



ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

Vol. 31 No. 7

Winner 1992 Army Communities of Excellence Award

July 1994

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McClendon Natural Resources Management Employee of the Year



Mike McClendon, Park Manager at Wappapello Lake, has been named the Natural Resources Management Employee of the Year. He was recognized by the Chief of Engineers, Lieutenant General Arthur E. Williams, on June 24th, at ceremonies in Washington, DC.

Mike earned this recognition for his leadership in upgrading and enhancing outdoor recreation facilities and programs and promoting high quality public service and recreation opportunities. He has also undertaken a comprehensive natural resources management program and put habitat development plans into effect to benefit wildlife and protect unique natural areas.

He has accomplished this as a continuing effort since becoming park manager of the 45,000-acre Wappapello Lake project in 1976. There has been a make-over of the lake since he arrived. Annual visitation averages over two million people today.

Mike developed an "Environmental Visions" plan that defines the commitment to stewardship of public lands and waters and emphasizes partnerships with public and private sectors to restore habitat and wetlands and improve the quality of life for visitors and residents.

For example, he had all Corps-owned underground storage tanks removed this past year and has worked with concessionaires to eliminate their underground storage tanks. He also worked to have automated chlorination systems installed to reduce the potential for water contamination.

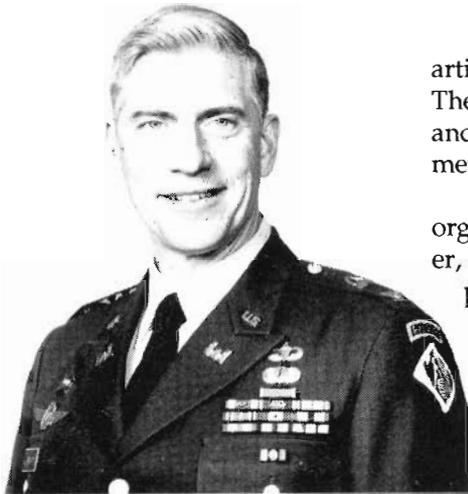
He was also responsible for having Old Greenville, a site on Corps lands, placed on the National Register of Historic Places and cooperating with the Wayne County Historical Society to develop an interpretive program there.

Mike has worked with various groups and organizations to establish annual special events at the lake. Such events include the Roadside Cleanup,

(Continued on page 3)



Commander's Perspective —



COL Thomas C. Suermann

If long-term improvement is to be successful it must start from within on a personal basis.

Throughout the past several months, many of you may have read articles dealing with Total Quality Management or Total Army Quality. These programs and the implementation of them in Army organizations, and civilian corporations as well, have become a hot topic in management circles.

Programs such as these offer some significant potential to improve organizations if they are embraced with the proper perspective. However, all too often they are viewed as "quick-fix" solutions which will produce immediate results such as better employee morale, a rapid rise in organizational efficiency or significant improvement in customer satisfaction. Initial excitement and high motivation are unfortunately quickly tempered by more realistic realizations that these programs are not utopian solutions to the human and corporate frictions that we all face from time to time.

One of the main reasons, in my opinion, that these programs are not as successful as they could be is that they are viewed implicitly, if not explicitly, as external motivation mechanisms. The critical internal elements of sense of ownership and responsibility are missing. Consequently, there is no sustainment environment or support system to nurture the initial attempts at improvement. High expectations and enthusiasm decay to an increased sense of frustration and cynicism. Sincere efforts to initiate long term improvement are perceived to be just another "program of the month" created by the pinheads in the front office or some division or branch chiefs who are trying to look good to the boss.

If long-term improvement is to be successful it must start from within on a personal basis. It must be based on principle-centered leadership, not management fads or antiquated paradigms that presuppose what the other person expects or should do. An inside-out transformation, not an outside-in transformation, is necessary to produce real organizational improvement. Organizational quality cannot develop without strong personal quality to nurture it.

Each of you in this District has independent qualities, skills and talents. Independent thought and effort are critical to individual development and growth. However, an organization which seeks to be a true quality organization must nurture interdependence to fuse the latent potential of each of its team members. I can hire you for your brains and physical strength, but only you can volunteer your hearts, your minds and your personal values. I need your personal, principle-centered quality to make this an organization that possesses principle-centered leadership that sets the standard for our society and for our nation.



US Army Corps of Engineers
St. Louis District

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McClendon (cont.)

Old Greenville Blackpowder Rendezvous, Silver Bullet National Drag Boat Race, Waterfest, Disabled Persons Fishing Day, Old Greenville Days and the Festival of Lights Auto Tour. These events are family oriented, educational and informative. They provide the Corps with an opportunity to expose large numbers of people to its resources and facilities. In addition, these events have greatly increased recreational tourism and thus enhanced economic development in the region.

He has assembled a management team of highly skilled professionals and stresses on-the-job safety. He also cooperates with other federal and state agencies and two Missouri universities in an outreach program that encourages minority students to take advantage of career opportunities in natural resources management.

Scout advisors

Three team members in ED-H will be serving as advisors to male and female Explorer Scouts as they help lead them to the Boy Scouts of America's Sommers Canoe Base near Ely, Minnesota, in mid-July. The team members include Genie Wachter, ED-HQ, Dennis Stephens, ED-HE, and Danny McMurphy, ED-HG.

The trip will include canoeing over the many lakes in the region and portaging canoes and equipment between the lakes in the Boundary Waters Canoe Wilderness Area of the Superior National Forest.

The Explorer Scouts on the trip are a combined group from Post 9348 in St. Louis, Dennis Stephens, advisor, and post 444 in Sullivan, Danny McMurphy, advisor. Genie Wachter serves as an associate advisor in each Post.

