

ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

Vol. 31 No. 5

Winner 1992 Army Communities of Excellence Award

May 1994

In this issue...

Golf tourney
... page 3

Levee repair
... page 3

**Supervisory
positions**
... page 5

EEO
... page 8

Volunteers
... page 8

AIRS
... page 9

Riverlands Assoc.
... page 10

Health labels
... page 14

ASSISTANT SECRETARY OF THE ARMY
WASHINGTON

20 MAR 1994

Colonel Thomas C. Suermann
Commander
U.S. Army Engineer District-St. Louis
1222 Spruce Street
St. Louis, Missouri 63103-2833

Dear Colonel Suermann:

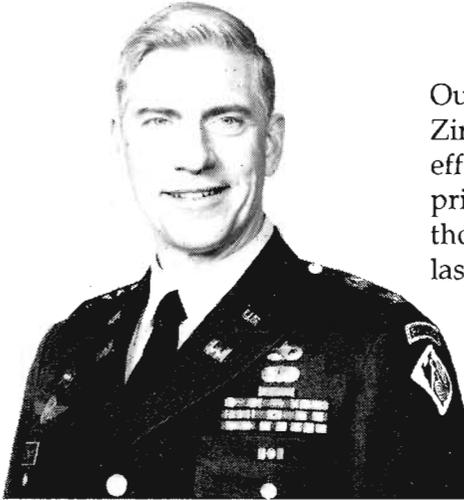
I recently had the pleasure of visiting the Kansas City District to discuss the 1993 flood. It came to my attention that no one from this office has ever thanked you or your staff for all of their efforts during the 1993 flood. Please accept this belated thank you for all of your efforts during both the flood and this ongoing recovery phase. If there are any resources you need to help you in your efforts, please let me know.

Sincerely,

John H. Zirschky
Acting Assistant Secretary of the Army
(Civil Works)



Commander's Perspective —



COL Thomas C. Suermann

Recently, I received a pleasant surprise from Washington, D.C. Our new Assistant Secretary of the Army for Civil Works, Dr. Zirschky, sent a note expressing his gratitude for the tremendous effort that you all contributed during the Flood of '93. His note is printed in this issue for you to read, if you wish to do so. Although it was addressed to me, I claim no credit for your success last year. It is really a tribute to all of you who worked so hard and so long last summer and who are continuing to meet TF 84-99 deadlines to accomplish final repairs this year. I am very proud of all of you and I am honored to be your commander as you set new standards of excellence this year. The talent, professionalism and energy in this organization are amazing.

Our District also received some distinctive honors in April from the White House. One former and two present District team members were invited to Washington to receive Presidential Design Awards for Bendway Weir structures. These devices were introduced in 1989 and are now being used to improve river engineering in the Mississippi River.

Recognition of special efforts such as these is always an occasion to celebrate success, but it is not what lends value to what we do. Many of you who read this may never attend a ceremony at the White House or receive a letter of gratitude from a service secretary. However, you all are a part of this District's efforts to provide worthwhile, meaningful public engineering services and resources to our nation and its citizens.

I value the contributions of all of you who may consider yourselves to be "unsung heroes" or silent partners in the history of this District's accomplishments. You mirror the heritage of our Corps of Engineers and of America. Your efforts constitute the legacy of this organization and define its values.

Thank you for making this a great organization in which to work, and for not being content with yesterday's successes or yesterday's recognition. You should be proud of them, but I think you are more proud of seeking more than personal recognition and sharing your skills, your diversity and your concern for others.

The talent, professionalism and energy in this organization are amazing.



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.....Thomas C. Suermann

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.



St. Louis ACOE LMVD Golf winner again! Tournament

The St. Louis District has won its third Army Communities of Excellence (ACOE) Award in as many years. This year's award is \$50,000, bringing the total won to date to \$175,000.

The ACOE program is based on the principle that communities support people best by combining excellent services with excellent facilities in a quality environment.

The ACOE committee is tasked with reporting the good things and the smart things the District does. The St. Louis District has shown and is still showing that it does both good things and smart things for its people.

Dredging operations at Carlyle Lake

Dredging operations at Dam West Access and Hazlet State Park on Carlyle Lake began on April 12th under the supervision of ROSE, Mike Thompson. Dredging will be on double shifts at both project sites.

This dredging project will serve a dual purpose of providing much needed harbor maintenance for siltation problems and deepening the harbors for the upcoming Olympic Festival.

Retention/Disposal ponds required upgrading to accept the spoil from dredging. This task was coordinated by District and Lake personnel, Stan Ebersohl and Ranger Steve Trabs, prior to construction. In addition, a stone maintenance contract has been issued for upgrading the existing breakwater at Dam West Marina.

Editor's note: The last 2/3 of this article appeared on page 15 of the April ESPRIT. The first part of it was lost somewhere in PageMaker computer limbo land. It is reprinted here to make sure all those who want to participate have the information they need.

The 13th Annual LMVD Essayons Classic Golf Tournament will be held June 23 & 24 at the Memphis Naval Air Station in Millington, Tennessee. The cost for 36 holes, including green fees, cart and prizes is \$60 (\$50 for 1993 participants).

There will be a practice round on Wednesday, June 22nd - 18 holes - \$13.50, cart - \$13. There will be a dinner on Thursday, June 23rd at 5 p.m. at the Millington Officers Club or a BBQ. Cost will be about \$15 per person.

The tournament has four flights with handicap. Thursday is four-man team for prizes and handicap for Friday. There will be prizes for 1st, 2nd and 3rd in each flight, and for longest drive and closest to the pin. The tournament will hold a modified shotgun start each day. Tee time is 7:30 a.m.

