



ST. LOUIS ARMY ENGINEER DISTRICT

# ESPRIT

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Winner 1992 Army Communities of Excellence Award

September 1994

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## Team of the Quarter



Team members from left to right: Arlyn Culver, Edward Chmela, Tom Johnson, Tom Miller, (Col. Suermann), John Branson, William Jones, Lon Montgomery, Randy Jones, Joe McElligott, Darrell LaPlante, and Tom Ruf. Missing from the photo are Louis Hurd, Rober Kelsey and Kenneth Wingrove.

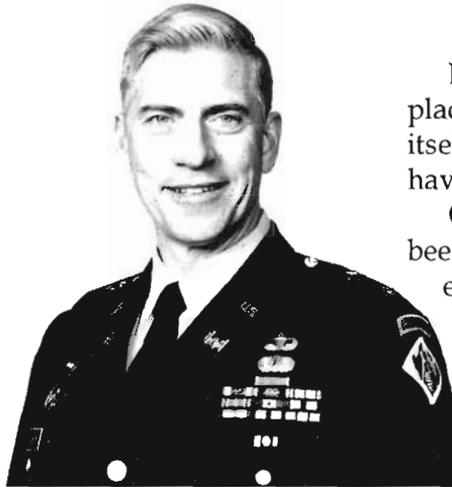
The team responsible for emergency repairs to the lift gate at Melvin Price Locks and Dam is the winner of the 3rd Quarter Team of the Quarter Award.

On June 6, a crack was discovered in the lift gate. It required emergency repairs around the clock to minimize navigation delays associated with the closure of the locks. The team developed the repair method, completed the removal of the selected gate sections and replaced the sections ahead of the estimated completion time. Work was completed June 11.

Team members are Tom Miller, Randy Jones, Lon Montgomery, Ed Chmela, Louis Hurd, Tom Johnson, Tom Ruf, John Branson, Arlyn Culver, Bill Jones, Joe McElligott, Ken Wingrove, Darrell LaPlante and Bob Kelsey.



# Commander's Perspective



**COL Thomas C. Suermann**

**While I must trim the workforce slightly, I have no orders to decrease our District missions.**

By the time you read this issue, several changes will have taken place in the District. The rate at which the District is transforming itself is amazing, but the basic values that the District focuses upon have not changed.

Our new Deputy District Engineer for Project Management has been selected. He is Gerald W. Barnes. He will be joining us at the end of September and will be transferring from the Norfolk District in Virginia. Mr. Barnes brings with him a strong background in engineering and project management, and a deep appreciation of the pride that exists in a district and its personnel. I hope you will extend a warm welcome to Gerry and his family.

We have received our new personnel allocation for fiscal year 1995. We will have about five percent fewer authorizations in our civil program. We are still resolving final adjustments in the civil and military manpower accounts and preparing for the new fiscal year on 1 October. As we resolve personnel reductions and District structure we will also have to balance the interest expressed by some sixty people to participate in the VERA/VSIP program. The number of personnel who will be offered these incentives will be smaller than the number who departed a year ago. I must balance personnel departures with the financial resources available to me in my operating budget, as well as the organizational structure that will evolve throughout the next several months.

While I must trim the workforce slightly, I have no orders to decrease our District missions. In fact, we may acquire some additional responsibilities for the Corps and the Department of Defense if our District is designated a mandatory center of expertise for archaeological curation and engineering.

I will keep you advised, in the months ahead, of the many changes which we are facing. With your support I know we will successfully meet the challenges ahead. I appreciate your comments, your candor, your commitments and your confidence. Thank you.



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

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# Diversity in USACE

Colonel Suermann recently received a memorandum from the Chief of Engineers on Diversity in USACE. He wanted to share it with everyone. The memo is as follows:

1. The purpose of this memorandum is to share my thoughts with you on an issue of increasing importance.... diversity in the Corps of Engineers workforce.

2. Each of us may have a definition or an idea of what diversity means. Let me share mine. Diversity includes everyone rather than excluding some. It is about strengthening the Corps values of selfless service, professionalism, integrity, quality, and caring... values which should not be negotiable. It is about valuing differences in people and their thoughts. It is about cultivating and celebrating the talents of each individual and teams of individuals. Diversity

goes beyond race and gender and ethnicity. It extends to personal and professional backgrounds, education, and personalities. Diversity is about dignity, respect, strength of character and trust. It is about a commitment to all employees who, in turn, will use their talents to meet the challenges and opportunities facing the Corps and the Nation as we move into the 21st Century.

3. Diversity is a vital component in fulfilling our vision and in the success of our focus areas. Achieving meaningful diversity within the Corps demands personal leadership and commitment, from you and from me. No other issue has more far reaching implications for the Corps' future.

4. As you know, a few months ago, we established a Diversity Board of Directors to help the Corps understand this issue better. Chaired by Major General Sobke,

the Board has a broad representation to capture and promote innovative thinking and action. I've asked the Board to develop a Diversity Strategic Plan, which will be distributed to the field for comment. Please get your folks involved in reviewing this draft. I need your collective feedback. I also need your personal involvement, not just initially in evaluating the plan, but in moving this issue forward.

5. Achieving meaningful diversity within the Corps will take our personal leadership and commitment. I am totally committed to this issue. Our goal should be to develop an organizational environment in which everyone can "be all they can be."

6. Essayons!!

ARTHUR E. WILLIAMS  
Lieutenant General, USA  
Commanding

## West Point cadets delve into final repairs

By Captain Lou Dell'Orco

So, what do you do when you've already repaired over 100 breaches, 60,000+ lineal feet with over 5.5 million cubic yards of sand and clay and 700,000 tons of rock? Naturally, you transition to final levee repairs.

From 6 to 24 June, this year, the West Point Cadet District Engineer Program brought Cadets Kevin Bardonner and Jason Curl to the St. Louis District specifically to participate in our flood recovery mission. Because of the combination of many active levee repairs and a shortage of construction inspectors, they were afforded the unique opportunity to contribute directly to the ongoing flood

recovery within the Southern Area Office.

