



ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

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Disaster preparedness Flood fight teams



Emmett Hahn (on phone), Chief of Readiness Branch, and cohorts in the Emergency Operations Center during the Great Flood of 1993.

On February 1 of this year the St. Louis District took on the flood fighting responsibility for a portion of the Missouri River. Corps districts are traditionally divided by watershed boundaries rather than by state or county boundaries. This has changed slightly with the St. Louis District. We now have all flood control and regulatory responsibility along both banks of the

Missouri River from the western St. Louis County line to the river's mouth, and all flood control and regulatory responsibility along the St. Charles County side of the river from the western St. Charles County line to the Western St. Louis County line. We do not have navigation responsibility for this section of the Missouri River.

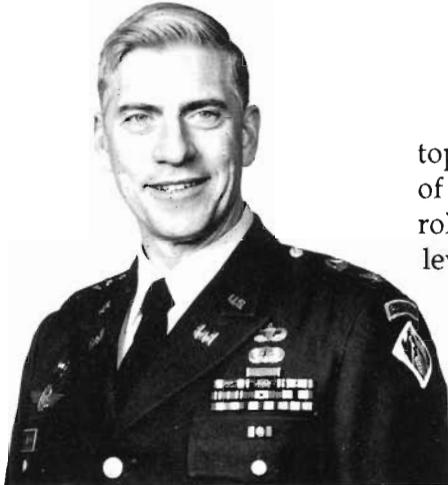
This realignment has caused an increase in our important mission of flood control. Previously, we had responsibility for providing flood fighting materials, equipment and technical expertise to 39 federal systems and 32 non-federal organized systems. These 650 miles of levees protected over 540,000 acres of urban and agricultural lands. Flood fighting assistance was provided by seven flood fight teams composed of district volunteers. The addition of 12 non-federal organized systems has resulted in the creation of a new flood fight team for St. Charles County and increased responsibility for the St. Louis area flood fight team.

With this increase in the area of responsibility, the St. Louis District now has eight flood fight teams consisting of 87 people. As was seen during the Great Flood of 1993, these individuals are an integral part of the flood control mission and success of the District. Successful efforts during a flood are the result of having trained knowledgeable people. With continuing reorganization and "downsizing," this becomes an even greater challenge. St. Louis District success in response to future disasters, and there will be disasters, is based on having a well organized, field knowledgeable team.

Other articles on disaster preparedness begin on page 6



Commander's Perspective



COL Thomas C. Suermann

Our newspaper theme this month is disaster preparedness - a topic that is undoubtedly fresh in all of our minds after the events of the past eighteen months. Each of you has played a significant role in the District's flood recovery operations and our ongoing levee repair work under Task Force 84-99. I am extremely proud of your accomplishments in this regard, but I must remind you that tomorrow will be a new day with new challenges and new opportunities to make history.

Disaster preparedness can take many forms and mean many different things to us, to our customers and to the general public. Sometimes our expectations sharpen our sensitivities to the demands imposed upon us by disaster. However, at times, we tend to take disaster preparedness for granted because we assume a disaster won't happen to us "again" or it will only affect others. This may be the result of our assumption that a disaster is a "big" event.

Any disaster, whether it is a flood, a tornado, an earthquake, a drowning or some other loss of life or property, is a "big" event to those directly affected by it or victimized by it. Consequently, preparedness should be uppermost in our minds. Preparedness is a form of prevention and history has taught us that prevention is always less expensive, less traumatic and less unsettling than corrective actions after the fact.

As we enter a new fiscal quarter, keep in mind that we must be ready at our lakes, at our locks and dams, at our service base, at our offices and on our vessels for any disaster that may occur. I encourage you to review your operating procedures, your checklists, your equipment, supplies and notification procedures NOW. Don't wait until tomorrow or expect your co-workers to help you prepare. They may be responding to a disaster when you are assuming that they are available to assist you.



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

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News Briefs

Rend Lake: Search and rescue

The Rend Lake Search and Rescue Association is preparing to enter its fifth year of operation in the Rend Lake area. This volunteer organization consists of professionals in the law enforcement and safety occupation fields. The 200 volunteers currently in the organization donate their time and talents to help insure visitors to the lake have a safe experience at the project. The organization was formed to alleviate problems in coordination between agencies responding to an emergency.