All Corps of Engineers employees, retirees and family members are eligible. There will be a 72 player maximum. Reservations are available April 4 through June 10. The course will be open to non-tournament golfers.

For more information call Fred Bader at 331-8035, Mike Cullen at 638-3893, Mike Kruckeberg at 331-8048, Dennis Gilmore at 331-8108 or Lou Scheurmann at 343-0073.

Levee repair on time

The last of 47 final repair reports was signed by Major Carden on March 31 as originally scheduled.

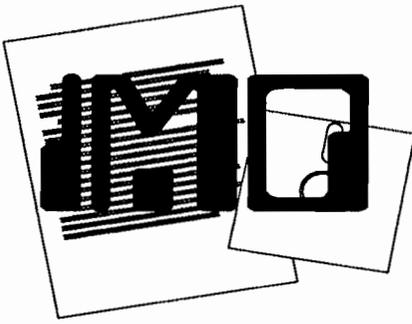
This was accomplished because of the fantastic effort and coordination of many District employees. Many hours of effort were expended by the employees of the Civil Engineering Section, Cost Engineering Branch, Geotechnical Branch, Hydraulic Branch and Structural Section in Engineering, Economics Branch and Environmental Plan Section in Planning, the Acquisition and Appraisal Branches in Real Estate, the Regulatory Branch in ConOps and all of those involved with the Borrow Team. Assisting with the overall coordination and review of the process were Donna Kavanagh, Ed Ewing and Jim Zerega from Project Management.

Without the long hours of the project managers, Mark Alvey, Steve Farkas, Brian Kleber and Mike Kruckeberg, negotiating with local interests, coordinating with all participants and preparing the reports, this milestone could not have been met.

This is another example of what the St. Louis District is capable of. This effort must now continue into the plans and specifications stage, awarding of contracts and final construction.

Many thanks for all your efforts.

Emmett Hahn,
TF 84-99



Energy Star

Have you heard of Energy Star? How about the green PC? Or maybe you bought a copy of the Politically Correct PCs edition of PC Magazine, published on 25 May 1993.

In an industry that changes as quickly as the computer industry does, consensus is a fragile thing. But concern about the ecology has transcended political labels and begun to penetrate the consciousness of even the most self-absorbed manufacturers. The Environmental Protection Agency (EPA) has developed the Energy Star guidelines and an executive order has mandated that all government micro-computer purchases meet these standards. This GREEN REVOLUTION has triggered some

innovative thinking. This year, there are many promising new products that use a fraction of the power of the standard machines and reduce the likelihood of injuries.

The cumulative effect of the approximately 60 million PCs that adorn our desks, floors, and laps on the environment and on users' health is starting to be of concern to users, manufacturers, and the general public. The EPA estimates that PCs and their peripherals waste \$2 billion of electricity annually and indirectly produce as much carbon dioxide as 5 million cars do. Computers are a leading cause of increased demand for electrical power, accounting for an estimated 5 percent of commercial demand. Based on an EPA survey of office equipment, 74 percent of such energy use goes to PCs: 49 percent to PCs and their monitors and 25 percent to printers.

The typical PC uses about \$35 of electricity per year for a system that is on 8 hours per day, compared to \$105 per year for a system that is never turned off. The EPA's survey of PC use shows that 30 to 40 percent of computer users leave their machines running days, nights and weekends. Using these

EPA statistics the district would save over \$11,000 yearly in electricity costs if everyone turns their PC off when they leave for the day. Maintenance costs are also higher for systems that are left running 24 hours a day, 7 days a week.

The EPA estimates that 80 percent of the time a monitor is on, no one is looking at it. Those popular screen savers that project everything from "Star Trek" trivia to psychedelic images consume up to 20 percent more energy than a blank screen. A quick and painless way to reduce energy use would be to set the screen saver program to clear the display after 3 to 5 minutes.

Energy Star, green PCs or politically correct are more than mere faddism. After all the unmistakable warning signs are all around us: from wastebaskets full of near-perfect documents to empty offices lit by the glow of monitors. In the very near future all the district's PC procurements will require Energy Star compliant systems. However, intelligent use of the resources we have at this time can help save energy and lower maintenance costs.

Shelbyville fish nursery pond ready

The Fin and Feather Nursery Pond is now filled and ready for operation. This two-year project included construction of a 900 foot earthen dam with a maximum height of 16 feet. While the pond was built entirely by the Corps of Engineers, the operation of the pond will be a cooperative effort between the Illinois Department of Conservation (IDOC) and the Corps.

Reservoir Fisheries Biologist, Harry Wight, and his staff will provide an annual management plan for the pond. In a support role, the Corps will conduct pumping operations, assist with the fertilization and fish removal and maintain the integrity of the facility. Initial plans include "double-cropping" fish the first year of operation.

Fry walleye have been placed in the pond by the IDOC and should attain fingerling size during August. At that time, the pond will be drained and the fish will be transported by IDOC fisheries personnel to be released in the lake. The pond will then be refilled and largemouth bass fry will be placed in the pond.



Supervisory positions being reassessed

The Human Resources Office is in the process of reviewing all current supervisory jobs against new grading guidance published by the Office of Personnel Management (OPM). The new grading guidance must be applied to all supervisory jobs throughout the government by the end of December 1994. Separate guides are published for blue collar supervisors and general schedule (GS) supervisors. The GS guide is called the General Schedule Supervisory Guide (GSSG) and uses the factor system to determine the approved grade level for GS supervisory positions. The six factors which are used and weighted are: 1. Scope and Effect; 2. Organizational Setting; 3. Supervisory and Managerial Authority Exercised; 4. Personal Contacts; 5. Difficulty of Typical Work Directed; and 6. Other Conditions (e.g. variety, shifts, fluctuating workforce, dispersion, etc.).