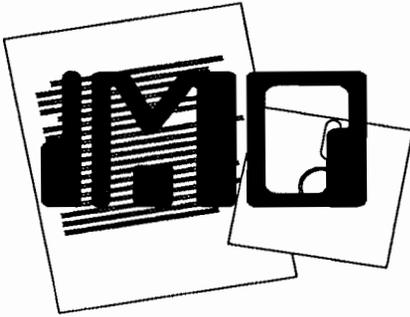
Upon their arrival, they were greeted by another much more senior West Point Graduate who imparted guidance, asked about the old alma mater, verified the secret handshake and no doubt told a few stories of his own. Then, it was out on the levees for a quick indoctrination into civil works.

Their main partners, Corps inspectors Don Ludwig, Bill Gidcomb and Gary Simpson, explained the subtle discrepancies between contract administration and contract execution and sent them on their way. Their direct liaison with contractors, landowners and levee districts, contract administration, technical reporting

and construction inspection assisted the ongoing effort and provided them with immeasurable experience for the inevitable "What I did on my summer vacation" paper.

Although their stay was short, many training opportunities were presented to broaden their experience including: an Officer Professional Development tour to Mark Twain Lake, tours of the Mel Price Locks and Dam, Columbia Drainage and Levee District, District Hydrology Laboratory and a tour of the ravaged town of Valmeyer. Also, military topics for their future role as leaders were given by all the well seasoned officers in the District.

For those of you unfamiliar with this program, the St. Louis  
(Continued on page 5)



## E-Mail change is coming

Change is a constant factor in our lives. Change and improvement are synonymous in the field of communication. The St. Louis District has been directed by LMVD to make a major change in our E-Mail procedures.

Division has directed us to replace our local E-Mail system (Futurus Team) with one that is currently certified for compliance with the x.400 E-Mail standard. Since HQ USACE, CELMV, CELMK, CELMM will all soon be using WordPerfect Office, we have chosen to adopt this E-Mail/Groupware package.

Standardizing on this software will allow for quicker x.400 certification, which will allow us to drop the use of CORPSMAIL in the near future and send/receive messages throughout the CORPS just as we do among ourselves. All of LMVD using the same software will reduce future problems and assure that we are all upgraded at the same time. Since employees within the Division will be familiar with the same software,

communications should be easier.

Currently IMO is in the process of testing WordPerfect Office within the SLD network to find possible problems. This limited testing should be completed by 30 SEP 94. At approximately this date, IMO will begin to conduct training classes for the new E-Mail.

We are looking forward to this new communication opportunity. As updates occur, IMO will keep the District informed. If anyone has questions, please contact Carole Pitzer, 8650.

## Things to remember

The Command Operating Budget process is an excellent time to review your submittal to the District's strategic Information Management Modernization (MOD) Plan and your requirements in the Plant Replacement and Improvement Program. Your automation and telecommunications requirements and planned expenditures should be consistent in all three. Your expenditures are expected to be within 20 percent (plus or minus) of your IM MOD PLAN projections.

For all procurement requests for Federal Information Processing (FIP) resources, the requester must include a Requirements Analysis statement and an Analysis of Alternatives Statement. FIP resources include almost all automation and communications equipment, software and related support services. If these documents are not submitted with the procurement request, significant delays may be encountered. Also please remember that, even though another organization is procuring a

FIP resource for you with funds that you have transferred, this does not relieve you of this and other requirements of the Federal Information Resources Management Regulation (FIRMR) or other regulations. For assistance in this area, please contact Christy Huskey, IM-P, at 8656.

Automated Information Systems (AISs) are defined as any combination of information, computer hardware or software, telecommunications, information technology, personnel and other resources which collects, records, processes, stores, communicates, retrieves and displays information in support of defined corporate business processes. In accordance with ER25-1-2, AISs are to be managed in a very similar way (life cycle management) as our projects are managed; this structured approach is defined as Life Cycle Management of Information Systems (LCMIS). It is critical that District Project Managers become familiar with the above ER and keep on the look out for AIS, especially embedded AIS, when they are planning their work, in order to avoid unexpected serious delays. For instance, an AIS that has a program cost over \$250,000, or that will be used by more than one CE District, Command or FOA must be approved at a level above the St. Louis District. Program cost is defined as the cost incurred from projects initiation through full deployment to each operational site.



## Lithia Springs Chautauqua

Lake Shelbyville interpretive rangers, along with Lawrence Williams, took visitors back in time to a small historic valley located in the area of the lake in the late 1800s. The valley was known as Lithia Springs Chautauqua and saw such famous speakers as Williams Jennings Bryan, Booker T. Washington and Carrie Nation.

Rangers dressed in period costumes and portrayed some of the people who made Lithia the well-known summer resort it once was. Nearly 200 people attended the tours.

A special thanks to Lawrence Williams for his outstanding portrayal of Booker T. Washington.



Leanne Crouch and Lawrence Williams in period dress during the Lithia Springs Chautauqua.

## Nest destroyed, but eagles remain at Carlyle Lake

When the three year old bald eagle nest at Carlyle Lake was destroyed by a storm, Park Rangers Jackie Brachear, Mike Kuntz, Jody Harris, Phil Brown, along with Assistant Manager Dick Conner, in cooperation with the Illinois Department of Conservation, were directly involved with helping save the juvenile bald eagles.

Only one eagle was injured. It was shipped to the Treehouse Wildlife Center in Brighton, Missouri. The Treehouse Wildlife Center discovered a broken right humerus from x-rays. The eagle was then shipped to the Raptor Center at the University of Minnesota in St. Paul for rehabilitation. Raptor Center personnel determined the eagle had no chance to recover and put the bird to sleep.

The other two juvenile eagles have remained in the area and are doing well.

Although the nest is gone, a buffer zone will remain in effect in

hopes that the adult eagles will build a new nest in the same area this fall.

## Carlyle celebrates Smokey's birthday

Many of the Carlyle Lake staff were directly involved with the celebration of Smokey Bear's 50th birthday. The interpretive staff had scheduled campground visits to have small celebrations with the campers. But how can you really celebrate a birthday without a birthday cake?

The lake management office decided to include the entire staff in the celebration. Employees participated by bringing in cakes for the campground festivities. All of the cakes looked and tasted great. This was a lot of fun for the staff and campers, and brought a strong spirit of Smokey Bear's motto of "Only You Can Prevent Forest Fires."