Earth Day

An additional day of activities is planned for this year's Earth Day to accommodate both school children and the general public. Thirteen other agencies have joined the lake staff to make this event, scheduled for April 21-22, more diverse and educational.

Squirrel nests

Flying squirrel nests were found in three of the electrical junction boxes in Corps campgrounds on the lake. Such a high concentration of the nocturnal animals is unusual. Corps rangers have built squirrel nesting boxes near the electrical junction boxes to encourage flying squirrels to use them as a more permanent home.

Miller dedication

The dedication ceremony for the Dale Miller Youth Area will be held at the former Sleepy Hollow Youth Area on Friday, May 12. The ceremonies will last from 1 p.m. to 1:30 p.m.

District headquarters: District picnic

The St. Louis District picnic is set for Friday, June 16, this year. The picnic will be held at Creve Coeur Park again this year. Details will be coming soon. So mark your calendar and be there.

Lake Shelbyville: 25th anniversary

Plans for Lake Shelbyville's 25th Anniversary are progressing. The five communities around the lake have joined together to plan activities for July 28 to 30. Some of the highlights planned are a "Taste of Shelbyville," craft show, quilt shows, flea markets, car shows and poker run, three on three basketball and volleyball, fireworks and a rededication ceremony.

We are still looking for former employees who worked on construction of the dam. If you know someone who may have moved from the area, please contact Maria Shafer or Tom Bloor at Shelbyville.

Manager's roast

The first St. Louis District Project Manager's Meeting was held at the Inn at Eagle Creek Resort. One of the highlights of the meetings was the infamous John Marzec roast held in conjunction with a banquet. Brave representatives from each lake took turns in providing words of wisdom and warning for the Locks and Dam Section on their new leader.

Carlyle Lake: Thompson baby

The staff at Carlyle Lake would like to congratulate Mike and Marcia Thompson on the birth of their son, Matthew Gerald, born on March 11. Marcia works in OC, in

the District Office and Mike is the resident engineer at the lake.

Retirements

On March 24th, the staff celebrated the retirement of Darrell Gambill and Joe Lueka. The party was held at JJ's Buffet in Centralia, Illinois.

Conner Talk

Assistant project manager Dick Conner, informed the Illinois Waterfowl symposium in Peoria, Illinois, about how the Corps and sportsmen can work together to bring about better wildlife habitat. His ideas were well received by the more than 150 sportsmen attending.

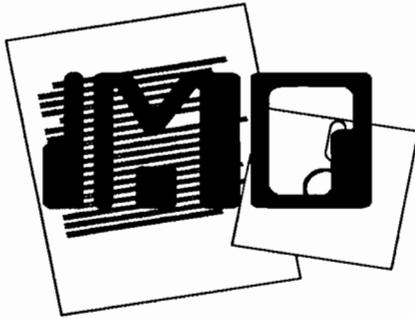
Ducks Unlimited

The Carlyle Lake Ducks Unlimited Committee received many awards at the recent DU State Convention for their conservation efforts. As of the end of February, 1994, the date final figures were available, Illinois Ducks Unlimited had raised \$3.5 million for conservation projects during 1993-94.

Riverlands Area: Winter plant ID

Riverlands Area Office hosted the winter wetland plant identification course for the Wetland Training Institute. Students in the class identified plant parts visible during the winter months. Also identified were the winter forms of trees, shrubs and non-woody plants.

This course was held in the Riverlands Environmental Demonstration Area. It offers an ideal opportunity for persons to become familiar with the wetland and transitional wetland plants during their most difficult time for identification.



The Internet The information highway - cyberspace

We are truly in an information society. Now more than ever, moving vast amounts of information quickly across great distances is one of our most pressing needs. From small one-person entrepreneurial efforts, to the largest of corporations, more and more professional people are discovering that the only way to be successful in the '90s and beyond is to realize that technology is advancing at a break-neck pace and they must somehow keep up. Likewise, researchers from all corners of the earth are finding that their work thrives in a networked environment. Immediate access to the work of colleagues and a "virtual" library of millions of volumes and thousands of papers affords them the ability to incorporate a body of knowledge heretofore unthinkable. Work groups can now conduct interactive conferences with each other, paying no heed to physical location. The possibilities are endless.

