Think defense. Be aware of what errors other drivers could make right now and defend yourself.

\* Signal. Communicate with other drivers. It's vital in today's traffic conditions. Let others know when you intend to turn or change lanes.

\* Drive the right speed. Too fast is illegal and dangerous, but too slow causes problems that can be just as dangerous. Move with the traffic instead of going slower so drivers have to constantly pass you. If speeds on certain crowded highways and bypasses are too fast for your comfort, take a different route.

\* See well. Have your eyes checked at once if you find you can't read road signs well enough. Avoid night driving if you are significantly bothered by glaring lights or just have a hard time seeing in the dark. Let someone else do the driving.



## \$ – Promotions & Incentive Awards – \$

### PERFORMANCE AWARDS:

Sylvester Jackson, CASU  
 Cathy Jaeger, CASU  
 Donald Ludwig, CD  
 Harold Schweiger, CD  
 Earl Ehlers, ED  
 Norma Hall, EEO  
 David Ruck, OD  
 Stanley Ebersohl, OD  
 James Hill, PD  
 Elaine Sombright-Rose, RM

### QUALITY STEP INCREASES:

James Reed, ED  
 Robert Rapp, ED  
 William Maxedon, OD  
 Evelyn Roland, OD  
 Jessie Kay Bartz, OD

### EXCEPTIONAL RATINGS:

Stephen O'Connor, CD

Cynthia Ward, CT  
 Robert Rapp, ED  
 Earl Ehlers, ED  
 John Hallquist, ED  
 Richard Siemons, ED  
 Ronald Messerli, ED  
 Richard Sovar, ED  
 Dawayne Sanders, ED  
 Dennis Stephens, ED  
 Edward Pelc, ED  
 Gary Schmidt, ED  
 James Reed, ED  
 Dennis Gould, ED  
 Norma Hall, EEO  
 Russell Elliott, IM  
 Rozann Heining, OC  
 Maureen Curran, OD  
 Stephen Summers, OD  
 Evelyn Roland, OD  
 Cecil McLard, OD  
 Sherman Mezo, OD  
 John Hickam, OD  
 Jerry Stroud, OD  
 Martha Conrad, OD

Maria Shafer, OD  
 Michael Skinner, OD  
 Gerald Parker, OD  
 Dixie Pickett, PO

### SPECIAL ACT AWARDS:

Karen Blum, CASU  
 Jimmy Bissell, CD  
 Lawrence Strunk, CD  
 Ronald Viehweg, CD  
 Paul Schmidt, CD  
 Gloria Aubuchon, CD  
 Lenn Martin, CD  
 Claude Strauser, ED  
 Bobby Hughey, ED  
 Deborah Maynard, IM  
 William Levins, OC  
 David Gates, PD  
 Francis Walton, PD  
 Natalie Eschmann, PD  
 Kenneth Koller, PM  
 Brian Kleber, PM

### Mentors (continued)

push into senior positions. The whole system of sponsorship has traditionally been reserved for men. It has only recently included women in any significant numbers.

There seems to be five criteria or attributes that a mentor must display, or different combinations of criteria with different levels of involvement as a career evolves. In most cases, these criteria introduce one to a new system of information, influence and professional attitude/interaction that will assist in molding one's career.

The criteria are: 1. Rank. Mentors need to be of higher rank in order to assist you in your climb. No matter how much respect you have for a peer level colleague, they are in the same position you are. To climb through the ranks you need the

advice of a mentor who is at a higher and different level because he/she hears, sees and is involved with a different caliber of information. This information may/will assist you in understanding corporate decisions, plans or information. This understanding will help you in your personal career decisions.

2. Authority. The mentor must be clearly established in the area in which they are to mentor. The mentor can help you with your planned workload as well as the impromptu response. They can answer questions and give information in areas which are unfamiliar.

3. Influential. If the mentor is to make an impact on your career, she must have a recognized "voice" in the profession and be close to the lines of authority and power.

4. Interest. The mentor must have a genuine interest in

your personal growth and development.