## Cadets cont.

District supports training for West Point Cadets on their summer rotation between their junior and senior years. The District sponsors and trains two cadets for two weeks each year. In the past, the cadets usually trained at Mel Price; however, the flood provided a unique experience this year. Their comments about the two weeks spent here focused on the field work. The knowledge gained, responsibility given, problem solving opportunities and interaction with all parties involved impressed them the most. The only lament was not enough field time.

Finally, I would like to thank all the St. Louis District personnel, especially Don Ludwig, whose knowledge and professionalism left a lasting impression on Cadets Bardonner and Curl. Your support, guidance and dedication was appreciated by all involved with the program.

## Crouch gets medal

Leanne Crouch, park ranger at Lake Shelbyville, was awarded the Navy Achievement Medal recently during a ceremony at the Decatur Naval Reserve Center. Leanne, Petty Officer 2nd Class, received the medal for, "... professional achievement in the superior performance of her duties while serving as the CPR/First Aid Instructor of NSD Subic Bay C1116, Naval Reserve Center, Decatur, Illinois. Under her own initiative, Petty Officer Crouch coordinated and accomplished all logistical and administrative support for training which resulted in recertifying all unit personnel in CPR and First Aid. Her exceptional professional ability, initiative, and loyal dedication to duty reflect great credit upon herself and were in keeping with the highest traditions of the United States Naval service."



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# News Briefs

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## Around the District

Avenant Melidor, ED-HE, spoke (in French) on "The Mississippi River and the Great Flood of 1993" to the XXI Haitian Medical Convention at the Frontenac Hilton. More than 400 physicians and their families were in the audience.

Gary Dyhouse, ED-HE, was interviewed by a Japanese television network as part of a special program on the aftermath of the 1993 flood. He also spoke at a Waterways Experiment Station training course. His presentation concerned the hydraulic design required for gravity drains and pumping plants in levee projects. Gary also spoke about the flood of '93 to the Stockham Post of the American Legion at the MAC.

Claude Strauser, ED-HP, spoke to 50 members of the Society of American Military Engineers about the Great Flood of '93 and the success of the Corps of Engineers flood control system.

## Riverlands Office

The Riverlands Area Visitor Services Staff handled the logistics for the live taping of the new Fox Cable Network FX Breakfast Show which was filmed from top of the Melvin Price Locks and Dam. Lockmaster Tom Miller was interviewed on the program, as well as a barge captain aboard a tow in the lock chamber.

The Riverlands Area Office hosted 215 educators from the Illinois Rivers Project for a tour of Melvin Price Locks and Dam. The teachers were participants in a week long training program sponsored by the National Science Foundation and the Illinois Rivers Curriculum Project.

Park Rangers Julie Ziino and Scott Walters represented the District Office at Ste. Genevieve's Annual Jour de Fete celebration. Riverlands rangers staffed a flood photo exhibit and discussed the role of the Corps in the Flood of '93.

## Wappapello Lake

Park Rangers Art Ruebenson and Angela Smith conducted an all-day outdoor classroom session with about 30 students from the Natural Resources Careers Camp (NRCC). The camp is an outreach partnership program between various state and federal agencies which is designed to encourage minority teens to consider careers in natural resource management. Art and Angela introduced the students to management techniques with respect to glades, native warm season grasses, fisheries and moist soil units. The session also included instruction regarding Wappapello Lake's flood control objectives and activities, plus the progress in the area of cultural resource management.

Park Ranger Larry Hendershot presented a water safety program to the Wappapello Youth Camp that included the proper handling of a canoe, ring tossing, safe swimming, PFD's, and courtesy and common sense around the water.

The W.E. Sears Youth Center in Poplar Bluff, Missouri, was the site of a water safety program given by Stay-in-School Rangers James Jones and Joshua Null.

Stay-in-School Ranger Deborah Swinford and Smokey Bear (Summer Aide Charity Rainwater) delivered an environmental "Save the Trees" message to Little People's Pre-school in Wappapello,

Missouri.

Park Ranger Doug Nichols conducted a half-day session with the Natural Resources Career Camp students on different aspects involved with the management of outdoor recreation facilities. Students participated in identifying the needed aspects of facilities management.

Park Ranger Dana Fritsche and Smokey Bear (Charity Rainwater) talked to students of Bloomfield, Missouri, public schools about fire prevention at home and in the wild.

Stay-in-School Ranger Kenneth Bader and Woodsy Owl (Charity Rainwater) talked to Friends of Daycare Kids about things children needed to know about water safety and prevention of pollution.

Stay-in-School Rangers Stacy Rife and Joshua Null talked to Wappapello Lake's Camp Latonka Girl Scouts and encouraged them to use water safety wisdom and to protect the environment.

Park Ranger Andrew Jefferson and Stay-in-School Ranger Lisa Kelley were guests on the Coffee Break radio segment of KMPL in Sikeston, Missouri. The topics were coming events, Labor Day weekend plans and the Festival of Lights auto tour in December.

Stay-in-School Park Ranger Deborah Swinford treated Friends of Day Care Pre-schoolers to a tour of the gate-house facilities. She discussed the history of the Corps, the construction of the dam, water safety and environmental care.

## Lake Shelbyville

Park Rangers Doug Sarver and Lori Clausen presented a program entitled "Snakes Alive" to 60 children at the library in Moweaqua, Illinois.

(Continued on next page)



## Lake Shelbyville:

### Prize float

Lake Shelbyville won first prize with their float in the Chautauqua Days Parade. Rangers dressed in 1890 era costumes advertised the Lithia Springs Chautauqua tours.

### Aqua-Fest '94

Aqua-Fest '94 was a big success again this year at all three public beaches. Park rangers taught water safety techniques through games and contests with plenty of prizes from local merchants.

### New rangers

Lake Shelbyville welcomes aboard two new park rangers, Shane Stenzel and Lena Wesler. Shane, who's hometown is Wells, Minnesota, was most recently employed at Lake Eau-Galle, Wisconsin. Lena calls Newport

News, Virginia, her home. She was most recently employed at Falls Lake in North Carolina. Both were recruited through the Co-Op Program.

## Carlyle Lake:

### Chawgo retiring

The Carlyle Lake staff said goodbye to Park Ranger Vince Chawgo after 22 summers. Vince is retiring because of a promotion which will require him to work year round for the school district in which he works. He has been with Carlyle Lake almost from the start and had an important part in the positive growth of the project.