Alternate Work Schedule program needs "fixing"

By Carol Pitzer, Chief, Information Management and Mel Baldus, Assistant Chief, Engineering Division

As with most programs, an Alternate Work Schedule (AWS) has advantages and disadvantages. A few problems have occurred and continuation/revision of the program has been a subject of meetings the last few months. Despite the problems identified, Colonel Suermann has indicated that he wants to keep AWS. The Colonel recognizes and appreciates the excellent work accomplished within the District. With only limited opportunities to reward our people financially, the DE wants to continue AWS as an employee benefit. However, the program needs some "fixing." It is important that the AWS be transparent to both our internal and external customers. Production and responsiveness to our customers cannot be compromised. The following are quotes from the District Regulation on Alternate Work Schedules:

"The use of AWS is a management tool and an employee benefit. Continuation of AWS will be dependent upon the advantages of such a benefit outweighing any disadvantages and continued authorization by higher authority."

"Under this policy, employee participation in AWS will be subject to the approval of the authorized supervisor. All offices will be staffed so as to provide necessary services to Corps customers during normal business hours."

It is vitally important that all offices are staffed and able to do

business every work day during normal business hours. With this in mind the District staff has been directed to review their office's AWS schedules to assure appropriate staffing, posting and updating of schedules as necessary. In the absence of supervisors, acting chiefs must be identified and empowered to make decisions. It is the supervisor's right and responsibility to review and approve AWS schedules and make permanent or temporary adjustments to ensure responsiveness to our customers.

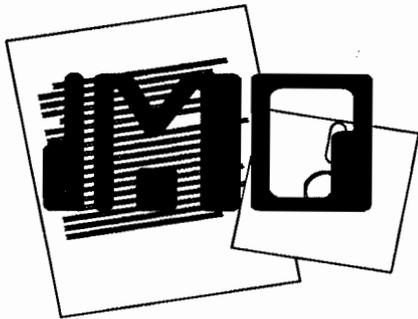
The District's core working hours are nine to three; no one should arrive later than 9 a.m., nor leave prior to 3 p.m. Beyond that, the earliest arrival time is 6 a.m. and the latest departing time is 6 p.m. Hours earlier or later enter into options such as night differential and other criteria for determining pay.

Our responsiveness can be increased by such actions as assuring calls are transferred when appropriate, identifying a return date on voice mail messages and designating and posting alternate contacts when people are unavailable.

AWS certainly has many advantages. It is our collective responsibility to minimize any adverse effects, thus facilitating program continuation.

For Sale

1974 Dodge Charger SE, 318 engine, good condition, new vinyl top. Located in South County off of Telegraph Road. Call 846-8033.



SMTP mail gateway

By John Jobst

In the 14 months that the District has had an SMTP mail gateway to the Internet, we have sent 5,415 messages and received 130,226 messages. Our gateway provides translation and routing services to any Unix mail system on the Internet using the Simple Mail Transfer Protocol (SMTP) Please note this is NOT a gateway to CorpsMail.

There are several people on Internet mailing lists, and each can receive up to 100 messages a day, sometimes more. Each mailing list has a particular subject that all recipients are interested in, such as Novell file servers, Microsoft Windows, anthropology, archaeology ... Questions can be submitted to the list, and someone else on the list answers.

The District now gets official mail from the Army mail handler instead of via printed sheets.

Some folks are using the gateway to correspond with contractors.

Would you like to take advantage of the mail services offered by the Information Superhighway? Here's how.

Sending a message to a remote Unix host from Futurus Team

When composing a message and filling in the To: field, hit the <insert> key to bring up three lists of possible recipients for your message: User, Group and Remote List. Tab over to the Remote List and cursor down to the 'SMTP Mail' entry. (Illustration at bottom of page)

Hit the <enter> key and fill in the Unix mail's SMTP Address. The remote user you are sending mail to must give you this information. (Example at bottom of page)

When the address is complete, hit the <escape> key. If you will be sending mail to this address often, you may want to add it as an entry in your personal Remote List. FT will guide you through this process. You can then choose this entry instead of the 'SMTP Mail' entry in future messages.

Notes:

1) The Unix host must be registered with the Domain Name Servers on the Internet, or with the Mail Exchangers on the Internet. These Servers and Exchangers provide the routing information

needed to send your message to the proper destination. If the message cannot be properly routed, you should receive a 'non-delivery' notification within 72 hours.

2) Requesting a receipt is permitted. However, not all Unix mail systems provide receipts.

3) Attachments (single and multiple) to your message will be encoded with the Unix UUENCODE scheme. The Unix mail system at the remote end may not be able to decode the attachment if it does not have the UUENCODE utilities. The best course of action is to try to send straight ASCII text within the body of the FT message.

Sending a message to FT from a remote Unix host

When a remote user wishes to send a message to you, he must know your address. It is your FT username, followed by an 'at' sign (@), followed by our gateway's name (smtp.lms.usace.army.mil). Example:

jobst@smtp.lms.usace.army.mil.

Notes:

1) FT will generate a receipt when the message is read.

2) Our gateway will attempt to decode attachments.

If you have any questions or problems please call the IMO Customer Support Hotline at 331-8700.

To: SMTP Mail		Description: Gateway to Unix mail via SMTP	
User	Group	Remote List	
>ALEXANDE ALLEN ANDERSOM	>ALLUSERS # EXEC OFFICE * FIELD OFFICES	>SMTP Mail	
Recipient	Description/Routing		

Send email to SMTP Mail (Gateway to Unix mail via SMTP)

Address: B3IMIJJJ@CPC41.CPC.USACE.ARMY.MIL



Degenhardt gets service award from SAVE

Our District's Value Engineering Officer, Gene Degenhardt, was presented the Distinguished Service Award from the Society of American Value Engineers (SAVE) at its annual conference for his Corps of Engineers value engineering contributions. In addition to his St. Louis District VE duties, Gene is the coordinator for the Corps value engineering training program and is the originator of a CD-ROM-based VE information retrieval system which is now being used DoD-wide.