You have at your fingertips the ability to talk in "real-time" with someone in Japan, send a 2,000-word short story to a group of people who will critique it for the sheer pleasure of doing so, see if a Macintosh sitting in a lab in Canada is turned on, and find out if someone happens to be sitting in front of their computer (logged

on) in Australia, all inside of thirty minutes. No airline could ever match that travel itinerary.

The largest problem people face when first using a network is grasping all that's available. Even seasoned users find themselves surprised when they discover a new service or feature that they'd never known even existed. Once acquainted with the terminology and sufficiently comfortable with making occasional mistakes, the learning process will drastically speed up.

The District leadership and the Corps of Engineers throughout the country is aware of the need to take advantage of the Internet. Internet mail has been flowing through our network connections for over two years and several of the popular Internet communications programs are available via the standard network menu system.

Gopher, Telnet and FTP are popular Internet protocols that have been implemented locally and are available for District use. To access any of these programs choose the communications submenu from the main network menu.

GOPHER: the Internet communications protocol developed at the University of Minnesota allows access to data stored on Gopher servers across the Internet. Gopher is available on the communications submenu.

Telnet: a protocol that provides virtual terminal services for a wide variety of remote systems. This protocol lets users at one location access other sites as if they were actually there. Choose the Lan Workplace TCP/IP option from the communications submenu to access Telnet.

FTP: File Transfer Protocol uses Telnet and TCP protocols to provide file-transfer services across multiple FTP-supported servers. The File Transfer Protocol program

is also available on the Lan Workplace TCP/IP submenu.

Throughout the 1980s, as the Internet grew, the only way of getting information was via the tools listed above. Using FTP and Telnet entails knowing the remote computer site address, the expected commands and the format of the information to be retrieved. This situation was improved during the late 1980s by the introduction of services such as "gopher". Gopher allowed menu driven access to information on servers in the form of indexes and pages of text.

The World Wide Web, WWW is the latest information service to emerge on the Internet that makes text and multimedia documents incredibly straightforward for the first time. These new tools not only make it simple to navigate from place to place within the Internet, but also make it easier to locate information. The graphical tools present pages of information that contain graphics and hypertext links to other pages of information. WWW pages are accessed via Web servers, and are written in a language called HTML (Hypertext Markup Language). Web browsers, or clients, receive the HTML documents and present the hyperlinked text and graphics for the user. The links may be followed by clicking on underlined text or on graphics with a mouse. The links may point to another HTML document on the same or another server, or may invoke a gopher or FTP server. Web pages may contain links to movie files or sound files, so that when selected, a movie or sound file is transmitted to the client and then played via a viewer.

The most common web browser is the program called Mosaic. This program is so popular
(Continued on next page)



Internet (cont.)

lar that the name Mosaic has almost become a generic term for web browsers. However, the Mosaic name is owned by the National Center for Supercomputing Applications (NCSA) and has been licensed to a number of companies who are customizing it for commercial distribution. Mosaic has been adopted by USACE as a Corps standard software application and is being distributed for use with the USACE Information Network. The version of Mosaic that is being distributed is indented to be used with Windows and is a WIN32 application.

The Information Management Office has developed a Windows based network environment that contains all the features and applications available in the DOS based menu system that has been used at the District office since 1990. This Windows environment has been in production since January and is now becoming available to District users who are experienced Windows users and can benefit from the applications capabilities. The Mosaic software can be executed from the Lestat Standard Menu, communications icon group. If you are currently using the DOS based network environment, are an experienced Windows user and feel you will benefit from converting to the network Windows environment, call the customer support center and we will help you get started.

One warning is perhaps in order; this territory we are entering can become a fantastic time-sink. Hours can slip by, people can come and go, and you'll be locked into Cyberspace. Remember, it can be very easy to surf through Cyberspace and forget your original objective.

With that, I welcome you, the new user, to The Net.

Reforestation

The early morning fog slowly rises off the water as you ease up the winding creek. Giant figures with their massive trunks and overhanging arms emerge along the shore, standing guard over the watery corridor they have protected for hundreds of years.