## Riverlands Area:

### Trail cleanup

Trail Net, the not for profit area bicycle trail network organizers, conducted a one-day cleanup of the West Alton Trail with the assistance of the Riverlands Area Office.

## Wappapello Lake:

### Baby Coe

The Wappapello Lake staff welcomes a new addition to the family of Park Ranger Chris Coe and wife Becky. On August 2nd, Ashley Caroline was born. She weighed 7 lbs even. Both mom and baby are doing well.

## Rend Lake:

### Mini-wetland

The new Rend Lake Visitor Center Mini-wetland was recently completed. The mini-wetland will enable park rangers to provide hands-on educational activities for school groups in the Spring and Fall and the general public in the Summer. The project was a partnership between the Corps and the Benton Chapter of Waterfowl USA.



## Soapbox Continued

Park Ranger Liz Acree guided 18 students from the Painted Pony School in Mattoon, Illinois, on a tour of the dam.

Park Rangers Lori Clausen and Val Weaver led 40 members of the Salvation Army Summer Camp on a tour of the dam and Rangers Karen Wicker and Dave McLearn also took 50 members of the Effingham YMCA on a tour of the dam.

Park Rangers Val Weaver and Rachel Gregg represented the Corps at the Sullivan, Illinois, Country School program and provided a bicycle safety class.

Park Rangers Karen Wicker

and Dave McLearn explained the myth of dreamcatchers and other Indian folklore to 60 students of Sullivan Day Care. Each student had the opportunity to make their own dreamcatcher to take home.

A program on bats presented by Ranger Karen Wicker was received very well by 23 students of the Little Red School House in Mattoon, Illinois.

## Mark Twain Lake

Park Ranger Heather Williams introduced the Monroe City Summer School students to the Corps' role in hydropower production in the United States. Students learned how electricity is generated at the lake and how this electricity

improves the quality of life in the lake area.

Park Rangers Kim Brummett and Holly Jungers participated in a grammar summer school at Bowling Green, Missouri. The theme was "Space" and Kim explored the Corps' role in the space program and concluded with an activity used to identify various elements on distant stars.

Park Rangers Shane Thurman and Kim Brummett were featured presenters at the Mark Twain Lake State Park at Florida, Missouri. They presented programs on Turtles and Snakes respectively to almost 50 Girl Scouts at their annual summer camp.

Park Rangers Kim Brummett

(Continued on page 8)





## Soapbox Continued

and Dave Stroppel went to City Park at Center, Missouri, and participated in the Ralls County Library program. They were promoting reading and environmental issues to young library users.

Kim Brummett and Heather Williams discussed life jacket usage and conducted a water safety activity at Bowling Green Summer School.

Heather Williams and Holly Jungers presented a water safety program at the "We Care Day Care" for more than 70 children.

## Rend Lake

Park Rangers Michael Asa and Ray Zoanetti spent several evenings talking to Girl Scout and Boy Scout leaders at their annual organizational meetings about the 8th Annual Rend Lake Cleanup.

The event is a partnership between the land management agencies at Rend Lake and local businesses and civic groups, as well as the scout groups that participate. More than 800 scouts are expected to register for the one day cleanup.

Park Rangers Lowell Summers and Ray Zoanetti took nine members of the U.S. Soil Conservation Service and the Casey Fork Watershed Protection Committee on a tour of Rend Lake. The chief topic of discussion was the impact of land management activities on downstream water quality.

Gun Creek Amphitheater was the site of a week long series of programs for the annual Girl Scout Camp. Topics ranged from edible plants to snakes. The programs were a requirement for the Girl Scout Ecology Badge. The programs were conducted by Park Rangers Jason Thrash, Jerry Sauerwein and Michael Asa.

More than 40 senior citizens

enjoyed a fact filled tour of Rend Lake conduct by Park Ranger Gene Morgan. The group also visited the Rend Lake Resort, the Southern Illinois Arts and Crafts Marketplace and the Rend Lake Visitor Center.

## Carlyle Lake

Interpretive Park Rangers Bryan Heinrich, Kim Mayhew, Rocky Horrichs and Tara Langendorf gave a number of special outreach programs. The programs consisted of tours of the dam, nature hikes on the "Chipmunk Nature Trail," water safety programs, snake programs with Striker (a prairie king snake) and a birds of prey program. The programs were given to Hoyleton Children's Home, The Aqua Youth Group from Kirkwood, Missouri, New Baden, Illinois, Cub Scouts and Mary's House Preschool students.

## Careers in Science Program

The Riverlands Careers in Science Program was a great success this summer. The two-week internship for high school students hosted by the Riverlands Area Office had 20 participants from St. Louis City and County schools.

Partners in the program, including the Missouri Botanical Garden, SIU-Edwardsville, World Bird Sanctuary and the Riverlands Association, provided speakers and mentors for the students. The St. Louis School Partnership Program provided programming for the two-week internship.

The goal of the Careers in Science program is to use outreach educational programming to promote math and science literacy and to increase the public's awareness of the Corps' resources and career opportunities.

## Commander's Award to Risley

Colonel Suermann recently presented Mr. Robert Risley, a local businessman, with the Commander's Award for his outstanding voluntary contributions to recycling efforts at Rend Lake.

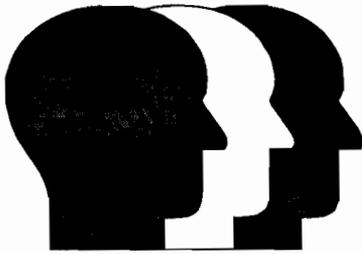
Mr. Risley was instrumental in assisting the Rend Lake staff in incorporating recycling into the refuse contract and establishing recycling centers in the campgrounds at the lake. Mr. Risley also volunteered to increase the recycling efforts of the annual Rend Lake Cleanup by providing sorting tables, supervising the sorting of recycleable materials and transporting the materials to local recycling centers.

His efforts significantly increased the value of the lake cleanup by decreasing the impact



Colonel Suermann and Bob Risley display Bob's commander's award.

on local landfills and providing a hands-on educational opportunity for local high school students and scout troops.



# EEO matters

By Harry Hamell, EEO Manager

Many of you have expressed concerns over being asked to participate in surveys and not receiving feedback. Well, the District results from the "Why minorities and women stay/leave survey" are provided below.

Reasons to stay: Training opportunities, work environment, uncertain job market, immobile, challenges, location, good salary, comfortable, like the people, family ties, professional work, help change, benefits, security.