5. Commitment. A mentor's interest must be in depth and more than casual. There must be mutual trust and caring, confidentiality and a willingness to discuss both fears and problems. When that type of relationship is reached, you both can share in the victories and successes and be willing to overcome the failures or disruptions to the new career.

The best definition I have heard for a mentor is "one who helps you grasp the differences between what's really important and what only seems so - in other words, perspective." The ability to define is power. If you can define the problem, extenuating circumstances, influences, then you can define the solution.

Next month I'll talk about what action a mentor can do to help a new career.



# Civilian pay changes slated

By Jim Garamone  
American Forces Information  
Service

The way the federal government pays civilian employees will change radically in the next two years.

Under the Federal Employee Pay Comparability Act of 1990, the way the annual pay adjustment is computed for DoD's general schedule civilian employees, including those in the performance management recognition system, will be in place by January 1994.

The new system will base pay on a nationwide adjustment and a locality comparability payment. That is, federal employees in high cost-of-labor areas will receive more money than those in lower cost-of-labor areas. Currently, the government generally uses only a nationwide adjustment, and all employees in a grade receive the same pay no matter where they work.

"It became obvious that if we wanted to attract quality people in high cost-of-labor areas, we had to pay them competitive salaries," said Earl Payne, director of compensation for DoD. High-cost areas such as New York, San Francisco and Los Angeles were finding it increasingly hard to attract and retain qualified personnel. Pay adjustment programs already implemented in some high-cost areas will continue.

The nationwide adjustment will continue. Tied to the Bureau of Labor Statistics' employment cost index, it is essentially a survey of non-federal salaries. It is what the federal government must compete with when looking

for new employees or in keeping those already on board.

Under the new system, general schedule pay will be adjusted by the index minus .5 percent. So if the employment cost index is 4.7 percent, the adjustment for GS employees worldwide will be 4.2 percent.

Therefore, adjustments for federal (GS/GM) employees will be tied to a standard indicator. Tying the adjustment to the index provides an earlier projection of future increases. With certain exceptions, the government must give the index minus .5 percent.

"This should help federal salaries to at least stay in line with those in the private sector," Payne said.

The real change is locality pay, which will vary by geographic area and, again, be computed by the Bureau of Labor Statistics. While the government would like full comparability between federal and private-sector pay, locality pay is mandated only in areas where private pay is more than 5 percent higher than for comparable GS positions. So if the gap is 4 percent, for example, locality pay may not be implemented.

Defining geographic sectors entitled to locality pay is open for discussion. For example, the pay gap in Washington, D.C., may be over 5 percent, but what makes up the Washington area? Is Fredericksburg, VA, 45 miles south of Washington proper, part of the geographic area?

Another example is New York City. Many people commute from Wingdale, N.Y., 75 miles north of Manhattan. Should that be a part of the geographic area?

A nine-member Federal Salary Council will set the bound-

aries for the areas. The council - made up of experts in pay and compensation and employee organization representatives - will survey data from the Bureau of Labor Statistics before making any recommendations.

Office of Personnel Management official Anthony Ingrassia is the council's acting chairman. He said the council is working under a plan submitted by the bureau to survey 32 metropolitan areas that each have 10,000 or more GS/GM employees.

Questions the council must address before tackling the locality pay areas include determining if pay localities should have a minimum number of federal and non-federal employees for salary comparison purposes. The council will look at local labor markets, commuting patterns and other employer practices when deciding the locality area.

It will pass its recommendations to the President's Pay Agent. The Pay Agent is the director of the Office of Personnel Management and the secretaries of labor and defense.

The federal government will phase in the reduction of local pay disparities. GS employees in the affected areas will not see sudden monster pay raises on Jan. 1, 1994. The pay comparability act requires reduction of local disparities over a nine-year period. At least 20 percent of the relevant pay disparity must be closed in 1994, and an additional 10 percent each succeeding year.

Again, discretion built into the system allows the president to reduce both the nationwide adjustment and locality pay based on a national emergency or severe economic conditions.