Up ahead you hear the shrill cries of a wood duck as she protests the intrusion into her secluded hideaway. You barely notice the cold April winds stinging your hands and face as the hazy shapes give way to log jams and blowdowns, perfect cover for that trophy Spring bass you've been waiting six long months to catch.

The structure in the water is likely to be the primary reason you chose this remote fishing spot. Dense, woody cover in shallow backwaters has provided many trophy fish for anglers across Missouri. However, did you know that the forests surrounding these backwaters are a significant reason for the fish being here as well?

Forests located along the banks of creeks, streams and waterways, known as riparian corridors, are crucial for providing optimum food and habitat for water resources. Directly providing organic food to maintain productivity and diversity in the waterway, riparian corridors also improve water quality by reducing sedimentation, nutrient contamination and other pollutants associated with agricultural

and urban runoff. These forests act as filters by removing sediment and other suspended solids from surface runoff. Without this filtration, excessive amounts of sedimentation enters the water, blocking light penetration needed for the growth of beneficial aquatic plants. Sediment, which is deposited on the creek bottom, can also inhibit feeding and reproduction of fish and insects.

Establishing riparian corridors is just one of many benefits of reforestation. Planting trees also provides habitat for wildlife, erosion protection, improved water quality and helps reestablish vegetative cover on flooded areas.

The U.S. Army Corps of Engineers at Mark Twain Lake, along with volunteers, plant thousands of trees annually on project lands. Trees to be planted are selected based on soil types, value to wildlife and existing trees around the planting site. Through careful planning and site preparation, the Mark Twain Lake staff work to optimize the reforestation process around the lake to benefit the area's natural resources.

So when you head out this Spring in search of that fish of a lifetime, remember that reforestation is just one of the tools the Corps of Engineers uses to improve the quality of the natural resources, including fish habitat, at Mark Twain Lake.

Eagle season big hit at Riverlands

The Bald Eagle Season along the Mississippi River gave visitors the opportunity to view our majestic national symbol as it soared over the river and along the bluffs from

December 'till March. Hundreds of bald eagles migrate to the Riverlands Area each year and draw thousands of visitors to see these magnificent birds.

(Continued on page 10)



Disaster Preparedness

Urban search and rescue

If the "Big One" comes tomorrow, we'll be ready. Or at least a lot more ready than we were. The "Big One" doesn't have to be an earthquake. It could be a hurricane or a tornado, a fire or any other disaster. One of the federal government's preparations for such an event was to develop a Federal Response Plan. Within that plan, the Corps of Engineers is responsible for public works and engineering. The Corps has started to train engineers to support that mission.

The first Urban Search and Rescue Structures Specialist training class was held in June 1992 at Camp San Luis Obispo, California. The call went throughout the Corps for engineers to become part of the search and rescue effort. One hundred sixty-nine applied. Fifteen were selected for the first training class based on experience, training and educational background. Two of those 15 came from the St. Louis District.

Tom Niedernhofer, Engineering Division, and Vic James, Con-Ops, applied when they learned of the two week training class. Starting from the minute they arrived, Tom and Vic were in the fast lane. Upon arrival, they spent the first night learning about the equipment they'd be using to repel down and climb up the walls of buildings.

They spent the first week using that equipment undergoing the same type of training as firefighters. They built hoisting devices, rigged pulley systems, constructed shoring systems and used all of these to rescue live victims.

The second week they learned to recognize hazardous materials, how different types of buildings collapse, what to look for to recognize dangerous structural damage and how to stabilize those buildings. They also learned how to

cope psychologically with the horrors they would see if they are thrust into the middle of a real disaster.

Each student was issued emergency gear that they keep with them. They don't know what they may face and are expected to be self-sufficient for up to six days at a disaster site. If disaster strikes, and they are called, they are expected to be there within six hours.

Since Tom and Vic were trained, the District has had three other engineers receive the training: Dave

Mueller, Con-Ops, and Gary Lee and Jeff Stamper, Engineering Division. In 1994, Tom, Vic, Jeff and Gary were activated as a result of the Northridge Earthquake and Tom was one of the two individuals activated as a result of Hurricane Andrew in 1992.