Reasons to leave: Glass ceiling, ambiguous job descriptions, poor treatment, higher pay, career shifts, culture clash, degree requirements overemphasized, lack of respect, inconsistency, office politics, lacks future focus, lifestyles shifts, lack of recognition.

The District's minority and female population is about 445. Approximately 10 percent responded to the inquiry.

The results were then compared to the Corps values of Professionalism, Quality, Integrity and Caring. Findings were that professionalism and quality aspects of District

employment seem relatively stable; the vast majority of the respondents commended the District's business acumen. However, caring and integrity issues, on the human relations side, received severe criticisms (the lack there of, that is). Greater focus on these specific issues will stimulate both tangible and intangible benefits of increased productivity and morale.

What does Caring and Integrity mean to an employing agency and how do you nurture these concerns, if a deficiency exists? Defined: Caring is a sincere interest for the well-being of another, e.g., protection, concern and responsibility for employee success. Integrity is the characteristic of adhering to moral and ethical standards in our interpersonal acquaintances, symbolized by truth, respect, trust and commitment.

As we, the St. Louis District, define and develop a culture and work environment that is reflective of the diverse country in which we live, foremost in our model for success should be the very cohesive aspects of care and integrity, due to the very personal and dignified qualities they represent.

To-date, models for running organizations have been primarily defined through an exclusionary

male viewpoint. Success has been gauged by placing decision making emphasis on reactionary positions and focuses on external events with a self benefit or profit motive. A thorough process would include a more personalized and caring approach to develop or maintain employee and customer relationships with focus on betterments to organizational integrity and confidence.

Many have succumbed to short-sighted models which, for whatever reasons, they now feel disenchanting or uncomfortable with; models that overlook the caring and integrity issues. These models have constrained creativity and innovation and will continue to impede progress until rethought. A deeper appreciation of contributions, talent and character traits, which contribute to District growth and direction, need to be developed. Mission/vision, goals and objectives, principle guidelines and values are a positive step in the right direction. Everyone should participate and take control of their own destiny. Bravo to the Commander's initiative!

September is National Hispanic Heritage Month. The District encourages participation in observances and programs that recognize the many valuable contributions made by members of the Hispanic community.

## The importance of diversity

Human beings are more alike than unlike, and what is true anywhere is true everywhere. I encourage travel to as many

destinations as possible. Perhaps travel cannot prevent bigotry, but by demonstrating that all people laugh, cry, eat, worry, and die, it can introduce the idea that if we try

to understand each other, we may even become friends.

Maya Angelou, author,  
*Wouldn't Take Nothing  
For My Journey Now*



## From your CASU Library

Words. Ideas. The freedom to read them, without censure or limitations. The right to choose what to read. These freedoms are among the most difficult to legislate, whether in a court of law, in our homes, schools, churches, or in the workplace.

For example, the winner of the 1991 Pulitzer Prize for fiction, *A Thousand Acres*, was

banned at the Lyden, Washington, High School because "it has no literary value." In the last year, award-winning authors such as Katherine Paterson, Mark Twain, Toni Morrison and Laura Ingalls Wilder had their works banned or challenged. Paterson's book, *Bridge to Terabithia*, which won the Newbery Award, was challenged for its alleged profane language. *The Adventures of Huckleberry Finn* has also been banned for language offensive to African-Americans, as was Morrison's *Song of Solomon*. *Little House on the Prairie* was banned in Sturgis, South Dakota, because of statements considered derogatory to Native Americans. Even the seemingly innocuous children's book, *Where's Waldo?* was banned in East Hampton, New York, because of a tiny drawing.

Books like these, challenged or banned on similar grounds, will be displayed at the CASU Library and Information Services during BANNED BOOKS WEEK, Septem-

ber 24-October 1, 1994.

CASU Library and Information Services is participating in Banned Books Week, which is sponsored by the American Library Association, the American Booksellers Association, the American Booksellers Foundation for Free Expression, the Association of American Publishers, the American Society of Journalists and Authors, the Nation Association of College Stores and the Center for the Book of The Library of Congress.

The freedom to read tests our basic constitutional rights, just as the freedom of speech and the freedom of the press test those same rights. Help celebrate the freedom to read by visiting your CASU Library and Information Services during Banned Books Week and check out our special display. You will be surprised at some of the books that have been challenged or banned.

## NARFE Service Center

The National Association of Retired Federal Employees (NARFE) has volunteers operating a Service Center for Federal Retirees in room 2612, 2nd floor of the Federal Building at 1520 Market Street in St. Louis every Thursday afternoon from 1 to 4 p.m. The phone number is (314) 539-2403.

The Service Center will assist retirees and survivors with the following matters: Death benefit claims, civil service retirement process problems, federal retiree and survivor benefits, life insurance and annuity rates, non-receipt of annuity payments, lost annuity checks, health benefits programs and a myriad of other matters of importance to retirees and their survivors.

## 1994: 100th anniversary of Labor Day

This year we celebrate the observance of some unique milestones: The 100th anniversary of Labor Day, the 50th anniversary of D-Day, and looking forward next year to the 50th anniversary of V-J Day, the official ending of World War II in 1945.

These events are in some sense the measure of our culture.

In 1894, for the first time, working people in the U.S. and Canada were officially recognized for their contributions. For 100 years we have annually reaffirmed our understanding that all work is noble and that effort deserves to be properly rewarded and honored.

It was the nobility and courage of regular people in the world that

brought about the liberation of Europe. Their work made possible those heroic efforts on Utah and Omaha Beaches in Normandy.

These same workers eventually gained freedom for the world in 1945 when the war officially ended on V-J Day.

Work, courage and freedom. These three words sum up the qualities which we look for in our employers, family and friends. As we remember the sacrifices of the people who came before us, let us also try to honor courage and duty in our own lives during these relatively peaceful and prosperous times.



# ○ What antilock brakes will, will not do

Safety experts say that many drivers don't understand the antilock brake feature on their cars. Some, according to surveys, are not driving as carefully because they think antilocks will take care of any situation where they have to stop quickly.

About half of all new cars have the antilock feature. Sensors on the wheels monitor rotation as the brakes are applied. If any wheel is about to lose traction and lock, resulting in a skid, a control reduces brake pressure so the tire can regain traction. On wet or icy pavement it can be the crucial factor in preventing a skid.