The Society of American Value Engineers, founded in 1958, has more than 1,200 members in 39 chapters in 30 countries. SAVE sponsors a professional registration program whereby a person can become a Certified Value Specialist (CVS) through a process of professional paper preparations, documented activity in various aspects of value engineering and a rigorous examination process.

Gene is an active board member of SAVE and is currently the Vice President of Membership of the organization. His past positions include: President of the St. Louis Gateway Chapter of SAVE, Regional Director of the SAVE Great Plains Region and National SAVE Director - Construction and Design Industry Liaison.

Quot

Only a fool tests the depth of the water with both feet.

African proverb



During this fiscal year all HRHs (Hand Receipt Holders) will be contacted to have remote the APPMS (Automated Personal Property Management System) installed at their location. This system allows the HRH better control over his/her property, ie, sub-hand receipting within their respective area of control, ability to make changes

and submit to PBO (Property Book Officer) for approval. Training will be accomplished and manual provided upon installation.

The \$5 calculators that were originally barcoded due to regulation, have been changed and will be removed from listings at the time of the annual inventory.

Also, we are working on a logistics pamphlet. The pamphlet will cover the complete life cycle of property management. This includes the what and hows from request to disposal.

When submitting requisitions, we ask that you include specifications for items, ie, a desk, 30x60, wood, five drawer. This will assist us in giving you the best service we can.

Olympic Festival at Carlyle

The Olympic Torch Run was held at Carlyle on June 20, with runners crossing the dam, ending in a picnic at Carlyle City Park. Gary Tatham, Director of the Illinois Department of Conservation and Norma Hall, Park Ranger at Carlyle Lake, ran in the Torch Run.

The Olympic Festival Competition at Carlyle Lake begins at noon on Friday, July 8th. This is the first of three days of competition for men's and women's division of Mistral sailing boards and Laser sailboats.

This year's Olympic Festival competition features sail boarding and one-design sailboats, which focuses on the skills of the sailors rather than the boats.

The sailing competition at Carlyle Lake is free for spectators. The rangers at the lake are assisting in this event from parking to crowd

control, interpretive programs and an information tent. There will be crafters and concessionaires for the public to enjoy while watching the competition.

Harbor work at Carlyle

Carlyle Lake, one of the best sailing lakes in the Midwest, has been getting ready for the Olympic Festival competition, which will be held July 6-10. The Carlyle lake Dam West Marina now has 430 feet of new breakwater protecting the harbor facilities. Because of the extraordinary efforts of the contractors and Corps people, the breakwater was completed in 15 days instead of the original plan of 23 days.

(Continued on page 9)



On The Soapbox

Around the District

Gary Dyhouse, ED-HE, spoke about the 1993 flood to members of the national media attending the CASE Media Fellowship Program on Business and the Environment at Washington University. He also spoke to the Three Rivers Confluence Commission, comprised of local government officials from St. Charles County, Missouri, and Calhoun, Madison and Jersey Counties, Illinois, about levees and the possibilities of future levee raises in the counties.

Dave Busse, ED-HP, spoke to the Carlyle Lake Rotary Club about the history of flooding on the Mississippi River and the Great Flood of 1993.

Genie Wachter, ED-HQ, spoke to the Carlyle Rotary Club on regulations covering underground storage tanks. Genie was at Carlyle monitoring the removal of four tanks, a 10,000 gallon gasoline tank, two 1,000 gallon diesel tanks and a 650 gallon oil tank.

Riverlands Office

Riverlands Rangers have participated in several radio interviews lately. Julie Ziino and Charlie Deutsch were interviewed on WBGZ in Alton, Illinois, regarding facilities opening at Riverlands and the Melvin Price Locks and Dam Dedication. Julie was also interviewed by two Edwardsville stations about the dedication.

The Riverlands staff has conducted several tours of the Mel Price Locks and Dam, Locks 27 and the Environmental Demonstration Area. More than 500 visitors have participated in ranger led programs this past month. One such program was for a group of Russian engineers visiting the locks and dam.

Rangers Brad Laaker, Lawrence Williams and Scott Walters took part in the St. Louis Public Schools "Careers on Wheels" program. The rangers exhibited the patrol boat and discussed their jobs, water safety and career opportunities with more than 700 students.

Park Ranger Julie Ziino spoke to the Credit Union Bureau of Southern Illinois at Pere Marquette State Park about the Riverlands Area, the affects of the flood and recovery efforts.

Clarksville Office

Park Ranger Anne Vieira gave the Louisiana Chamber of Commerce an overview on the role of the Riverlands Area Office and its responsibilities.

Park Ranger Sue Mueller spoke to the University of Missouri Extension Office about Lock and Dam 24.

The Riverlands Area Office and Captain Buddy Compton of Orgulf Transport Company hosted a program on Recreational Boating Safety for the Two Rivers Boat Club.

New Stay-in-School Alana Kirkpatrick gave a tour group from Mid-American Coaches a tour of Lock and Dam 24.

Lake Shelbyville

Park Ranger Larry Gutzler spoke to a group of sixth graders from Mattoon, Illinois, about local snakes.

Park Aids Lori Clausen and Liz Acree spoke to the Shelby County Retired Teachers' Association about "A Day in the Life of a Ranger."

Park Rangers Leanne Crouch, Larry Gutzler, Karen Wicker and Dave McLearin took more than 100

fourth graders from Bennett Grade School in Mattoon, Illinois, on a tour of the dam and visitor center.

Rend Lake

Park Ranger Ray Zoanetti spoke to a luncheon meeting of the DuQuoin Rotary Club about what's new at Rend Lake and about user fees.