Application of the GSSG within the District began with the GS/GM-14/15 level supervisory positions and is continuing with the other supervisory positions by organizational segment. There has already been some impact of the new standard identified on current

grade levels and more can be expected. The new standard is more stringent than prior supervisory grading guides in several aspects. The District is in a state of constant change because of such things as new FTE numbers every FY, changes in organizational structures, mandates to reduce supervisory layers and improve supervisory ratios, etc. Consequently, any changes caused by application of these new standards will be effected at the same time after application has been made to all supervisory jobs in the District. Letters of notification will be issued to employees affected around the end of December, 1994 with effective dates of January, 1995.

In almost all cases, if a supervisor has been working in his/her position for over one year and the position held is identified for downgrading, he/she will be eligible for grade retention for a full two years after the effective date of the action. During the two year grade retention period, the employee continues to be treated for all pay purposes as still holding the old grade and also is registered in the DoD Priority Placement Program for stopper list matches at

the retained grade. After the grade retention period expires, the employee is generally eligible to continue to retain their existing pay if it exceeds the highest step of the new grade of their position. While on pay retention, employees receive half of the general pay increases which are granted for the top step of their new grade.

Application of the GSSG allows consideration only of the factors described above which all relate to the duties and responsibilities of the position. It does not allow for consideration of the person who occupies the position or their experience or performance. That is why the Civil Service Reform Act of 1978 changed the Federal personnel system so that generally only the position is "downgraded", not the person, for a full two years so that the incumbent has some time to secure another position at or above their current grade. Understanding of this process by employees of the District will help to minimize misconceptions about the reasons for reclassification actions and avoid hurtful behavior toward members of our team whose positions may be affected by this system change.

No more SF-171?

Standard Form 171, the form federal jobseekers love to hate, may be on its way out.

Roberta Peters, who heads the Navy's Office of Civilian Personnel Management, said the National Performance Review recommended "sunsetting" the federal employment application form when it expires June 29, 1994.

If the Office of Personnel Management does not ask the Office of Management and Budget to reauthorize the form by that date, it automatically expires.

"We don't know what will replace it," said Peters. "We expect employers will ask for materials appropriate to the position being filled. People will still be asked to address questions related to the KSAs (knowledge, skills and abilities) needed for the job. They may also submit resumes. For certain hard-to-fill jobs, applicants may even apply by phone."

However, there will probably be a grace period during which applicants will still use the SF-171, said Peters. She believes the form

is useful for entry-level applicants but is too cumbersome for experienced workers trying to change agencies or get promotions.

Sharon Wells, a spokesperson for OPM confirmed the agency is strongly committed to sunsetting the SF-171. However, OPM will consult with personnel officials in other agencies, including DoD, before deciding. Some agency personnel officials resist the idea, and OPM wants to address their concerns.



On The Soapbox

Around the District

Danny McClendon, CO-F, gave an overview of the Corps' Regulatory Program and recent regulations at a Missouri Department of Conservation Stream Management Workshop for Area 7 Soil Conservation Service personnel. He also spoke at an Environmental Planning Basics Professional Development Seminar for the St. Louis Section, American Planners Association.

George Postol, ED-G, spoke to an evening meeting of the American Board Club about the flood of 1993. George also spoke to the Illinois Physical Plant Directors Association at their spring meeting at Principia College about the same subject.

Jim Hill, CO-N, spoke to 35 Corps Regulatory people about the Stump Lake Environmental Management Program Habitat Rehabilitation and Enhancement Project while attending the Wetland Development Prospect class conducted at Pere Marquette State Park Lodge.

Keith McMullen, Project Manager, Illinois Permits Region, CO-F, spoke to a group of 25 college students enrolled in the Wildlife Techniques class at Southeast Missouri State University in Cape Girardeau. Keith presented an overview of the Corps' Regulatory Program with special emphasis on recent changes regarding the excavation rule and wetland delineations on agricultural ground. He also discussed mitigation banking and employment opportunities for college graduates in the biology field.

Gary Dyhouse, ED-H, spoke to a class on Flood Warning/Preparedness Programs taught at the Hydrologic Engineering Center in

Davis, California. Gary spoke on the Great Flood of 1993 and the hydrologic engineering aspects of emergency operations during the flood.

Gary also presented a paper to the American Institute of Hydrology Conference at Austin, Texas, describing the effects of federal levees and reservoirs on flood stages at St. Louis.

Bob Mesko, ED-HG, and Claude Strauser, ED-HP, were the guest speakers at a meeting of the St. Louis Section of the Missouri Association of Registered Land Surveyors. Bob discussed the Differential Global Positioning System used to make hydrographic surveys on the Middle and Lower Mississippi River within the Lower Mississippi Valley Division. Claude discussed the "Great Flood of '93."

Riverlands Office

The Riverlands Area Visitor Services staff gave twelve informational/educational programs in the March for more than 1,700 visitors. These programs were education programs, dam tours, Boy Scout programs, environmental fairs and community talks.

Riverlands Manager, Pat McGinnis, spoke about sustainable development at the Sun Foundations' Illinois Congress in Peoria, Illinois. The annual congress is sponsored by the Illinois Rivers Project and has more than 5,000 students in attendance. The Riverlands Area Office was also represented by an exhibit.

Wappapello Lake

Park Manager, Michael McClendon, was interviewed by radio station KKLK/KWOC of Poplar Bluff, Missouri. Mike

discussed user fees and upcoming events at the lake.