On a fast, slick road, however, antilocks are not pure magic. And, on a dry surface, antilocks offer no advantages.

The Institute for Highway Safety reports that many drivers

also don't know how to use the antilock feature, and their car manuals don't explain it adequately or at all.

Drivers assume that on a slick road they should brake gently or pump the brakes to prevent a skid, just as they would without antilocks. Actually, a continuous brake pressure is needed to activate the system. If you pump, the system won't activate.

Research abroad shows that German taxis equipped with antilocks had just as many collisions as those without them, but the accidents were different. Drivers with antilock brakes tended to cut curves closer and took more risks. They thought antilocks made up for the difference in their driving.

In Canada, drivers with antilocks were observed to drive at

higher average speeds. In France, many drivers did not use antilocks effectively.

The American Automobile Association (AAA) says skill and judgement are still the most important factors in stopping safely.

Without antilocks, AAA recommends braking with the toes rather than the ball of the foot. Keeping the heel on the floor, apply firm steady pressure, releasing at the point of lockup and reapplying. This is called pumping the brakes.

With antilock brakes, brake with your toes, but don't pump or take your foot off the brake. That sends the wrong signal to the sensor. If the wheels begin to lock, you will feel the brake pedal press upward against your foot.

Antilocks pump for you.



## Fight fatigue, drive actively

Falling asleep while driving a car causes thousands of fatal accidents each year, or about three percent of all fatalities. Doctors at Henry Ford Hospital Sleep Disorders and Research Center say sleepiness can sneak up on you and overcome you without warning. They warn drivers to be actively involved with their driving when they are tired. Do without cruise control. Open the windows, and find an interesting talk show on the radio.

They warn to get completely off the road at the first sign of actual drowsiness.

## Number one injury

ITT Harford announced that being hit by an object is now the most common workplace injury.

Strains and sprains run a close second, and they are the most costly in terms of work days lost. Slips and falls ranked third.

# Every home should have 'safe room'

Crime and how to prevent it are major topics of concern in our time.

Bob Bimston, author of the "Crime Prevention Training Manual" and frequent TV talk show guest, has advice on every phase of crime prevention. How to avoid becoming a victim is one of his favorite topics. Home protection is another, particularly the area of setting up a "safe room" in the home.

Every home should have a safe room, says Bimston. It's the perfect back up to any security plan. Only three items are required to make it effective: A cellular phone, a solid door and a deadbolt lock.

If an intruder should gain entrance, you go to the safe room and lock yourself in. The robber won't get to you personally. If the

telephone is taken off the hook, you can still call the police on your cellular phone.

When calling police, tell them an intruder is in the house. Be calm while giving your name, address and a description of the house. Then stay on the line until police arrive. Even if you are armed, never leave the safe room until the police tell you to.

People are genuinely concerned about crime, but many are not concerned enough to buy a good lock to protect their homes. Every exterior door should be made of solid wood or metal and be equipped with a deadbolt lock. Of course, no door or lock will protect your home if you leave it open and unlocked.





## Hispanic Heritage Month

# Showcase similarities, not differences

By Rudi Williams  
American Forces Information  
Service

Today ethnic observances like Hispanic Heritage Month are necessary, said William A. Navas Jr. But he looks forward to the day when they're not.

Now you need to have them to remind people," said Navas, an Army National Guard major general who is military executive of DoD's Reserve Forces Policy Board. "But I'm concerned that sometimes we lose track - lose the focus. In a lot of cases, when we have ethnic celebrations, we tend to have activities that only accentuate the differences. We should use those types of things for other types of celebration. We should say, 'Look, we as Hispanics, as African-Americans, as Asian-Americans, as native Americans, are no different than you are - no different from the rest of society.

"Here's Colin Powell, former chairman of the Joint Chiefs of Staff; Bill Richardson, a congressman from New Mexico; Frederico F. Pena, secretary of transportation; Hazel R. O'Leary, secretary of energy; Henry G. Cisneros, secretary of housing and urban development. They don't dress differently or eat differently. They're very productive parts of society," he said. "We need to showcase our similarities in those celebrations instead of showcasing the differences."

Navas is a fifth generation Puerto Rican, third generation Army Corps of Engineers officer. "I came into the Army to be a 'lifer,'" Navas laughed. Five years into being a "lifer," Navas' father approached him one day and asked how much money he made in the Army.

"You know, I'm hiring engineers fresh out of school and paying them almost three times as much," his father said.

Navas decided to resign his Regular Army commission in 1970 and work for his father. He didn't divorce himself from the Army, though. He joined the National Guard. He kept working toward a successful military career. He used the GI Bill to get a master's degree in management engineering, graduated from the Command and General Staff College as distinguished graduate in 1976, the Inter-American Defense College in 1981 and several other military schools.

"I've always enjoyed being a soldier more than being a civilian engineer," he said.

In 1981 he was offered the position as operations officer of the Puerto Rican National Guard. He was a colonel at the time. He left the construction business and took the job.

In 1984, he commanded the first engineer training exercise ever conducted in Central America. In 1987, Navas became the deputy director of the Army National Guard, was promoted to brigadier general and began his tenure at the Pentagon. He became vice chief of the National Guard Bureau in 1990 and served in that position for three years before coming to the Reserve Forces Policy Board.

The board is the principal policy adviser to the secretary of defense on reserve component issues.

Navas attributes much of his success in the Army to his upbringing. "I grew up in a bilingual family and bicultural environment," he said.

Educated in an American-run Catholic school and coming from a

well-educated, bilingual family shielded him from the cultural shock his friends encountered when they ventured into mainstream American society.

"I could see how it was tough for them. A lot of discrimination they felt was the natural xenophobia we all have - the fear and hatred of strangers or foreigners or of anything strange or foreign."

He said there's a big emotional debate in Puerto Rico today about "Do you assimilate into the mainland culture? Do you maintain your culture?"

"For a long time, we all thought we needed to assimilate into the American society," Navas said. "I'm a product of that, and sometimes I have an identity crisis. I'm a little bit of everything.

The American melting pot is no longer a valid concept, Navas noted. "What we have in this country is more of a salad bowl with all the different ethnic groups representing their own characteristics and uniqueness," he said. "What binds the nation together is kind of a salad dressing - the core values of our American system. Put that salad into a blender and you'll come out with an unattractive homogenous goo. We have to come to grips with the fact that we're a nation of nations.