Park Rangers Gene Morgan and Amy Spittler welcomed more than 800 individuals with disabilities to the North Marcum Recreation Area and the Kiwanis Fun Day. During the day long outing several snake shows were presented and Woodsy Owl made an appearance.

Mark Twain Lake

The lake interpretive staff sponsored the event Woodsy's World: A Child's Adventure Into Nature. This event was attended by 25 children ages 8 to 10. It featured a variety of environmental topics such as wetlands, turtles and identifying wildflowers and trees, programs prepared by the Interpretive Rangers.

Wappapello Lake

The hits just keep on coming at the campgrounds around the lake. Our rangers and special guests have given excellent programs like "Snakes Tale," "Pollution Solution," "This Land is Our Land," "Fishing at Lake Wappapello," "History of Old Greenville," and "Toads and Frogs of Missouri." The Southeast District Square Dancers provided two days of entertainment for area campers and Poplar Bluff area blues singers provided two days of singing and playing that made the campers happy.

(Continued on page 8)



News Briefs

Eagle Scout

Peter Stewart, son of Jack Stewart, HR-M, who assisted in filling sand bags last summer at Lock and Dam 24, has achieved the rank of Eagle Scout with Troop 300 of the Boy Scouts of America.

Walleye release

Two-inch walleye fingerlings were released in Lake Shelbyville June 9th. The Corps, along with the Illinois Department of Conservation Fisheries Department, raised the 75,700 walleye in the Fin and Feather Nursery Pond. Raising the fish instead of buying them from hatcheries has resulted in significant savings.

Volunteers from the American Angling Association were on hand to help release the walleye. The Nursery Pond is now being filled with large mouth bass, which will be released in late fall.

Equipment operator

Lake Shelbyville has a new heavy equipment operator. He is Jim Jones, who comes to us from Southern California.

Riverlands honored

The Riverlands Area Office and the Riverlands Association were honored at a reception given by the St. Louis School Partnership Program to recognize their contributions to education.

Volunteer dies

The Riverlands Area Office mourns the death of one their loyal volunteers, Roman Stolcis, Sr. Roman, a retired Clark Oil Refinery employee, began volun-

teering at Riverlands in May 1992 after organizing and leading several group tours of the Melvin Price Locks and Dam. He had more than 500 volunteer hours at Riverlands and will be greatly missed.

Dam repair

The Rend Lake Management Office initiated a contract to repair damage to the Casey Fork Subimpoundment Dam at the lake. Heavy spring rains resulted in overtopping of the dam causing washouts and displacement of stones as deep as eight feet in the center portion of the dam.

The subimpoundment was built in the 1960s and is used to manage habitat for waterfowl upstream. The repairs are temporary until a letter report can outline permanent repairs.

Manager's meeting

The Rend Lake Management Office hosted the quarterly manager's meeting at Rend Lake Resort. The meeting was attended by lake managers in the District, personnel from CON-OPs and LMVD visitors, Gene Brown and LTC Miller.

Camping hookups

Full-service camping hookups are now available at 15 sites in the Wood Duck Loop of North Sandusky Campground at Rend Lake. Corps workers put the finishing touches on the area just in time for the Memorial Day Weekend.

Fishing Derby

The Third Annual Rend Lake Fishing Derby was well attended. Winners received prizes from local businesses as well as from Cabelas

and Berkley. Illinois Department of Conservation fisheries biologists were on hand to answer questions.

Water ski show

The Third Annual Rend Lake Water Ski Show was highlighted by three performances of the Alton Ski Club at the Rend Lake Resort. Skydivers and country bands also entertained the crowd. The event is conducted with the cooperation of all the land management agencies at Rend Lake and local businesses.

Free fishing day

In celebration of National Fishing Week, Mark Twain Lake hosted a free fishing day for children ages 5 to 12. More than 50 youngsters tried their luck in hopes of catching "the big one." The Missouri Department of Conservation, as well as several other local sponsors and volunteers, made this a day special for everyone.

Photo display

A photographic display on the Flood of '93 is being featured in the M.W. Boudreaux Visitor Center at Mark Twain Lake though the rest of summer. This photographic exhibit takes visitors on a journey up and down the Mississippi river as well as the record high water that occurred at Mark Twain Lake.

Armed Forces Day

Armed Forces Day at Carlyle Lake was attended by 1800 people. Visitors enjoyed a day filled with a B-1 Bomber and C-141B aircraft flyby, a UH-60 Black Hawk helicopter, private helicopter rides sponsored by the city of Keyesport,
(Continued on page 8)



News Briefs (cont.) New positions

National Guard mini jet, military dog demonstration and much more.

Carlyle Visitor Center

Since opening on weekends in April, the Carlyle Visitor Center has had more than 6,100 visitors. The Visitor Center is now open from 10 a.m. to 6 p.m. daily.

More than 700 school aged children from surrounding schools took field trips to Carlyle for a full day of educational programming. The tours begin in the visitor center with an educational program on the environment, cultural or natural resources. This is followed by a tour of the dam, water safety program and visits by Woodsy and Smokey.

Jackie Brachear, Park Ranger at Carlyle Lake, was recently promoted to a GS-9/11 in the Natural Resources Section, and co-op Jim Hawn completed his studies specializing in Forestry, Outdoor Recreation and Resource Management, graduated this spring and was converted to a GS-7/9 position in the Natural Resources Section at the lake.

Boating safety course

More than 50 people attended the Boating Safety course at the Carlyle Lake Visitor Center with Park Ranger Joe Smothers as the instructor. This course is offered for all ages to teach boaters the regulations and how to be safe.

Soapbox Continued

Assistant Park Manager Gary Stilts was interviewed by the Jefferson City newspaper concerning user fees.