Park Ranger Doug Nichols did radio interviews with KJEZ in Poplar Bluff and three stations in Cape Girardeau, Missouri. Doug discussed user fees and encouraged boaters to keep safety in mind during low lake levels. Doug was also interviewed by KFVS-TV in Cape Girardeau. He discussed user fees and updated the public on rehabilitation of boat ramps.

Park Ranger Larry Hendershott conducted a program for the 4-H group from Bloomfield, Missouri. Larry discussed water safety and career opportunities in the field of resource management. Also, he was an instructor for the 1994 Stoddard County Ecology Day held at the Mingo Wildlife Refuge. This was a combined effort with other federal and state agencies. About 300 students attended the two-day event.

Park Ranger Andrew Jefferson was interviewed by radio station KREI in Farmington, Missouri. He discussed recreational opportunities at the lake, special events and safety on a talk show called "Out in the Park Land."

Park Ranger Tim Bischoff and Randy Yancy of the Crowley Ridge Blackpowder Club were guests on KFVS-TV, Cape Girardeau. They were on the "Perspective" talk show promoting the upcoming 16th Annual Old Greenville Blackpowder Rendezvous.

Lake Shelbyville

Park Ranger Jerry Parker spoke to a careers class at the Shelby Memorial Hospital about opportunities with the Corps of Engineers.

Park Aid Terri Morris presented "Invite Wildlife Into Your Backyard" to members of the local

(Continued on next page)



News Briefs

Emergency training

Wappapello Lake Park Rangers Tim Bischoff and Richard Chenoweth assisted in coordinating emergency management response training for Butler and Wayne Counties. The objective was to educate the groups concerning what they should do in case of severe weather and discuss the standard operating procedure for emergency management response.

Emergency team

Tim Bischoff coordinated and assisted training various members of the Poplar Bluff Emergency Management team and Wayne, Butler, Ripley and Stoddard Counties residents in rappelling and proper techniques for using the stokes basket. This basket is a device to transport an injured person. The two-day training was held at Wappapello Lake.

Hunter education

Mark Twain Lake was host to a Hunter Education course

conducted by park rangers certified as class instructors. Topics included gun safety, outdoor ethics and hunter preparedness.

Duck boxes

Mark Twain Jr. High School volunteers are constructing 25 wood duck boxes for placement around Mark Twain Lake. The students will also assist Natural Resource Rangers in the placement of the boxes and in monitoring usage.

Boat licensing

Mark Twain Lake Park Ranger Wayne Williams attended a Motorboat License Examiner Training Course at Glynco, Georgia. Wayne is now certified to instruct and license all Corps boat operators.

Visitor Center

The new Carlyle Lake Visitor Center drew more than 200 visitors on its first weekend after opening. Visitors' comments about the new center were very positive. The

Visitor Center will continue to be open weekends (Sat./Sun.) through May 29, then will resume a daily schedule throughout the recreation season. Hours for the Center are 10 a.m. to 6 p.m. The phone number is (618) 594-LAKE.

Top fishing waters

"Outdoor Life Magazine" recently published an article on the top Midwestern largemouth bass fishing waters. The article listed Rend Lake among the top ten, noting May and June as the best times.

Hunter safety

Rend Lake's staff, in cooperation with the Illinois Department of Conservation, presented a Hunter Safety Certification Course to 25 youths and adults.

New electrician

Lake Shelbyville welcomes aboard new electrician Roland Murdock. Roland came to the lake from a U.S. Naval facility in Charleston, South Carolina.

Soapbox Continued

Daughters of the American Revolution club.

The biology class at Findlay High School learned about the economic importance of snakes in a program presented by Park Ranger Larry Gutzler. Several live snakes and preserved specimens were used to show the characteristic of snakes native to our area.

Park Ranger Al Lookofsky gave a special tour of the dam to Boy Scout Troop 51 and ex-

plained the reasons for and the mechanics of the dam.

Natural resource management at Lake Shelbyville was the topic of a radio program presented by Park Ranger Mike Skinner on WJLY in Ramsey, Illinois.

Rend Lake

Park Manager Phil Jenkins participated in a radio program called "Town Talk" on WMCL in McLeansboro, Illinois. He discussed many topics including user fees, new facilities, camping and the

fishing prospect for 1994.

Park Ranger Jerry Sauerwein spoke to the Mt. Vernon, Illinois, Gardening Club about Rend Lake's wildlife management program and the Wildlife Demonstration Garden.

Mark Twain Lake

Interpretive rangers continue to be busy visiting schools presenting water safety programs for the water safety poster contest. Eleven area schools are currently participating.

(Continued on page 9)



EEO matters

Your Equal Employment Opportunity Office (EEO), although undergoing a transitional phase because of retirements and other internal realignments in the District, is still available to assist all District employees who have questions or concerns about EEO matters. The EEO staff is being restructured to streamline procedures to better present programs and activities. This includes the filling of an EEO assistant position by May 1994.

Your EEO Officer and counselors took counselor training in March. Listed below are your current EEO Counselors, new and improved:

Gerald Allen, Dan Flowers, Rachel Garren, Alice Lovett, Dawn Kovarik, Paul Schmidt, Angela Sanders, Harry Ward and Lawrence Williams.

Newly selected committee chairpersons are: Hispanic Employment - Susanne Janota-Summers, Handicapped Individuals - Lawrence Williams, Black Employment - Angela Sanders, Native American - Cindy Morales, Federal Women's - (selection pending).

It is our intent to provide and keep the District well-informed on matters involving EEO and Affirmative Action and to promote an effective EEO program. We solicit

the views and ideas of the District in making the programs and activities meet your needs and interests.

All employees should anticipate, before the close of the fiscal year, some type of EEO sensitivity and awareness training. Bulletin boards and photo updates will be accomplished as soon as possible following the selection of the FWP committee chairperson.