## Recycling Corner

Hello, mes enfants - I'm back from New Orleans and a long visit with my devilish cousin, Danielle. She is such fun, a little more, shall we say, reserved than moi, but she truly made my visit delightful. But, alas, I'm back and facing the "spring madness" - cleaning and painting we all must do. We must tackle this in a fun way. I'm inviting everyone in my family that can sit up and count to five (in the correct order!) to "My Spring Painting Party." They think it's the first barbecue, but, seeing as I'm all alone, and looking woe-be-gone, and all that, they "volunteered" to help. Tres smart, oui?

All the rooms are in pretty good face this year, except the kitchen. It needs a new "do" and I think a fresh coat of "Sparkling Champagne" will do the trick. We'll be using latex because of the soap and water clean up. If you can, you really should try to use latex both inside and out. There are some positively lovely products on the market now that are water soluble and are as durable as the solvent-based of years past. What to do with the remaining paint? Try to buy only the amount needed, the paint store can recommend the quantity needed. Then, always save a little for "touching up" those little spots where cousin Daphne's darling tried out the new dart set. The rest? If there's just a smidgeon, take the lid off the can and let it dry to a solid mass, then toss the can. If you succumbed to the No-Limit-\$8.99-a-Gallon syndrome, you can either paint the inside of the closet, pantry or other small area, give it away to a neighbor or charitable organization, or mix all compatible remaining quantities of paints and have what the building industry calls "builder's beige," a not unattractive color for the garage, workshop, etc. Solvent-based paints, paint thinners, turpentine, furniture stripper, wood preservatives, and wood stains must be saved for a hazardous waste collection program.

The rest of my chateau is just in need of a little cleaning. The bedrooms are fine except for those pesky windows. I'll be using a white vinegar and warm water solution and drying with old newspapers. Sparkling windows, my dears. Absolutely nothing to hurt the atmosphere, plus a second duty for the newspapers before letting them dry and recycling. The dining salon and gathering areas are the worst - mostly thanks to Cousin Pierre's wretched cigars. The walls simply must be cleaned with an ammonia-based cleaner to get them thoroughly clean. Be sure to never mix ammonia with chlorine bleach unless you love daisies. This combo

is deadly. Le mort, mes amies. Some cleaners can be thrown away by simply flushing them down the drain (the toilet is recommended) - like ammonia, drain cleaner, bleach cleaners, disinfectants and toilet cleaners. Use plenty of water. Septic tank users should not put more than one cup of most of these in the drain at one time.

Your recycling committee has a lot of brochures to help you dispose of paints, cleaning supplies, weed and bug killers, waxes, etc. They are in the bins in each kitchen area near the can recycling container. Please check one of the brochures, call a recycling company, or ask a member of your recycling committee if you are in doubt about how to dispose of any household hazardous waste.

There are many natural cleaning "potions" in addition to the vinegar and water, which you can also use to clean the coffee pot, lightly soiled walls, varnished woodwork or paneling, refrigerators and appliances, glass shower doors and carpet stains. Make a room freshener with vinegar, a few cloves and a little cinnamon in small glass jars. Microwave for a minute, and place were needed. Baking soda is another natural that will leave the inside of your refrigerator clean and sweet smelling. Make a paste and use as a scouring powder, or pour one cup of baking soda followed by one cup of vinegar down drains then flush with very hot water each week. Salt is another natural cleaner: dissolve one teaspoon of salt in one cup of white vinegar and add enough flour to make a paste. Apply the mixture to brass and let it stand for 10 minutes. Rinse well and polish dry. Don't forget lemons for freshening and cleaning; you can make a quick-clean copper or brass cleaner by saturating a sponge with vinegar or lemon juice, sprinkle it with salt, then lightly rub the object, rinse, polish and dry. These and other natural cleaning habits are in books available at the library or book store, such as "Heloise, Hints for a Healthy Planet," "The Complete Guide to Recycling at Home," and "Guide to Hazardous Products Around the Home."

Well, mes amies, I really must leave for a luncheon. I hope some of my little cleaning tips will help you. And remember, buy the smallest quantity of a product you can, use a natural cleaner when possible and discard the remainder of all cleaning or paint products in the proper manner. You want healthy fishes, shrimp and sea foods, nes pas? After all, what would the world be like without a nice big pot of gumbo?