Park Ranger Doug Nichols was interviewed by several area newspapers, radio stations and TV stations about user fees and the delay in their implementation.

Park Ranger Andrew Jefferson was interviewed by the Daily American Republic newspaper about user fees, opening dates of swim beaches and the drag boat races. Andrew and Smokey the Bear (Park Ranger John Daves) also presented a "Be Careful With Fire Program" to the "Friends of Kids" Day Care Center in Poplar Bluff.

Tours of the gatehouse facilities and water safety are in full swing and the visitors are very receptive.

Minorities, women gain in fiscal 1993

Minorities and women made gains in federal employment during fiscal 1993, Office of Personnel Management Director James King said.

King said the federal work force has a higher representation of minorities than the civilian labor force, and this representation continues to increase at a greater rate. Minorities made up 27.7 percent of the federal work force in 1993 compared with 23.1 percent in the private sector. King said the notable exception to the overall increase is in employment of Hispanics. OPM established the Hispanic Federal Employment Advisory Group to look into ways to increase Hispanic representation.

Fisher exceptional

Daisy Fisher, a Stay-in-School student in the Human Resources Office, has proven herself an exceptional student in many respects.

Daisy, a student at Harris Stowe College, is on the Vice President's Academic Dean's List and on the National Dean's List with a 3.7 cumulative grade point average. She was voted "Miss Harris Stowe" in 1986. This award is a significant achievement, since it is bestowed entirely by one's peers. Daisy received 80 percent of the student vote.

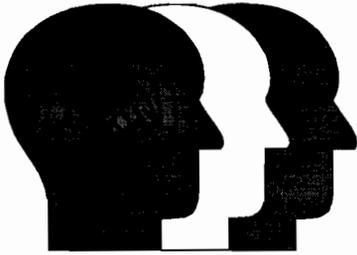
Her popularity is accompanied by her service to her school, which includes serving as "Student Ambassador" representing the school at such events as Freshman Orientation and graduation ceremonies. Daisy works in Student Services providing clerical support to the health unit.

Carlyle eagles

In 1782, Congress designated the American Bald Eagle as the national bird. As early as 1900, environmentalists were concerned about the declining numbers of eagles. In 1940 "The Bald Eagle Protection Act" made it illegal to harass or capture any eagle.

Mr. Scott Ballard, a biologist from the Illinois Department of Conservation, says that Carlyle Lake has one of 20 known nesting sites in the State of Illinois and one of the most successful. Two eaglets were raised in 1992, two in 1993 and now three have hatched for 1994.

The nest is about six feet in diameter and located on public property in the top of a tree near the shoreline. It can be viewed from the Tamalco boat ramp about two miles north of Keyesport. The Illinois Department of Conservation and the Corps of Engineers staff monitor the site.



EEO matters

According to the May '94 issue of "Fair Employment Report," an EEO newsletter, 54 percent of surveyed respondents indicate that "...the most important factor in deciding who gets a promotion comes from informal assessments not picked up by official evaluations... These factors are office politics, contact/familiarity with candidates, integrity, loyalty, personality and ability to bring in new business..."

These informal criteria, I submit, are equally present in our microcosm of society here in the St. Louis District. However, there exists an imbalance to the effectiveness in applying these factors for a large percentage of the District population, e.g., minorities and women. The primary cause is a poorly defined work culture/ethic.

What is the District's culture and who/how was it developed, if, in fact, one exists? I challenge the District to provide an answer to this question.

Many EEO matters stem from a lack of understanding and definition of a culture that all employees have bought into and all have participated in creating. In a multicultural society and a diverse workplace, people interact; the impacts can be smooth or chaotic. When cultures intersect, prejudices

surface and, depending upon the state of mind of the parties/groups involved, opportunities to excel are present. Negative mind sets will perpetuate past discriminatory practices, remain cliquish and foster the politics of societal degradation. However, a positive mind set will see opportunities for transformation - removing racial, cultural and gender based barriers, dealing openly and honestly, as adults, and being truly concerned about one another's well-being and mission accomplishment, rather than selfish motivations.

EEO defines:

Prejudice - infantilism, stereotype, base actions on perceptions or unsubstantiated thought. A preconceived, irrational thought or opinion.

Racism - a belief of racial superiority and the tendency to classify and attempt to oppress other cultures with your own.

Minorities - persons classified as African/African-American, Hispanic, Alaskan, American Indian and Asian/Pacific Islanders.

Protected classes - women, veterans and other groups that are protected by anti-discrimination laws.

I am still looking for ideas and EEO interests to publicize for District-wide consumption.

Harry S. Hamell
EEO Manager

Harbor (cont.)

The harbor excavation was completed at the Dam West Marina in a 21 day time frame. All dredging equipment was moved to the Eldon Hazlet State Park, which will be the site of the Olympic Festival. Dredging was complete by May 16, ten days ahead of schedule.

District softball

The District's softball team, the USACES, needs your support. The team plays at the Charles Melvin Price Support Center in Granite City, Illinois, on Thursday evenings. While their record isn't the best, they are a fairly "new" team, with eight former aces and six new members. When they get "comfortable" with each other their play, and hopefully their record, will improve.

Come out and watch our team play. Support from fans may also help them improve.

Boosting frequent flyer miles

More than half of all frequent flyer miles awarded today are earned through tie-ins with other travel vendors like hotels, car rentals and credit cards. Also, according to *Corporate Travel* magazine, some suppliers like Air Canada, British Airways, Continental, Diners Club and Hilton Hotels allow travelers to buy the remaining miles they need for \$15 to \$25 per thousand miles. Check to see how long your miles will qualify for an award. Some airlines impose a three-year expiration date.



District honors years of service at annual ceremony



Howard Turner honored for 40 year's service.