Reminder: Managers and supervisors - POSH (Prevention of Sexual Harrassment) training coming soon!

Harry S. Hamell
EEO Manager

Just another Corps employee - NOT!

They are at the lakes, on the river, and maybe in your office. They multiplied to epidemic numbers during the flood, but they are nothing to fear. At this moment, there may be some with you at work. In fact, the more you have, the luckier you are. They are volunteers.

Volunteers have become an integral part of carrying out our mission. Throughout the District, in 1993, we had 2,870 registered individual volunteers work a total of 32,643 hours, providing an estimated \$232,585 value of service. Our incidental expenditures averaged less than 70 cents per person.

Volunteers have provided invaluable services to the Corps and to the people who visit our public lands and waters throughout the St. Louis District. Their accomplishments as groups or individuals are too numerous to mention, but they are truly a small

army of extraordinary people.

One example of an extraordinary volunteer is Ms. Carolyn Damron. For the past ten years she has been the "Guardian Angel" for the Wappapello Lake rangers working on weekends from Memorial Day to Labor Day. She has volunteered thousands of hours of her time to staff the office, assist visitors and assist rangers. Also, she has volunteered countless hours interviewing local residents from Greenville, Missouri, to produce a slide presentation for the Old Greenville National Register Historic Site. She recently started working on a slide program about the construction of the Wappapello Lake dam.

Another example is the 16 year old Eagle Scout candidate who organized a group of scouts to build, install and monitor zebra mussel samplers at Lake Shelbyville. This project provides us with valuable information. Knowing when the zebra mussels

arrive allows us to alert marinas and begin mussel control procedures.

If you know someone who may want to volunteer for the Corps, there is a Volunteer Clearinghouse in Nashville, Tennessee, which provides people with information about volunteer opportunities with the Corps nationwide. The hotline number is 1-800-VOL-TEER (865-8337). We also accept applications for volunteers at each lake or the Riverlands Area Office.

For further information on proper procedures for hiring volunteers contact the District Volunteer Coordinator, Ms. Rachel Garren, CELMS-CO-N at 331-8624 and refer to ER 1130-2-432, The Corps of Engineers Volunteer Program, dated Feb. 1, 1992. The regulation lists the publications available to assist you in establishing and maintaining a productive volunteer program in your office.



Recycling in the District

By Gloria Miles, CASU

The celebration of Earth Day, April 22, reinstated our mission of recycling. Office recycling is recognized as an important opportunity for furthering waste reduction aims. As federal employees, we are mandated to participate in a recycling program as directed by Executive Order 12873 of October 20, 1993.

Section 101 of part one of the Preamble of the order says "Consistent with the demands of efficiency

and cost effectiveness, the head of each Executive Agency shall incorporate waste prevention and recycling in the agency's daily operations and work to increase and expand markets for recovered materials through greater federal government preference and demand for such products."

Through recycling we can save fuel, reduce the amount of trash being landfilled, conserve our natural resources and reduce air pollution. From April 1993 through March 1994, the partici-

pants in the R.A.Y. Building have recycled 190,800 pounds of paper, which equates to 95.4 tons. This saves 1622 trees, 36,252 gallons of oil, 286 cubic yards of landfill space, 381,600 kilowatts of energy and 667,800 gallons of water.

With each endeavor, we can take pride in complying with environmental laws and making each day a celebration of Earth Day.

Thanks to all for your continued efforts and commitment.

New automated security reporting system

Soapbox

Continued

Park Rangers Brian Markert and Holly Jungers helped present a program on the prairies of the Midwest region to 1200 school children as part of an event sponsored by the Missouri Department of Conservation called "A Day With Wildlife."

Carlyle Lake

Park Rangers Tracy Ash and Kim Mayhew presented many outreach programs during March to school-aged children. Topics included paper making (Ecology), snakes and Woodsy Owl. They also went to schools and talked to students about career opportunities with the Corps of Engineers. More than 250 students were reached.

Park Ranger Norma Hall talked about "What's Happening at Carlyle Lake" at the Trenton American Legion Hall. This was their joint meeting of all Legion posts and the Women's Auxiliary Groups of Clinton County.

An incident happens at a lake facility and a ranger arrives to record the information and coordinate assistance from the responsible law enforcement agency. The incident is of such significance that immediate reporting through the District Security Office to USACE headquarter is essential.

The District now has a tool to handle these exceptional reporting requirements as well as all routine reports. That tool is the Automated Incident Reporting System (AIRS). It does more than simply accept incident reports; it eliminates the manual method of preparing a statistical report every quarter. And it is capable of serving all of USACE. The District Security Office initiated the development of AIRS based on two predecessors that lacked the abilities to provide controlled upward reporting by computer and automated statistical reporting.

A contract for programming assistance was arranged by Mr. Jack Eckles of the Information Management Office through the

GSA. Mrs. Sherri Copanas was the first programmer to work with the Security Office on developing an architecture for the program. As the needs were explored in more detail, a solution evolved to write the program in ORACLE and run it on a CDC network UNIX operating system mini computer. All of this combined to make AIRS adaptable beyond the District. Since AIRS is still being refined and enhanced, it has been termed a "living prototype".

Mrs. Copanas resigned her position with the contractor to join her husband in his retirement. Mr. Phil Petersen was next assigned by the contractor, and it was his expertise and efforts that made AIRS operational for the St. Louis District. Mr. Richard Andersen of the Information Management Office (IMO) began to assist Mr. Petersen and has continued his involvement in its development. Mr. Mike Burnham and Mr. Nick Ziggas have succeeded Mr. Petersen. Communications assis-

(Continued on page 10)



AIRS (cont.)

tance was provided by Mr. Charles Brooks of the IMO. Mr. Jack Rhodes of the IMO provided recommendations to design the cover for the AIRS documentation manual and insert dividers. Ms Christy Cone-Huskey has been putting together, and modifying along the way, the life-cycle documentation required.