If disaster strikes, they will be there. They'll say what the Corps has said for more than 200 years. Show us the challenge, then let us try.



Tom Niedernhofer and area disaster workers shore the foundation of a residence in Fillmore, Cal., after the Northridge earthquake.

Naming the hurricanes

The National Hurricane Center near Miami, Florida, keeps a constant watch on oceanic storm breeding areas for tropical disturbances which may herald the for-

mation of a hurricane. If a disturbance intensifies into a tropical storm - with rotary circulation and wind speeds above 39 miles per hour - the Center will give the

storm a name from one of six lists. A separate set is used each year beginning with the first name in the set. After the sets have all been used, they are repeated. The 1995

(Continued on next page)



Hurricanes (cont.)

set, for example, will be used again to name storms in 2001. The letters Q, U, X, Y and Z are not included because of the scarcity of names beginning with those letters.

The name lists have an international flavor because hurricanes affect other nations and are tracked by the public and weather services of countries other than the United States. Names for these lists are selected from library sources and agreed upon by nations involved during international meetings of

the World Meteorological Organization.

For several hundred years many hurricanes in the West Indies were named after the particular saint's day on which the hurricane occurred. Clement Wragge, an Australian meteorologist began giving women's names to tropical storms before the end of the 19th century. In 1953, the United States abandoned, as confusing, a two year old plan to name storms by a phonetic alphabet (Able, Baker, Charlie) after a new, international phonetic alphabet was introduced.

That year, this nation's weather services began using female names for storms. The practice of naming hurricanes solely after women came to an end in 1978 when men's and women's names were included in the storm lists.

The list for 1995 Atlantic storms is: Allison, Barry, Chantal, Dean, Erin, Felix, Gabrielle, Humberto, Iris, Jerry, Karen, Luis, Marilyn, Noel, Opal, Pablo, Roxanne, Sebastien, Tanya, Van and Wendy.

The above is from the U.S. Department of Commerce - National Weather Service.

New Madrid earthquake zone

The New Madrid seismic zone extends from 25 miles northwest of Memphis to the Reelfoot Lake area in western Tennessee, northwest toward New Madrid, Missouri, then continues northeast to southern Illinois. It is thought to be 40 miles wide and about 200 miles long. Unlike the San Andreas Fault in California, the New Madrid is not visible from the surface. It remains hidden along the Mississippi River under prime farmland and many towns. Unfortunately, out of sight, out of mind.

Earthquake history in the New Madrid zone is dominated by a series of earthquakes that occurred during the winter of 1811-1812. These earthquakes had the largest felt damage areas of any earthquakes in North America, probably the world. The largest of these quakes was felt over an area of two million square miles, from Canada to the Gulf of Mexico and from the Rocky Mountains to the Atlantic Ocean. It rang church bells in Boston and swayed chandeliers in New Orleans. Over 2,000 earthquakes that could be felt occurred over a two-year period, with five

great quakes and 200 moderate to large events. Liquefaction and landslides also occurred in 1811-1812 that affected an area of 6,000 square miles in southeast Missouri, western Tennessee and northeastern Arkansas. Vertical uplift and subsidence of 10 to 20 feet was reported in the epicentral areas. These earthquakes resulted in the formation and enlargement of Reelfoot Lake.

A study completed by Allen Hoshall, Inc. in 1990, examined the potential hazards for St. Louis City and County. This report estimates the potential damages from a daytime earthquake having a surface magnitude of 7.6 with an epicenter located approximately 150 miles southeast of St. Louis. The number of casualties (death and injuries) resulting from such an occurrence was estimated between 270 and 1060. The fact that about 85 percent of the city structures, both residential and non-residential, are unreinforced masonry construction, which is particularly vulnerable to earthquake produced damage, exposes a greater segment of the population to a greater risk.

The estimated restoration/replacement cost for occupied structures in St. Louis City and County, electric and gas utilities, water and sewer plants, railroads and major roads was \$2.9 billion.