"Hispanics as a minority, or as an ethnic group, are very complex because the differentiating factors are not unique," Navas said. "You have different groups because of skin color, ethnicity, language and origin. In the case of Hispanics, it's all of the above.

If Puerto Ricans and other Spanish-speaking people want to be productive members of American society, they need to speak the language of the majority, he

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# Coming Events at the lakes

## Carlyle Lake

Sept. 24-25 Conservation Day/Power Boat Race  
Oct. 21-22 Haunted Trail  
Dec. 2 Christmas Tree Lighting

## Lake Shelbyville

Oct. 6 18th Annual Eco-Meet

## Rend Lake

Sept. 10 Rend Lake Cleanup  
Sept. TBA Children's Arts Festival

## Wappapello Lake

Dec. 15-23 2nd Annual Festival of Lights Auto Tour

## Mark Twain Lake

Sept. 23 Environmental Education Day  
Oct. 8 An Evening with the Stars

## Riverlands Area Office

Sept. 17 Riverlands Environmental Fair



## Promotions & Incentive Awards



### PERFORMANCE AWARDS:

Karen Blum, CASU  
Alvin Sumler, CASU  
Leonard Koopman, CO-NC  
Kevin Long, CO-NP  
Jimmy Jones, CO-NW  
Kathy Tober, HR

Carole Pitzer, IM  
Ronny Singleton, IM-I  
John Zimmerman, RO-SL  
Billy Finley, RO-SM

### QUALITY STEP INCREASES:

Angela Sanders, RE

Cynthia Gan, RE-M

### SPECIAL ACT AWARDS:

Terry Laws, CT  
Kathleen Souders, CT-P  
Lynn Wyers, DS  
Walter Ohar, OC  
Donald Ludwig, RO-S



# Aid for foreign travel

Although the peak vacation travel period for 1994 is over, the following information is forwarded by the Security Office to aid you when traveling in foreign countries. You do not need to be on official travel to use any of this information.

U.S. STATE DEPARTMENT VOICE INFORMATION CENTER: (202) 647-5225 (lists brochures, emergency numbers, etc.) An additional hint from the Security Office: Learn the phone numbers of the U.S. Embassies and Consular Offices in the countries you are

intending to visit IN ADVANCE. Either should be your first point of contact should you find yourself "in trouble" in a foreign country.

U.S. STATE DEPARTMENT AUTOMATED FAX: (202) 647-3000 (call from fax phone and follow instructions).

U.S. STATE DEPARTMENT BBS: (202) 647-9225 (connect w/ computer modem and communications software package).

U.S. STATE DEPARTMENT: (202) 783-3238 to order travel brochures, or write to: Superintendent of Documents, U.S. Govern-

ment Printing Office, Washington, DC 20402.

The Security Office has no additional information on any of the services provided by the U.S. State Department, but does have a limited number of two different kinds of U.S. State Department travel brochures. Unless the travel is for official business, any calls to these numbers must be made from personal telephone service. It's a small price to pay to head off trouble or get prompt, correct assistance.





## To your health

# Getting fit with Powter's principles

You know who Susan Powter is, that aggressive, shaved-bald woman who shouts at you from the TV. Whether or not you enjoy her, Powter's principles for fitness and weight loss are effective.

When it comes to exercise, this once-fat advocate for the unfit is furious at the aerobics industry for ignoring people who need exercise the most. They have, she claims, done everything to exclude the unfit and the uncoordinated, including their routines, their outfits, and their intolerance of people who can't perform what leaders do.

You don't need a class to get fit,

Powter says. You need just 30 minutes of movement, with an elevated heartbeat, breathing easily enough to talk out loud. Then build intensity as you get stronger. Walking will do the trick for you and may be more interesting than doing exercises to a video. Alternating walking and the video is even better and can make your personal program more interesting.

When exercising with a video program or in a class, it helps to modify exercises at first. Don't use your arms, for example, or slow the pace so you do the exercise once while the leader does it twice. Stay in your targeted heart range.

Her second principle is: Cut fat, not calories. Low-calorie diets don't work, but cutting fat from your diet will. Eat hearty servings of vegetables, fruits, breads and pasta.

Pay little attention to the bathroom scale, says Powter. Monitor your success by asking yourself these questions: "Am I feeling better? Am I getting stronger? Am I shrinking at all?"

She also recommends a certain acceptance of your basic body style. Not everyone needs to be very thin. Many people can feel strong and well even if they are not extremely slender.

## Osteoporosis facts are grim, shocking

One in three women over 50 will suffer a vertebral fracture due to osteoporosis, or fracture of the hip or upper leg. The risk is equal to that of breast, uterine and ovarian cancer combined.

One in five osteoporosis victims is a male. More men are developing the disease because they are living into their 80s and 90s.

Up to 20 percent of all people who suffer a hip fracture die within a year, usually because of complications like pneumonia.

These statistics provided by Tufts University should make everyone give serious thought to their future.

The bone building years, up to age 35: Evidence continues to build that proves much can be done to build bone mass in the 20s and even into the 30s. Young adults should include low-fat milk, dairy

products and green vegetables in their diets.

**Lifestyle:** After age 35, it is difficult to increase bone density, but you can do much to preserve what you have. Fully half of bone loss will be due to lifestyle factors, according to the USDA Human Nutrition Research Center at Tufts University.

Any man or woman who neglected calcium and vitamin D in youth still can avoid osteoporosis by using diet and exercise.

**Exercise:** Only weight-bearing aerobic activities can increase bone mass. Walk, jog, or climb stairs. Do weight training. Exercise protects bones only as long as you do it.

**Diet:** Most adults consume 400 to 600 mg. of calcium per day. The National Osteoporosis Foundation believes adults should try to get 1,000 mg. Sources include: Cup of

low-fat milk, 300; Cup of low-fat yogurt, 300; 1 oz. Swiss or cheddar cheese, 200; 3 oz. canned salmon with bones, 200; 6 oz. fortified orange juice, 200; 1/2 cup ice cream, 90.

**Supplements:** Canadian researchers analyzed 70 brands and report that those made from natural sources such as bonemeal, crushed oyster shells, or dolomite also contain lead. They shouldn't be taken by children or women in childbearing years. Only calcium carbonate pills had 1 microgram of lead per 800 milligrams of calcium, similar to the amount in milk.