See you next time, my friends. Maybe we'll talk about the lawn, no?



# DoD remembers WWII 50th anniversary

By F. Peter Wigginton  
American Forces Information  
Service

DoD recently formed a committee to commemorate the 50th anniversary of World War II. Events, exhibits and educational programs scheduled during the next four years will coincide with campaign dates being recalled.

Army Secretary Michael P.W. Stone said more than eight million American veterans of the war are still alive. He said President George Bush asked DoD to develop the program to thank and honor those veterans, their families and those on the home front for their sacrifices and contributions to the nation. The Army is DoD's lead agency in the commemoration.

The second goal is to provide greater understanding of the lessons, technological contributions and history of this century's "watershed" event, said retired Army LTG Claude M. Kicklighter, executive director of the committee.

According to Army Col. Ron Green, director of the DoD committee's educational programs, a 1990 special edition of "Newsweek" magazine noted that one-third of 17-year-old Americans could neither name the World War II Allied or Axis powers, nor identify Joseph Stalin, seated in a photograph next to President Franklin D. Roosevelt.

Green said a 1985 poll by "Life" magazine showed that three out of five Americans surveyed had "no knowledge" of World War II. They did not know that 15 million combatants and 38 million civilians lost their lives or that another 6 to 10 million died

in concentration camps because of their ethnic or religious backgrounds. They did not know that direct costs of the war were an estimated \$1 trillion and personal property damage came to more than \$2 trillion. Nor did they understand that World War II was probably the most catastrophic central event of the 20th century.

"There is a tremendous lack of knowledge about World War II, a war that radically influenced the world we live in today," Green said. "Many people plainly do not understand how the war began, who fought it, why, or what we strove to defend. If we are to understand and not repeat the mistakes of the past, we need to study our history. We have a duty to tell the story of the armed forces during World War II and how they contributed to securing our blessings of liberty, for ourselves and the world."

Numerous resources are available to groups and institutions to enhance national awareness of World War II. Green said service historians are developing educational publications. Exhibits and displays will tour the nation to visit veterans groups, patriotic organizations, DoD museums and libraries. Ongoing DoD ceremonies, such as Armed Forces Day, service birthdays and other celebrations, will incorporate World War II themes.

Other resources include posters, videotapes and fact sheets. The National Archives has developed 32 posters to tell the story, color-coded green for European events and blue for Pacific engagements. Also, National Archives and DoD honor the services in a second 32 poster set. The National Geographic

Society recently published a large folded map with the European and North African theaters on one side and Pacific and Asian theaters on the reverse.

Service bands have recorded commemorative albums. Actual radio broadcasts of the era, chronicled by Radio America and the National Archives, should be very popular in the schools, Green said. The committee's DoD Commemorative Community Program will assist installations and communities that want to plan jointly sponsored events during the observance years.

Significant 1992 events to receive major focus include home front and industrial mobilization, North Atlantic convoy battles, the signing of the United Nations declaration, the Doolittle raid, Bataan and Corregidor, the battles of the Coral Sea, Midway and Guadalcanal and Operation Torch, the Allied landing in North Africa.

The first international participation will be held May 1-10 in Australia to commemorate the Battle of the Coral Sea, Kicklighter said. He added that the Navy Aviation Association is trying to arrange for pilots from both sides of the Battle of Midway to participate in a commemorative event in Washington, D.C.

Kicklighter said \$4.1 million will be divided among the services and major commands for fiscal 1992 programs and approximately \$2 million in 1993. He expects additional support from industry and other private-sector sources.

Further information is available from the commemorative committee by calling 1-703-692-2111/2095 or DSN 222-2111/2095.