The District held its annual Length of Service Awards Ceremony on June 7th at the Hyatt Regency Hotel in Union Station. The ceremony, coordinated by Anne Woodrome in Human Resources Division, was elegant without being over done. The awardees were presented with corsages and ribbons to identify them and escorted to special seating prior to the awards presentations.

Music was provided by the Air Mobility Command Ceremonial Band from Scott Air Force Base. The color guard was from the Army Reserve Personnel Center.

Kathy Tober, Chief of Human Resources Division, served as master of ceremonies and announced the names of awards recipients after our District Commander Thomas C. Suermann talked briefly about how special our people are. Length of service of 10, 15, 20, 25, 30, 35 and 40 years



Emmett Hahn receives the Meritorious Civilian Service Medal for '93 flood work.



Bob Rattini, Sandor Dombi and Steve Miller reach the 35 year milestone

was recognized. Each individual's name was read and they were presented with certificates and pins. Achievement medals, commanders awards and meritorious service awards were presented.

A reception at District headquarters followed the ceremonies.



George Postol receives the Meritorious Civilian Service Medal for '93 flood work.



Colonel Suermann praises awardees.



All grins after 30 years of federal service: Charlie Grojean, Emmett Hahn, Wally Feld, Lee Lenzner, Dave Buatte, Joe Lueke, in back, and Al Hoffmeister, John Gaal, Larry Strunk, Bill Gidcomb and Mike Houser in front.



Kathy Tober welcomes everyone to the ceremonies.



Before going to their seats, each awardee gets a red carnation and a ribbon with name and length of service.



After the formalities, it's back to the office for the goodies.



And some friendly chit chat with old comrades in arms. Joan, Tom, Matt, Wally, we don't really mean "old" - exactly.



District picnic just around the bend

It is count down time for the Corps' "Old Fashioned Family Day Picnic." Friday, July 15, 1994, marks the date for this fun filled day of events at Creve Coeur Lake County Park, Corporate Picnic Site #2. The picnic starts at 9 a.m. and ends at 3:30 p.m. Colonel Suermann will make opening remarks at 10 a.m. and closing remarks/award presentation at 3 p.m.

This year's activities include: Bingo, Boating, Fishing, Golfing, Horseshoes, Hula-Hoop Contests, Pony Rides, Soda Poker, Softball, Tennis, Three Legged Races, Volleyball, Water Balloon Toss Contests and of course Relaxing, an overwhelming favorite for picnics. Also, the spray pool and playground are open to all. Last, but not least, is the quest for the

coveted "Commanders' Cup" in the Tug-O-War tournament. May the best division win! We will also have two celebrity appearances, "Woodsy the Owl" and "Smokey the Bear."

Lunch will be served from 11:30 a.m. to 1:30 p.m. The menu is as follows: Potato Salad, Spaghetti, One Soda and your choice of either Two Hamburgers or Two Hotdogs or One Hamburger and One Hotdog per plate (please note that the menu listed in the June issue of ESPRIT was incorrect). The total cost of each plate is \$5.50. However, the CAC is subsidizing \$2.50 of the total cost per plate and that will put the cost at \$3 per plate for employees and their guests. If you want to buy a picnic lunch, but have not purchased your lunch tickets yet, please do so as soon as

possible. The CAC would like to have enough food for everyone. A limited number of tickets will be sold at the picnic for \$3.50 per plate.

Please see your division chief for your vehicle entry passes and maps with directions to the park. Retirees wishing to attend the picnic may call 314-331-8477 to order entry passes and the passes will be mailed to them. For security reasons, our site is reserved for Corps employees and their guests only. No one else will be admitted into the site.

On behalf of the CAC and all of the volunteers that are working to make the picnic a success, come and be prepared to have a great time. See you there!

Denise Brunson-Harris
Picnic Committee Chairman

Practice these skills for safer driving

In most places, if you can drive around the block and parallel park, you can get a driver's license.

Some driving experts think this lack of training on how to handle real driving conditions is the single factor that has more to do with traffic fatalities than any other. Many emergency-handling tactics can only be learned behind the wheel, but the same experts give these guidelines that can make you safer on the road.

* Enter highways with authority. Not doing so can cause traffic to back up and put you and others in danger. Get up to speed quickly and blend into traffic.

* Keep the horizon in view. The California Highway Patrol Emergency Vehicle Operations Course (Sacramento) recommends looking

as far ahead as possible. When trouble is ahead, the long view allows you to use options like changing lanes rather than resorting to panic braking.

* Go around trouble. If an accident occurs ahead, it's safer to drive around it than to stop short. Slow down and look for an open path.

* Practice emergency braking. Find a place where you have plenty of room and find out what your car does when you make a hard stop. Do the same with full-throttle starts. See how your car reacts when you need a burst of acceleration.

* Stay two seconds back. The Bondurant School of High Performance Driving in Phoenix recommends this test. As the car ahead

passes a mile marker or sign, count "One one-thousand." If you pass the same point before you finish with "two one-thousand," you're following too closely. It works at all speeds.

* Drive gently. Passengers shouldn't be able to feel transitions between acceleration and braking or cornering pressure. Work on smoothness, and you and your passengers will feel safer, be more secure and your car will last longer.

* Pay attention. The more erect you sit, the more alert you will be. The Nevada Highway Patrol and others say when you're tired, don't push on. Stop, walk around, have coffee, or take a nap. An accident will cost much more than the time you spend resting.