Several people at Division and WES have contributed to the development of AIRS within their specialty areas. Among them are Dot Griffin, Jackie Cobb, Howard Gary, and Maritza Gonzales.

During 1993, Mr. Dan Webster and Miss Amy Wyers were hired into the District Security Office as Co-Op Students. They were immediately assigned to assist with a demonstration of AIRS for the Security Managers of the other Lower Mississippi Valley Districts, LTC Thomas Tierney, Southwest Division Provost Marshal, and MAJ Ed Montgomery from the Headquarters USACE Provost Marshal Office. Mr. Webster and Ms. Wyers installed the communications software on the District field office computers and familiarized the people at the sites with using AIRS.

LTC Rick Miller, after being assigned as the Lower Mississippi Valley Division Provost Marshal, requested that AIRS be the Division standard for reporting security & law enforcement incidents effective 1 Jan 94. AIRS was demonstrated to Security and Law Enforcement staff at a Regional workshop in Vicksburg in February. It is being demonstrated again in May to all USACE Provost Marshals for a determination of whether to expand AIRS Corps-wide as the standard for security and law enforcement reporting. Since the labor savings at District, Division and Headquarters levels are functional with AIRS, it is likely this will be adopted as the USACE standard.

Introducing the Riverlands Association

By Julie Jenner of *Julie Jenner & Friends*

The St. Louis District is one of two Corps districts in the country to form its own cooperating association, specific to our region and the needs of our district. Named The Riverlands Association, the not-for-profit group was established in 1991 to support the St. Louis District in our education, interpretation and outreach efforts.

Cooperating associations have been around for many years in the National Park Service. The local National Parks Service cooperative association is called JNEHA (Jefferson National Expansion Historical Association). It operates the museum shop at the Arch. It has been so successful, it is able to directly assist the Park Service in improving visitor services over and above what the Park Service is able to afford. In some program areas, services that would have been cut are now funded by JNEHA and even expanded upon. In addition, JNEHA has paid for training of Park Service Interpretive Rangers, provided the theater for the arch, put on special events, assisted in the purchase of historical sites and hired additional staff, including interpretive rangers.

Since 1991, the St. Louis District has served as the pilot program for the development of other cooperating associations within the Corps. As such, the St. Louis District Natural Resource Management staff has provided a leadership role to other districts hosting workshops and drafting language and guidance used at headquarters and in other Corps districts for the development of cooperating associations.

The Riverlands Association is just beginning its fourth year of operation. With two paid, part-time staff members and an all volunteer board, it will be some time before it is hiring staff to assist in Corps operations. Nevertheless, The Association has managed a number of significant outreach efforts. Partnerships have been formed with school systems and youth service organizations. River curriculum has been developed for use in the classroom. Special events and workshops held in communities along the river have built bridges between environmental groups, industry and local government bodies and The Association, leading to better understanding of the Corps' mission.

Currently, the Riverlands Association manages a visitor center at Clarksville, Missouri, in cooperation with the city of Clarksville. Riverlands Association educational materials are also sold through the visitor centers at Mark Twain Lake, Rend Lake and Carlyle Lake. Prior to last year's flood, The Association also operated a visitor information facility in West Alton, Missouri.

The positive interactions and bonds which are being formed through The Association's work at visitor centers and through educational projects serve to enhance our ability to work with the public and achieve our goals. The Riverlands Association is becoming one of our most important links to the public. As they grow and expand to various areas throughout the District, our bond with the beneficiaries of healthy working river

(Continued on next page)



Leave-sharing made easy

By Evelyn D. Harris
American Forces Information
Service

The Office of Personnel Management recently made the leave-sharing program more flexible. The interim rules are effective immediately.

Now, agencies have independent authority to set up both leave transfer programs and leave banks. Before, agencies had to ask OPM's permission to set up a leave bank program.

Also, agencies can now have both leave banks and leave-transfer programs, and eligible employees will be able to take leave from both programs during the same medical emergency. Through both programs, employees can now transfer leave to employees in other agencies if they wish, as well.

The new rules make it easier to qualify as a leave recipient. Before, program administrators had to consider the amount of advanced leave an employee had available in

addition to earned annual and sick leave. Now, only earned annual and sick leave will be considered.

Finally, when employees deplete the leave donated to them, they can use any annual or sick leave they accrue while in a shared-leave status.

"This program ... creates a family-friendly workplace and gives agencies the flexibility they need to be responsive to their employees," said OPM Director Jim King, who announced the changes.

In both programs, contributors can donate annual leave directly to a specified employee facing a personal or family medical emergency.

Leave banks work as a sort of insurance policy -- employees donate annual leave to their agency leave banks when they are healthy. If they later have personal or family medical emergencies, leave bank members can apply to use leave from the bank.

Another plea from the editor

ESPRIT is supposed to be a publication about and for the people of the St. Louis District. To make it what it's supposed to be Public Affairs needs INPUT from you.

The District is made up of a lot of interesting people, many of whom have interesting jobs, do interesting things and have interesting hobbies. ESPRIT would be more than happy to help you share your experiences with the rest of the District. ESPRIT would also be more than happy to put your by-line on what you write.

Come on, gang. Tell us what's going on out there in the District so we can share it with everyone. Let's make ESPRIT an all St. Louis District publication.

Riverlands (cont.)

systems will only be strengthened.