# Coming Events at the lakes

## MARK TWAIN LAKE

April 25	Earth Day - lake cleanup
April 26	Music in the Park, Visitor Center
May 2-3	Antique Peddlers Show and Sale, Visitor Center
May 9-30	Missouri State Museum Traveling Exhibit Program The Faces of War: Missouri Soldiers As They Were, Visitor Center
May 16	Armed Forces Celebration, South Spillway 3rd Annual Best Dam Run in America, Visitor Center
May 24	Music in the Park - Gospel Music, Visitor Center
June 6	Country Music Jamboree, Visitor Center
June 13-14	Craft Show and Sale, Visitor Center
June 13	Storytelling Festival, Visitor Center
June 27	Sandcastle Building Contest, Spalding Beach
July 2,3 & 4	Fireworks and Rodeo, South Spillway
July 19	Gospel Music Concert, Visitor Center
July 25-26	Indian Artifacts Exhibit, Visitor Center
Aug. 1	Mark Twain Photo Contest, Visitor Center
Aug. 8-9	Indian Pow Wow, Visitor Center
Aug. 15-16	Salt River Folklife Festival, Florida, Mo.
Aug. 22-23	Rock and Mineral Show, Visitor Center
Sept. 6	Gospel Music Concert, Visitor Center
Sept. 26	Fall Festival, South Spillway

## REND LAKE

April 24	Earth Day, Visitor Center
May 16	Armed Forces Day/Police Memorial Day, Visitor Center
June 6-7	Summer Daze Festival, Visitor Center
July 11-12	Rend Lake Arts & Crafts Fair, Wayne Fitzgerald State Recreation Area
Sept. 12	Take Pride in America Lake Clean-up

Rend Lake Live: Saturday Night programs May 30 to Sept. 5, 7:30 p.m.,  
Visitor Center

Environmental Science Series Workshops and Outdoor Skills Clinics,  
Saturdays 10 a.m. to 4 p.m., Visitor Center

## WAPPAPELLO LAKE

April 25	Spring Roadside Cleanup
May 16-17	Silver Bullet National Crag Boat Race
May 24	Water Fest '92"
June 13	14th Annual Armed Forces Day
Sept. 4	Dedication Historic Walk "Memory Lane"
Sept. 19	2nd Annual Handicapped Fishing Day



**CARLYLE LAKE**

- May 31** Carlyle Lake Show, Shine & Cruise
- June 21** Great Kaskaskia Duck Race
- June 26** 25th Anniversary Celebration of the lake
- July 4** Water Sports Festival/Fireworks Spectacular
- Sept. 26** National Hunting & Fishing Day

**LAKE SHELBYVILLE**

- April 25** Earth Day
- June 20** 2nd Annual Lake Shelbyville Craft Show
- July 18-19** Lithia Springs Chautauqua Living History Tours
- July 24-26** Water Follies
- Aug. 15** 6th Annual Okaw Indian Festival
- Sept. 1** Dove Hunt
- Oct. 1** 16th Annual Eco-Meet
- Oct. 24 (tent.)** Lake Shelbyville Photography Contest
- Nov. 20-22** Physically Challenged Deer Hunt

**RIVERLANDS**

- April 22** Earth Day

# Accident Summary

**PERSONAL INJURIES - GOVERNMENT EMPLOYEES\* - MARCH 1992: One**

Total accidents for FY92: Six  
Total accidents for FY91: Ten

\*Lost-time accidents

A lock and dam electrician suffered a severe cut to his fingers when he attempted to use his pocket knife to cut plastic cowling around an electric connection.

feet into the water. The employee sustained broken ribs.

**GOVERNMENT VEHICLE ACCIDENTS\* - MARCH 1992: None**

Total vehicle accidents for FY92: None  
Total vehicle accidents for FY91: Two

\*Vehicle accidents with total monetary damages for \$2,000 or more

**PERSONAL INJURIES - CONTRACTOR EMPLOYEES - MARCH 1992: One**

Total accidents for FY92: One  
Total accidents for FY91: Nine

A contractor employee was attempting to move from a ladder to a scaffold plank without having tied off his lanyard. He missed the plank, fell against it and then fell about 20 more

**LAKE FATALITIES - MARCH 1992: None**

Total lake fatalities for FY92: One  
Rend Lake - 1  
Total lake fatalities for FY91: Four  
Lake Shelbyville - 1  
Mark Twain Lake - 1  
Rend Lake - 1  
Wappapello Lake - 1



# To your health

## T'ai Chi:

### An exercise alternative for people of all ages



Brush knee and twist, then play the fiddle. Step back and repulse the monkey, then do the snake-creeps-down.