Coming Events at the lakes

Carlyle Lake

- July 6-10 U.S. Olympic Festival '94
- Aug. 6 Triathlon
- Sept. 24-25 Conservation Day/Power Boat Race
- Oct. 21-22 Haunted Trail
- Dec. 2 Christmas Tree Lighting

Lake Shelbyville

- June 18-19 Arts and Crafts Show
- July 16-17 Tours of Old Lithia Springs Chautauqua
- July 30-31 Aqua-Fest
- Aug. 20 Okaw Indian Festival
- Oct. 6 18th Annual Eco-Meet

Rend Lake

- July 30 Summer Beach Blast '94
- Sept. 10 Rend Lake Cleanup
- Sept. TBA Children's Arts Festival
- Almost every Saturday between Memorial Day and Labor Day, special Environmental and Outdoor Skills

programs are held at the Visitor Center. On most Saturday evenings musical and cultural heritage programs are held at the Visitor Center Amphitheater.

Wappapello Lake

- Aug. 20-21 3rd Annual Old Greenville Day
- Dec. 15-23 2nd Annual Festival of Lights Auto Tour

Mark Twain Lake

- July 16-17 Reminisce - Post Card Exhibit
- July 24-25 Primitive Artifacts Weekend
- Aug. 13-14 Salt River Folklife Festival
- Sept. 23 Environmental Education Day
- Oct. 8 An Evening with the Stars

Riverlands Area Office

- Aug. 15-19 Rivers Curriculum Workshop
- Sept. Riverlands Environmental Fair

\$ - Promotions & Incentive Awards - \$

PERFORMANCE AWARDS:

- Henry Harris, CASU
- Benjamin Baggett, CO-NC
- Edwin Koopman, CO-NC

Cindy Zimmerman, CO-OS4

- Leland Lenzner, ED-GE
- Beverly Jefferson, HR-R
- Donna Kavanagh, PM-M
- Mary Dostal, RO-S

SPECIAL ACT AWARDS:

- Robert Abbot, CENE
- Travis Tutka, ED-GI

25th anniversary of first moon landing

It was "one small step for man, one giant leap for mankind," in the words of astronaut Neil Armstrong. He and fellow space explorers Edwin Aldrin and Michael Collins blasted off in the Appollo II vehicle on July 16, 1969. Four days later, Armstrong and Aldrin not only stepped on the moon, they spent 21 hours and 37 minutes on the first heavenly body to be reached by human beings.

Armstrong started his career in aviation when he became a licensed pilot at age 16. His studies in aeronautical engineering at Purdue University were interrupted by the

Korean War, in which he flew 78 combat missions, was shot down once, and was awarded three air Medals.

Edwin "Buzz" Aldrin graduated from West Point in 1951 and became an Air Force pilot. He flew 66 combat missions in Korea and later served in West Germany. In 1963 he wrote a dissertation on orbital mechanics to earn his Ph.D. and later that year was chosen as an astronaut. In 1966 he did a 5 1/2-hour space walk from Gemini 12, proving that man could function in the vacuum of space.

Stepping onto the moon after

Armstrong, Aldrin became the second person in history to do so. The two collected soil and rock samples, took photographs and deployed scientific instruments before lifting off to begin the voyage back to Earth.

After splashdown in the Pacific on July 24, the astronauts spent 18 days in quarantine to guard against possible contamination by lunar microbes. In the days that followed, and during a 21-nation tour, they were hailed for their part in the opening of a new era in mankind's exploration of the universe.



To your health

Nutritional nuggets

1. A large baked potato has almost twice the potassium of a medium banana.
2. A red bell pepper has about double the vitamin C of an orange.
3. One small sweet potato, about four ounces, provides twice the RDA for vitamin A and only 140 calories.
4. Lima beans have more than seven times the fiber of green beans.
5. Orange sections have up to a third more nutrients than orange juice.
6. Parmesan cheese has more calcium than any other cheese.

- Cottage cheese has the least.
7. Broccoli leaves contain more vitamin A than any other part of the plant.
 8. Chunk light tuna has more iron than solid white tuna.
 9. An average pork chop supplies about half the recommended allowance for thiamin, an essential B vitamin.
 10. Enriched white rice contains more thiamin and iron than brown rice. Brown rice has more fiber, vitamin E, protein and phosphorus.
- Compiled by the Nutrition & Fitness Center of Hammock, Mississippi.

Body mass index tells the story

To determine whether you should lose weight, use these instructions from the Duke Diet and Fitness Center in Durham, North Carolina.

1. Check your Body Mass Index (BMI). People with a BMI between 20 and 25 live longest and have least risk of heart disease.
With a calculator, punch in your weight in pounds. Multiply by 700. Divide that answer by your height. A score of 20 to 25 is best, 25-30 carries moderate risk, and over 30 indicates a moderate to high risk.
2. Check your hip-to-waist ratio. Use a tape measure to find the circumference of your waist. Then measure your hips at their widest. Divide the waist measurement by the hip measurement. The healthiest ratios are below .80 for women and below .95 for men.

Record height to gauge osteoporosis

Parents often measure their kids and put a mark on the wall to keep track of their growth. Now doctors at the Boston University Arthritis Center say adults benefit from charting their height as well. Research shows that losing 1 1/2 inches of adult height for women can signal bone-density losses of 6 to 12 percent. Her bones would have the density of someone who is 10 years older.

For men, height losses of more than two inches were associated with an increased osteoporosis risk. Shrinking may indicate that bone in the spine is condensing, a clue that the hip bone is weakening as well. Other ways to see how bones are doing include x-ray absorptionmetry and blood calcium measurements.

Healthy habits decrease in U.S.

The 1994 Prevention Index finds Americans have slipped slightly in health habits. The index, published by Prevention magazine, show that people are somewhat less likely to limit fat and sweets in their diets than they were ten years ago.

The habits are showing up in the percentage of people aged 25 and older who are overweight. Sixty-eight percent of adults are overweight, up from 58 percent ten years ago.

American safety habits, however, have improved with significant gains in auto seat belt use and use of home smoke detectors. The share of people who avoid drinking and driving grew from 63 percent in 1984 to 83 percent in 1994.