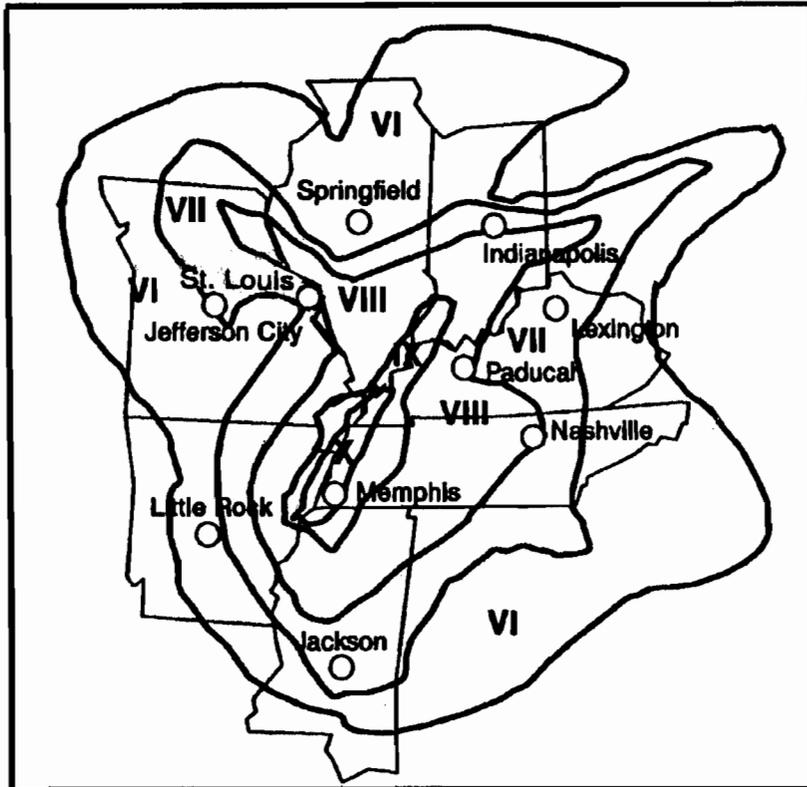
The probability of an earthquake with a 7.6 magnitude in any 50-year period has been estimated at 18 to 25 percent. The probability of a 6.3 magnitude earthquake increases to 50 to 90 percent. Iben Browning's unscientific projection of a major earthquake for December 2-3, 1990, resulted in a great deal of controversy and preparation. While fortunately that event did not occur, the threat continues and that requires us to continue our preparations for response and recovery.

On the next page is a map showing projected Modified Mercalli earthquake intensities from a quake with a potential magnitude of 7.6 and an explanation of what those intensities would mean in damages.



Disaster Preparedness

Projected earthquake intensities



This map shows the highest projected Modified Mercalli intensities from a potential magnitude 7.6 earthquake whose epicenter could be anywhere along the length of the New Madrid seismic zone.

X Well-built wooden structures are severely damaged and some destroyed. Most masonry and frame structures are destroyed, including their foundations. Some bridges are destroyed. Dams are seriously damaged. Large landslides occur. Water is thrown on the banks of canals, rivers and lakes. Railroad tracks are bent slightly. Cracks are opened in cement pavements and asphalt road surfaces.

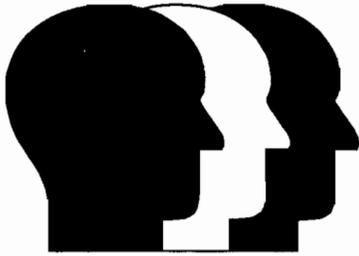
IX Most buildings suffer damage. Houses that are not bolted down move off their foundations. Some underground pipes are broken. The ground cracks conspicuously. Reservoirs suffer severe damage.

VIII Drivers have trouble steering. Poorly built structures suffer severe damage. Ordinary substantial buildings partially collapse. Damage slight in structures especially built to withstand earthquakes. Tree branches break. Houses not bolted down might shift on their foundations. Tall structures such as towers and chimneys might twist and fall. Temporary or per-

manent changes in springs and wells. Sand and mud is ejected in small amounts.

VII People have difficulty standing. Considerable damage in poorly built or badly designed buildings, adobe houses, old walls, spires and others. Damage is slight to moderate in well-built buildings. Numerous windows are broken. Weak chimneys break at roof lines. Cornices from towers and high buildings fall. Loose bricks fall from buildings. Heavy furniture is overturned and damaged. Some sand and gravel stream banks cave in.