Like the calls of a mysterious square dance, the names of the movements of T'ai Chi Ch'uan may sound odd, but, when performed, they blend together in a lovely slow-motion dance that is exercise for the mind and body.

T'ai Chi may be the ultimate exercise for those who can't (or won't) do aerobics or for those who find conventional exercise boring. This ancient Chinese art form doesn't hurt, take up a lot of space or require special equipment, but when well-learned, it is fun to watch and to perform.

The primary characteristic of T'ai Chi is that it is very slow. This feature makes T'ai Chi a very democratic art. People of almost any age and level of fitness can learn and enjoy T'ai Chi and practice it with people who are younger and more fit. Since T'ai Chi requires continuous movement at the same slow speed, even beginners see improved muscle tone, flexibility, coordination, strength and concentration.

Unlike conventional exercise, it would be very difficult to over exercise while getting started with T'ai Chi. The 37 movements and 108 postures are simple, but each is a challenge to perform properly at first. So, the natural learning curve prevents a beginner from doing too much at first and helps him build up to longer sessions as he practices daily.

Even experts have something to learn with T'ai Chi, however. Learning the basic moves is only the first step. The challenge for the experienced person is toward perfection in balance, fluidity of movement and constancy of speed.

Interestingly, T'ai Chi, which originally was designed as a stylized reflection of the movements of animals, is actually classified as a martial art. But it is called a "soft" martial art, because it teaches calm in the face of confrontation.

That, practitioners say, may be one of its best qualities. Since it is an exercise in concentration, it also reduces stress and focuses energy, teaching people how to let their bodies relax into movement.

Until recently, the relative complexity of T'ai Chi prevented its widespread adoption. But video tapes are now available, bringing the best T'ai Chi teachers to even isolated areas.

## Chest pain you should tell your doctor about

Thousands of people are diagnosed each year for mixed angina, a medical problem of the heart. The pain may resemble heartburn or shortness of breath, yet the consequences are not so simple. If pain or discomfort occurs

- \* at rest, or even during sleep,
  - \* at varying levels of exertion,
  - \* at specific times of the day, particularly when walking,
  - \* upon exposure to cold temperatures, or
  - \* under emotional stress,
- it may be mixed angina. See your doctor if you have any of these symptoms.



# Retiree Review

By the retirees correspondent

Time to again try to report on the happenings at the last retirees lunch and meeting at the Salad Bowl on Thursday, March 19.

We all hope more retirees will start attending. Please come one and all. We also extend an invitation to all present District employees.

At the last meeting Elmer paid me the agreed upon \$.25 for each time his name was mentioned in the last ESPRIT. He balked at paying for the next time when I informed him the price had doubled and the number of times would double too. So the above time is the only time that name will be mentioned. He will now be referred to as "he."

Our attendance dropped from 40 in Feb. to only 23 for the March meeting. What happened? Believe it must have been the early morning snow that scared a number of people. The funny thing about that is that the snow was gone well before mid morning. Most of the streets were dry and traffic was much lighter than normal.

Loren and Dorothy Ligon broke their latest record of two meetings without missing and will have to start over again. "He" and his lovely wife Estelle were present and Estelle was, as of March 18, a year older. We all wished her a one day late Happy Birthday.

Now that Loren and Dorothy lost their position of "perfect" attendance, Dan Flippen has taken over that most favored position. This makes two meetings in a row for Dan. Keep it up.

Charlie Denzel, Bill Brown, Don Wampler and George Clapp were all back after missing a month or more. Charlie reported that his wife was in the hospital and had undergone surgery on Monday. She is doing wonderfully. George said he is doing fine except he doesn't feel as full of \_\_\_\_\_ and vinegar and isn't as ready to go as he did 20 years ago. He informed us that Betty is not doing too well. It seems the doctors are having trouble getting the right diet for her. One test and the potassium level is too high. Change diets and next test it is too low. She is still on the dialysis machine.

Most of the rest of the attendees were our regulars - the Wiseman's, Scheuermann's, Puricelli's and Huizenga's, Duff, Milt Walter, Kate Stiles, Joe Tadlock and Betty D., Rog Cuddeback and Laurel Nelson.