Lumpectomy a viable plan

Recently it was disclosed that a researcher falsified data in a study used as the basis for lumpectomy, removal of a cancerous lump rather than the entire breast as a cancer treatment. A new study involving 5,800 patients finds that lumpectomy plus radiation is at least as effective as mastectomy, as reported in the April 21, 1994, Journal of the American Medical Association.

Tetanus immunization

About 70 percent of all tetanus cases reported occur in people over age 50. The infection is rare, but often fatal. Anyone who has not had a booster shot within ten years should get one now to update immunity, according to an article in "Postgraduate Medicine."



Retiree Review

By the Retiree Correspondent

On June 16, 1994, thirty-two convened at the Salad Bowl for a most pleasant luncheon. Colonel and Mrs. Suermann and Gene Degenhardt were guests and representatives of the District. Gene, with camera in hand, snapped many pictures - both individual and group - and said next time he'd have film in the camera. We were delighted to have them with us. The Colonel shared several clever stories with us.

Bob Maxwell was our Senior Retiree present, retiring in 1972.

Elsie Kalafatich and Elmer Huizenga shared the Birthday honors. Many more.

Stan and Marlene Wiseman had visited Carroll Blackwell and wife a short time ago. They had pictures of them. They both look great - after their heart problems. Their address is 1710 Olympic, Columbia, Missouri 65202. They'd appreciate a note if you wish. Hope they can make it to our luncheon one of these days.

Kate had talked with several retirees and reported that Rigina Eustace has had a stroke and is slowly improving. Ruth Ziden was on her way to welcome another great grandchild. She has several. Not sure of the number. Neva Dickman has pretty well recovered from her broken hip, which required hip replacement. she was awaiting the arrival of her sister to go to Troy

to decide on her mother's estate. (Her mother is in a nursing home in Troy and the other sister has passed away.)

Bruce Moore is at Cape Hatteras fishing. He said he would bring me a fish IF he catches one.

Marion Ortwerth is in Columbia visiting his brother.

Lyle Forth has had laproscopy for removal of three polyps in his colon. They were benign luckily. Good luck, Lyle.

Jake Baker has his usual garden this summer. He checked his brocolli and told his wife it was ready to freeze. The next morning he went to the garden and a "critter" (probably a ground hog) had eaten every bit down into the roots.

The Colonel, Loren Ligon and Elmer Huizenga were the story tellers of the day.

Janet Neidenbach, Bill Hoff's niece and Othella Wampler were welcome guests. Come back!

Lou Scheurmann announced that the Golf Tournament will be June 23 and 24.

Condolences are extended to the family of Adrienne Devereaux, who passed away May 19, 1994.

Elsie Kalafatich, Elmer Huizenga and Stan Wiseman were the lucky ones for the Pot-of-Gold.

See you July 21 about 11 a.m. at the Salad Bowl, 1949 Lindell, for our luncheon. Mark your calendar. See you then.

July 11: 2000 days before year 2000

July 11 is a day of milestones. First, it is the anniversary of the day in 1987 when the population of the Earth reached the five billion mark. The United Nations drew attention to population by proclaiming it the "Day of the Five Billion."

Second, July 11 is the 2000th day before the year 2000. Do something special each day, and by December 31, 1999, you will have accomplished 2000 things.

Golfers customize tours

Golfing vacations are being designed to suit players' places of interest and skill levels. Tours provide better access to courses because specific tee times are reserved for the traveler. According to Boston-based Golf Vacations, customized packages range from \$150 to \$300 a day including meals, hotels and green fees. The most popular destinations in the U.S. are Florida, Las Vegas, Phoenix and the California coast.

Tour companies say Scotland, the birthplace of golf, is the number one destination in Europe.

Garbage on their minds

A recent poll of U.S. women finds 23 percent believe consumer trash is the most important environmental issue today, followed by air quality (20 percent), water quality (16 percent) and the ozone layer (8 percent). Actually there is enough dump capacity yet today, but women under age 35 overwhelmingly choose garbage as the most important issue.



Germans Thought Invasion Had Failed

PRIED OFF THE WALL, GIs TAKE NORMANDY

American blood heavily stained the sands and waters of Omaha Beach in Normandy.

Instead of attacking a second-rate division, GIs of the 1st Infantry Division (The Big Red One) and the 29th Infantry Division (The Blue and Grey Division) faced the battle-tested Nazi 352nd Infantry Division.

German 88mm artillery took the landing craft under fire. When the boats that made the shore lowered their landing ramps, the Germans poured in machine gun fire.

Incredibly, some soldiers made it off the boats and to the relative safety of a sea wall. Pinned down, they returned what fire they could, but this wasn't getting them off the beach. If the GIs couldn't move, the whole Normandy invasion might fail.

German commanders reported to their superiors that the invasion had failed, and U.S. First Army Commander Lt. Gen. Omar N. Bradley was also concerned.

Army Brig. Gen. Norman D. Cota, assistant division commander of the 29th, was among those clustered at the sea wall. The first American general to land at Normandy, he sized up the situation and took action.

Cota stood up under the heavy fire and started organizing the men to attack strongpoints barring exits from the beach. He went from group to group, cajoling some, badgering others and flat out ordering still others to get at the enemy.

"You might as well die up there as down here," Cota told soldiers as he pointed inland.

And the GIs responded. Groups here and there started moving

toward the enemy. They left the security of the sea wall and attacked the veteran German division. They took casualties but kept moving. Navy ships moved in and delivered fire on German bunkers.

Little by little, the GIs trapped on the beach moved inland. By noon the disorganized groups of GIs had climbed the bluffs behind the beach and cut a highway that ran along the coast.

The price was stiff. More than 2,500 Americans fell at Omaha Beach, but 34,000 other soldiers made it ashore. The Americans were in Normandy to stay.

— American Forces Information Service