VI Everyone feels movement. Poorly built buildings are damaged slightly. Considerable quantities of dishes and glassware, and some windows are broken. People have trouble walking. Pictures fall off walls. Objects fall from shelves. Plaster in walls might crack. Some furniture is overturned. Small bells in churches, chapels and schools ring.



EEO matters

By Jean Stephens, EEO Officer

Affirmative action is certainly a hot topic now and I am sure we will be hearing a lot more about the pros and cons of keeping it alive or letting it die before it is all over with. Affirmative action goals, not quotas, have certainly helped many minorities and females break through barriers, but to say it is no longer needed... I just don't know. After reading articles like the one submitted below, I would have to say, no, we have not reached that point yet.

Please take time to read and really think about what the statistics are telling us before forming an opinion. Although this article addresses the socioeconomic status of Blacks in the United States, it really applies to all females and minority groups who benefit from affirmative action.

The following article is a reprint from the March 10, 1995, Fair Employment Report.

NEW CENSUS REPORTS SAID TO PROVIDE CLEAR, BUT DISMAL STATUS OF BLACKS

Two new U.S. Census Bureau studies provide the clearest portrait yet of the socioeconomic status of blacks in the United States -- and it is not a pretty picture, officials at the Joint Center for Political and Economic Studies (JCPES) say.

Despite gains in educational attainment and the implementation of civil rights laws, black

men still are much more likely to be in lower-paying occupations than are white males, the reports show.

Black males are only 50 percent as likely to be in managerial and professional occupations and less likely than white males to be in technical, sales, precision and craft jobs. On the other hand, they are more likely than white males to be in service occupations and to hold jobs as operators, fabricators and laborers -- jobs that tend to be both lower-paying and less stable.

Education not enough

Even educational attainment did not wipe out racial differences, the reports showed. In 1993, black college graduates earned only three-quarters as much as their white peers.

Likewise, occupational gains of black males have resulted in modest earnings improvements relative to whites. Twenty-four percent of black male college graduates worked in executive or managerial jobs in 1993, which is close to the share for white college graduates. But the blacks earned only about 86 percent of their white counterparts' salaries.

The Census data revealed a high proportion of black families have two or more members working.

Losing ground

Yet the reports indicate African-Americans are losing ground to whites in family income, said JCPES president Eddie Williams. Median black family income in 1993 had not changed from 1969, while white families experienced a nine percent increase in median

family income, Williams said.

The growth in the proportion of African-American families headed by women has contributed to the stagnation of median family income, said Margaret Simms, JCPES director of research programs. Median family income is lower for black families headed by women -- only one-third of that for black married couples in 1993.

In households where women worked full time, median income hit \$22,620, which is well above the poverty line, Simms said. On the other hand, if the family head only worked part time, median income dropped to \$6,700 -- about one-half of poverty income, she said. "Given that only 28 percent of female household heads with children were able to work full time, year-round in 1993, the high rates of poverty for these families should not be surprising," Simms said.

Alluding to Republican efforts to roll back affirmative action, Simms said, "Any policy changes that would be based on an assumption that black workers are benefiting from preferential treatment will find little support for their arguments in these reports."

The reports suggested equal employment opportunity programs have made jobs accessible, important "in terms of the absolute gains made by the black population over the past 30 years," she said. Yet the reports show black males have only modest socioeconomic gains compared to their white peers, she said.

The two new reports are: The Black Populations in the United States: March 1994 and 1993 and Characteristics of the Black Population: 1990. For more information, contact the Census Bureau at (301) 457-2794.



Eagle season (cont.)

At the Riverlands Environmental Demonstration Area, visitors could view an average of 100 bald eagles every day. Lock and Dam 24 at Clarksville and Lock and Dam 25 at Winfield also attracted hundreds of eagles on a daily basis drawing visitors from all over the country.

The Riverlands Area Office, along with the Riverlands Association and The World Bird Sanctuary, held two special events to celebrate the eagles' arrival. The Masters of the Sky programs were held in Clarksville and Alton in January and February. Over 2,500 visitors attended both events, where they were exposed to an up close look at the bald eagle as well as other birds of prey.