We had **FIRST TIME** attendees - Mr. & Mrs. (Bob & Barb) Lutz. Bob retired the first of the month and this is the first meeting since he retired.

We all welcome you to the retired force, and hope you will make our meetings regularly.

We took a vote and Col. Craig was unanimously awarded 23 "ATTA-BOYS" for getting the ESPRIT out not only on time, but even beating the on time record. So Col. here's 23 ATTA BOYS.

It was reported that Howard Beinke's wife had passed away on Friday (March 13). Apparently there was no notice about it until Monday, so few of us knew about it. Our heartfelt prayers go out to you, Howard.

Dave Harley, Col. Craig's emissary, gave a most informative briefing on the many and various decisions, work and changes going on in the District. It seems the major problems and decisions facing the District is that even though the work appears to be going down a little, the work load is going up. It appears it is possible that some District personnel may have to take a one day a month furlough from now until the end of this FY in order to meet personnel requirements levied against the District. Also, possibly a loss of about 70 FTE next FY. More work for the remaining people. Wally Feld is now the Assistant Chief, OD, and at present Billy Parks, Chief CD, is also running OD. We're going back to a Construction - Operations Division.

Joe Tadlock closed the meeting with a very long, complicated joke, much too long for here. I'm sure Joe will be glad to tell you the story if you ask.

We also had a new "longest retired" at this meeting - Joe Tadlock.

We missed Jim Butery, so I can't give further information on his 2nd goal - getting married.

"He" then closed the meeting with an announcement that Col. Craig would like to set up a time for the retirees to visit the District Office. It was decided that we would discuss arrangements for such a visit at the April meeting.

Here's a note from the February meeting. I forgot to mention that Lou Scheuermann passed around a couple of photos of Bill and Ursula Thomure. Lou and Helen had just returned from Florida where they had stopped to see the Thomures. Both are playing a lot of golf and enjoying every minute of the retired life.

I would like to suggest that all you retirees living elsewhere or not able to attend our meetings drop us a line. We will pass it around and put something in the bulletin. Write to: Elmer Huizenga, 7367 Overbrook Dr., St. Louis, MO 63121, or Kate Stiles, 12162 Blackhall Dr., St. Louis, MO 63128, or Roger Cuddeback, 1 Trinity Lane, Florissant, MO 63031.



**A TINY STING, BUT BOTH JAPAN & AMERICA GOT THE POINT**

# DOOLITTLE'S DARING RAID

In the beginning of 1942, gloom was descending over the United States like a winter twilight.

On all fronts, the United States and its allies were reeling from the blows of the Axis powers.

In the Pacific, Japan had taken Malaya, Singapore, Java, Guam and Wake Island and was threatening the lifeline with Australia. On April 9, 1942, the "Batling Bastards of Bataan" in the Philippines finally laid down their arms.

In the Atlantic, German U-boats were sinking American ships within sight of the U.S. coast. Britain was being strangled, and the German *Wehrmacht* was in the suburbs of Moscow.

The Axis powers looked invincible.

In the midst of these dark days burst the light of the Doolittle Raid on Japan.

The U.S. Navy conceived the raid as a way to raise morale. It entailed launching Army twin-engine bombers from the deck of an aircraft carrier to bomb selected cities in Japan. It was a way to strike back. It was a way to demonstrate that no matter how bleak the future looked, the United States would not give up.

Leading the attack was Army Lt. Col. James H. Doolittle. Jimmy Doolittle was an aviation pioneer and daredevil racer. He pioneered instrument flying. He won the Schneider Race for the Army in 1925. He pushed for higher octane gasoline for aircraft in the 1930s.

Doolittle trained the volunteer crews to take off their B-25B Mitchell bombers in only 450 feet instead of the usual 1,200. The planes were loaded aboard the USS *Hornet* in March 1942.

The plan was to launch the bombers within 400 miles of the Japanese coast. They would then bomb their targets and continue to airfields in China.

But Japanese picket boats discovered the task force about 800 miles off the coast, and the Army planes were launched immediately.