The Association is a great asset to the District. To keep all District personnel informed of their work, and to show our support for their efforts, we will begin showcasing various aspects and projects of The Riverlands Association regularly in the ESPRIT. Next month we will focus on the all volunteer board and the talents each member brings to the Association.

Should you wish more information about your association, contact John Marzec in the Natural Resource Management Branch.

Honor thy mother

It's a custom that originated at the dawn of civilization, even before Moses made honoring one's mother official by bringing God's commandments down from the mountain. Honoring our mothers in simple ways each day is good, but dedicating a special day to her demonstrates our feelings of appreciation and love.

It took Anna Reeves Jarvis, a Philadelphia school teacher, to come up with the idea of Mother's Day as a specific event. Ms. Jarvis, originally from West Virginia, moved with her family to Philadelphia at the turn of the century. In 1907 she first expressed her wish to establish a Mother's Day. By the following year she had gained

enough support for the idea to celebrate the first Mother's Day in her home town, Grafton, West Virginia.

Two years later Mother's Day was named as a state holiday in West Virginia, and in 1914 President Woodrow Wilson proclaimed it as a national observance. Now Mother's Day is celebrated in more than 100 countries around the world.

Honoring stepmothers

Today many of us have both a mother and a stepmother. On Mother's Day, we honor both. The role of stepmother is often not easy. She assumes all of the duties of a mother, but has a host of complex situations to deal with as well.



Perry discusses trip to former Soviet Union

By Jim Garamone
American Forces Information Service

Defense Secretary William Perry was pleased with the evidence of the "pragmatic partnership" between the United States and the nations of the former Soviet Union following his trip to the region.

Before leaving for Russia, Ukraine, Kazakhstan and Belarus, Perry spoke of four elements to this pragmatic partnership. At a press conference following his return, he detailed examples of these principles at work.

First is a strengthening of military-to-military ties in Kazakhstan. "We agreed to help the Kazakhstanis set up what is essentially a navy in the Caspian Sea, what we would call a coast guard, to help them patrol and protect their border areas," Perry told reporters.

Second is U.S. aid in helping Ukraine dismantle and ship nuclear weapons. Perry traveled to a major

ICBM site in Ukraine where the dismantling is under way. He watched as Ukrainian soldiers went through a prelaunch process.

"These two soldiers were capable of checking out and then launching up to 100 different ICBMs, including about 800 nuclear warheads," he said. "It was a stunning experience to stand there and watch the control for enough warheads to destroy every major city in the United States."

Perry's party went from the control center to a missile silo. The rocket was still there, but the warhead was gone - one of 120 warheads removed and shipped to Russia for final dismantling.

Third is a partnership in defense conversion in Belarus. American companies are working with Belarus defense companies changing military industrial lines to commercial products. "Here's an example of the pragmatic partnership that benefited both American companies and Belarus companies," he said.

Finally, in Russia he spoke with

Defense Minister Gen. Pavel Grachev about NATO's Partnership for Peace program. At the conclusion of that meeting, Grachev announced Russia would join the Partnership for Peace and have a proposal for joining NATO by the end of March, Perry said.

Perry said he also spoke with Grachev about continuing American-Russian moves toward peace in Bosnia.

Perry singled out the Nunn-Lugar program for praise. Named for sponsors Georgia Senator Sam Nunn and Indiana Senator Richard Lugar, Nunn-Lugar money funds DoD's quest for a pragmatic partnership with the states of the former Soviet Union. Perry said the program has been effective and has helped lessen the nuclear threat from the region.

Perry said U.S. policies are not "Russia-dominated" or Russian President Boris "Yeltsin-centered."

Perry spent equal time in each of the four nations. He spoke with legislators as well as government officials.

Coffee's long road to your coffee break

If every morning you roll out of bed and, as the song says, stumble to the kitchen to pour yourself a cup of ambition, you are not alone.

More than 53 percent of Americans and 59 percent of Canadians do the same thing every day, suggesting that the popular brew really does earn its reputation as the engine of civilization.

Coffee has a long and ancient history. According to the Coffee Association of Canada, legend has it that about 500 AD a goat herd named Kaldi noticed his flock dancing giddily around a tree covered with dark green leaves and red berries. Kaldi made a connection between the animals' gyrations

and the berries and tried some himself. No doubt, the humble Ethiopian goat herd got a good dose of caffeine, the ingredient that gives coffee its kick, and soon shared his discovery with the monks at a monastery.

It took more than a thousand years before the fabulous brew reached Turkey when Arab conquerors invaded that country in the 1500s. Venetian traders carried it home to Italy in the next century, and by the late 1600s coffee reached the North American continent.

Since those humble beginnings coffee has become one of the largest commodity industries in the

world, second only to oil. In the U.S., where coffee drinkers enjoy about three-and-a-half cups a day, coffee is the second most popular beverage after soft drinks. A slightly higher percentage of Canadians drink coffee, but consume slightly less at 2.94 cups per day.

And don't think the ubiquitous coffee break is the most popular time to get that familiar coffee lift. On the contrary, in the U.S. more than 70 percent of the coffee Americans drink they drink at home, according to the U.S. National Coffee Association. In Canada, two-thirds of coffee is consumed at home.