**Vitamin D:** Without enough D, calcium can't be absorbed. The body makes D from sunlight, but people who live north of Boston probably won't get enough vitamin D from November through February. You need about 220 IU of

(Continued on next page)



# Retiree Review

On August 18, 1994, the Retirees met at the Salad Bowl for their monthly luncheon with 30 in attendance.

We had some guests - Gene Degenhardt, Ken Porter and Suzanne Harris of the District, Col. Jim Meanor, a former District Engineer, Janet Neidenbach, Bill Hoff's niece, and Chief Tom Murphy, retired purser on the Delta Queen Lines. Ken had some clever comments and stories. Col. Meanor is always welcome - come again real often. Chief Murphy made some interesting comments about his shipboard tour. We hope they all come back often. Gene was real quiet - no speech. You're slipping, Gene. Glad to see you all any time.

Bob Maxwell was the longest time retiree, however he stepped back for the next retiree, Paul Trauth, a '73 retiree.

Pete Puricelli was presented a birthday cake by Norman Sewing since his birthday was August 18. He shared it with Marlene Wiseman, who's birthday is August 24. Helen Scheurmann and Celeste Baker have birthdays in August, but they were both absent. I heard the Bakers are in Europe. Don't know why the Scheurmanns were absent. Heard the Huizengas were visiting their son in the East.

Gordon and Elaine Davis are in Europe. Seems their son is getting married and they went over to give their approval and welcome her into the family. Congratulations to this young couple.

Kate attended Margaret (Gretchen) Dippel's funeral last Saturday. Gretchen had a massive stroke and elected not to have any life saving techniques

used. Gretchen was 92 years, 4 months old and her mind remained sharp and alert 'till the last.

Mary Jane Jansen is still in St. Anthony's Hospital's rehabilitation - has a long way to go to recover. She now has a feeding tube into her stomach which is much more comfortable than the nose tube. Speedy recovery, Mary Jane. We miss you. John is continuing his volunteer work at the hospital. Let's keep them in our prayers.

Lyle Forth is still recovering from his surgery. The infection is improved and healing is slowly progressing. He is now driving a little. Keep it up Lyle. Hope the healing is speedy now.

Laurel Nelson had talked to Mary Jane Vishe recently. She's doing fine and hopes to attend a luncheon soon.

Bob Maxwell, Marie Breece, Kate Stiles, Suzanne Harris and Jim Lawler were the lucky ones in our Pot-of-Gold this month.

Our story tellers this month were Chief Tom Murphy, Pete Puricelli, Paul Trauth and Col. Meanor.

Charlie Denzel and John Jansen are delegates to the NARFE National Convention later this month in St. Louis. A member of our chapter, Charles (Chuck) Jackson, is a candidate for national president. Chuck has been a hard worker in our chapter and certainly deserves our support. Good luck, Chuck.

Mark your calendars for September 15, the third Thursday. See you about 11 at the Salad Bowl. Don't miss this pleasant luncheon. We miss some of our regulars. Hope they all make it back next month. Come and become a regular.

## Osteoporosis cont.

vitamin D per day. A cup of milk has 100 units, and it's also found in fish, eggs and cereals.

Smoking, bad news: Australian researchers studied smoking and nonsmoking twin brothers. They found the smokers had twice the bone loss of their nonsmoking brothers over a 16-year period. The same was true with twin sisters.

## Condolences

Tom Durham, lockmaster at old L&D 26 after Jim Fogilphol, died suddenly of an apparent heart attack on July 26.

## Showcase similarities (cont.)

emphasized. "Bilingual education should be a means of allowing everyone to master the English language," he added.

Today new immigrants must have language and social skills to participate in an information-based service economy, he said.

"Someone said once, 'The harder I work, the luckier I get,'" Navas said. "So my advice to young Hispanics coming into the military, like any major organization: You need to understand the values and culture of that organization. You need to accept that."



## Cobra's Bite Deadly For All—Axis, Allies Too

# BREAKOUT AT NORMANDY

**T**he last thing anyone on the World War II Allied side wanted was a wearing replay of the trench warfare of World War I. In that war, thousands died for advances of a few miles.

But that's the way it looked as the Allies fought to expand the beachhead in Normandy. On the American front, the bocage country of Normandy seemed made for an infantry defense. High earthen walls crowned by brush surrounded each field, and the Allies' armor couldn't come into play. Using these hedgerows, German infantry could hold off whole battalions. On the English and Canadian front, the *Wehrmacht* tenaciously defended the city of St. Lo. Headquarters 21st Army Group measured gains in yards.

It looked as though the Allies would have to scramble and fight for every inch of French territory.

U.S. 1st Army Commander Lt. Gen. Omar N. Bradley and English Gen. Bernard L. Montgomery wanted to punch through Nazi lines and reach country where Allied armor could dominate.

The answer was Operation Cobra.

The American operation called for heavy bombers of the U.S. 8th

Air Force to carpet-bomb an avenue through Nazi lines. The U.S. 7th Corps would attack and hold the shoulders while armored and motorized divisions poured through the gap.

It almost worked just that way.

Bradley set the operation for July 24, 1944, but was forced to postpone due to marginal weather. A total of 2,500 bombers roared in and started hitting the Nazi front lines with more than 4,000 tons of bombs. Armorers fused the bombs to explode on impact so craters wouldn't hold back the offensive.

But then the horrible happened. The lead aircraft dropped their bombs on a clearly defined road, but later waves of bombers found the road obscured and dropped their ordnance through the cloud cover, unaware they were drifting over American positions. Some 490

American soldiers were wounded and 111 killed. One of the dead was Lt. Gen. Lesley J. McNair, the man responsible for training the World War II U.S. Army.

Yet most of the bombs fell on the Germans, and the 7th Corps pushed ahead, breaking through the Nazi line. The armored divisions followed, and the Allied breakout was reality.

By July 31, the Americans had sealed off the Cotentin Peninsula, and on Aug. 1 a new American force entered battle: the U.S. 3rd Army under command of Lt. Gen. George S. Patton Jr.

Operation Cobra — starting out with tragedy — was "the most decisive battle of our war in western Europe," Bradley said.

— American Forces Information Service