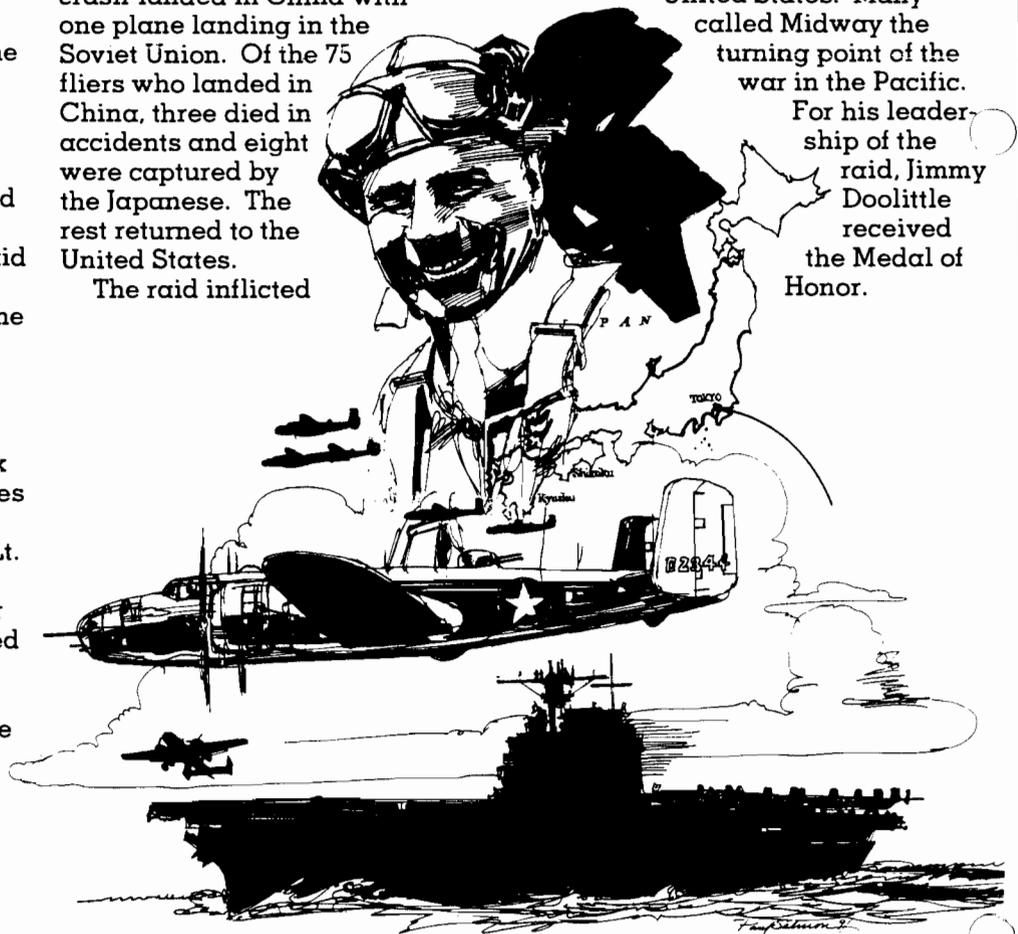
The 16 bombers struck Tokyo, Kobe, Nagoya and Yokohama. Because of the added distance, no plane was able to make the Chinese airfields. Most of the planes crash-landed in China with one plane landing in the Soviet Union. Of the 75 fliers who landed in China, three died in accidents and eight were captured by the Japanese. The rest returned to the United States.

The raid inflicted

little physical damage to Japan, but it gave a needed lift to morale in the United States. In Japan, the psychological damage of the attack was more important. The Doolittle Raid convinced Adm. Isoroku Yamamoto, chief of the Japanese Combined Fleet, that he had to extend Japan's defensive perimeter. He aimed the extension at Midway Island. If Japan held that strategic mid-Pacific atoll, no carrier task force could approach. The battle at Midway in June 1942, was a decisive victory for the

United States. Many called Midway the turning point of the war in the Pacific.

For his leadership of the raid, Jimmy Doolittle received the Medal of Honor.



**Please recycle this issue of ESPRIT**