Coming Events at the lakes

Carlyle Lake

- May 7 Visitor Center Grand Opening
- May 21-22 Armed Forces Day
- June 20 Olympic Torch Run
- June 25 Kaskaskia Duck Race
- July 2 Fireworks Spectacular
- 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 4 National Trails Day
- 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

- May 21-22 Festival of Arts and Crafts
- June 4-5 Ski Show
- June 11 Family Fishing Derby
- July 2-4 4th of July Fireworks Festival
- 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

- May 21-22 Silver Bullet National Drag Boat Race
- June 12 4th Annual Disabled Person Fishing Day
- July 2-3 Waterfest '94
- Aug. 20-21 3rd Annual Old Greenville Day
- Dec. 15-23 2nd Annual Festival of Lights Auto Tour

Mark Twain Lake

- May 21 An American Celebration
- June 11-12 And Still it Rained - Flood of '93
Woodsy's World: A Child's Adventure into Nature
- July 1-3 Rodeo
- 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
- February weekends - photo exhibit on Herman, Missouri - 1895-1920. March weekends - photo exhibit - Outdoor Writers Assoc. of America. April Weekends - Wetlands Exhibit. All at the M.W. Boudreaux Visitor Center.

Riverlands Area Office

- June 17-18 Melvin Price L&D Dedication
- July 1-4 Fireworks on the Mississippi
- Aug. 15-19 Rivers Curriculum Workshop
- Sept. Riverlands Environmental Fair

\$ - Promotions & Incentive Awards - \$

PERFORMANCE AWARDS:

- William Ross, CO-N-C
- Robert Deien, CO-OS4
- Maureen Wagner, LM
- Doris Marlin, RE
- Gary Camp, RE-M
- Frank Catalano, RE-M

- Gerald Allen, CO-M-C
- Phillip Brown, Co-N-C
- Michael Hays, CO-N-J
- Nicholas Mudd, CO-N-J
- Thomas Regan, CO-OS5
- Earl Traynor, CO-OS5
- Catherine Mueller, ED-C-E
- Vivian Ratliff, LM-S
- Francis Walton, PD-A-M
- Carolyn Reinkemeyer, PM-M

SPECIAL ACT AWARDS:



Retiree Review

By the Retiree Correspondent

Three beautiful sunny days, then drizzly Thursday. Should be a good day for a luncheon, so 24 retirees showed up for a pleasant get-together.

Mary Briece, John Jansen, Steve Williams and John Kalafatich shared the Birthday honors. Many more!

Elmer Huizenga and Steve Williams shared the longest retired - 1973. Glad to see Steve back after being absent a few months. Don't stay away so long!

Pete Puricelli was there, solo. Marie spent the day with grandchildren. Missed you Marie.

It was reported that George Anderson is in Barnes. Speedy recovery and come join us.

Kate Stiles suffered a "mediocre" heart attack on April 9th. Luck was really with her - only one artery is 100 percent clogged. The others are 100 percent open. So she has to take medication and behave for a while. She mooched a ride, then used a wheelchair. Imagine that! Medication, diet and exercise should straighten her up.

Kate had talked to a few of the retirees - Mary Barron, Luetta Duff, Helen Kavanaugh.

Laurel Nelson had visited Gretchen Dippel. Gretchen is doing real well. Believe she is 92.

We're sorry to report that Audrey Maxwell (Mrs. Bob) underwent openheart surgery on Wednesday, April 20th, for quadruple by-pass and reconstruction of the vitral valve. She is having to undergo kidney dialysis part-time at present. Let's hope her heart gains strength and is on the road to a speedy recovery.

Don Wampler's brother has been in the hospital. He is better, but needs to have live-in help. Hope for a speedy recovery for him, also.

Kate Crossley had surgery for an impingement in the rotator cuff of her left shoulder on Monday, April 25th. Hope she's recovering quickly.

Mary Lou Lawson was the District representative. Always glad to have Mary Lou present. She brought us up to date on some of the District doings.

Mike Cullen discussed the coming golf tournament and gave out some literature.

Condolences are extended to the family of Richard Cameron. Richard passed away March 13 with burial at Jefferson Barracks.

Another old time employee, Roy Phelan, passed away. Kate Stiles talked to Mrs. Phelan. Kate worked with Roy in the levee section before she was married. Long time ago! Many pleasant memories of those

days. Roy left the Corps for Sverdrup, then St. Louis County Highway Department.

I promis I'll do better with the retiree review next month.

See you May 19th (third Thursday) at the Salad Bowl, 1949 Lindell, about 11 a.m. for good food and all the good stuff. Don't forget. Mark your calender. See you then!

Condolences

Dick Cameron, long-time chief of what was then Master Planning Branch of Planning Division, passed away on April 13th in Stuart, Florida, after a long illness. Dick retired from the District in 1983. He was 66.

George Anderson, long-time chief of Personnel, passed away on April 23rd. George became chief of Personnel in February 1974 and retired after a long fight with cancer in June 1990.

Moran's axioms

Business consultant Richard A. Moran gives many career-related rules in his book *Never Confuse a Memo With Reality* (Harper Collins, \$6 in paperback). Here are a few for your consideration:

Keep track of what you do; someone is sure to ask. Never bring your boss a problem without some solution. You are getting paid to think, not to whine.

Eliminate guilt. Don't cheat on expense reports, taxes, benefits or your colleagues.

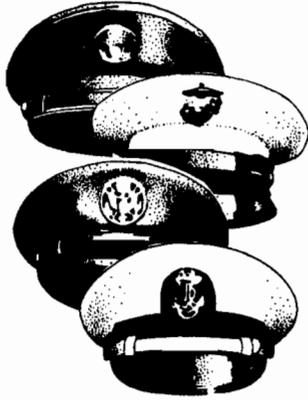
Recognizing someone else's contribution will repay you doubly.

Always arrive at work 30 minutes before your boss.

Assume no one can/will keep a secret. When you get the entrepreneurial urge, visit someone who has his own business. It may cure you.

Treat everyone in the organization with respect and dignity whether it be the janitor or the president.

Avoid working on weekends. Work longer during the week if you have to.



**MEMORIAL
DAY**



*We will always
remember and honor those who
gave their lives defending us.*