"The Masters of the Sky program has become such a popular event that visitors are already asking to make reservations for next year," according to Margie Greenwell of the Riverlands Association.

Bald eagles migrate along the Mississippi River each year looking for open water for feeding. They are attracted to the locks and dams along the river because of the abundant fish supply and the open water. Most eagles begin arriving in mid-December and return north by the first of April.

Standardized organization structure for Construction-Operations-Readiness Div.

On March 5, 1995, permanent orders came into effect that restructured the Construction-Operations-Readiness Division. The division now consists of five branches: Construction, Readiness, Regulatory, Management Support and the Operations Technical, Policy and Physical Support Branch.

Implementation guidance and instructions received from HQUSACE in June, 1994, primarily dealt with the O&M portion, but our district realized some efficiencies by including Construction Branch in the approved reorganization. With the assistance of a team from Human Resources, Resource Management, EEO and Con-Ops, the administrative requirements are progressing smoothly as we approach the fiscal year completion deadline.

This action is based on a comprehensive study completed in 1993, which identified the need to restructure the O&M community under a more standardized organizational framework to achieve greater efficiencies and effectiveness.

Some of the policies of the guidance require that: 1. Each O&M project be managed by a single Operations Project Manager to be lo-

cated at the field sites. The exception permitted is the Dredging Project Manager who is located in the District office. The other project managers are at: Carlyle Lake, Lake Shelbyville, Mark Twain Lake, Rend lake, Rivers (West Alton) and Wappapello Lake Project Offices. These individuals are empowered to be accountable as a single focal point for project activities.

2. Operations Project Managers now report directly to the Chief, Construction-Operations-Readiness Division.

3. All technical and physical support activities have been consolidated in the "Operations Technical, Policy and Physical Support Branch. In addition, fiscal management has been consolidated for the division in a "Management Support Branch."

Several team members have been detailed to different positions in the new structure pending completion of job descriptions and classification for new positions. The transition period for implementing this reorganization has been enhanced by the patience and cooperation of team members and customers served by the division.

Leprechauns seen here March 17th



Aren't leprechauns supposed to be short? We think this one was an imposter and a real one

somewhere is missing his shoes. At least the name was right - McCarthy. There were also a bunch of other ones insisting they were Irish. Does Kopsky sound Irish to you?





Civilian cuts, 2.4 percent pay raise planned

By Evelyn D. Harris
American Forces Information Service

The president's proposed fiscal 1996 DoD budget calls for civil service employee rolls to drop to 828,600 by Sept. 30, 1996. Civilian end strength for fiscal 1995 is set for 866,900.

The proposed budget would also fund a 2.4 percent pay increase for civilians.

By 2001 the department will employ about 729,400 civilians. For comparison, 1.133 million civilians worked for DoD at its post-Vietnam peak in 1987.

DoD is reducing its civilian and military work forces equally during this decade by about a third, according to Diane M. Disney, deputy assistant secretary of defense for civilian personnel. However, military cuts were sharper in the early 1990s, while civilian cuts will dominate the latter part of the decade.

"Civilian cuts lagged behind the military at first," Disney said.

"When you close a base you can send the military members elsewhere immediately, but some civilians must stay behind to turn off the lights. Those civilians will be going during the next few years."

Disney said DoD will draw down supervisory and managerial positions more rapidly than others, although no numerical goals have been set.

To ease some pain from these cuts, Disney said, the fiscal 1996 budget includes \$489 million for separation incentives to civilian personnel. The figure includes the cost of continued health benefits.

Under the Priority Placement Program DoD placed about 10,500 civilians in other jobs in 1994, saving them from involuntary separation. To create placement opportunities and minimize involuntary separations, Disney said, DoD has been using voluntary separation incentives during fiscal 1994 the department offered buyouts worth up to \$25,000 to some 22,000 employees in surplus skill categories or in areas facing a reduction in force.

"Our No. 1 priority is to manage the drawdown as humanely as possible," said Disney. "That's why we work so hard to help people find new jobs, be trained for new jobs and enter retirement comfortably. We are also very much committed to examining how work is done so we can redesign activities to improve efficiency and effectiveness."

The proposed budget doesn't specify whether the 2.4 percent increase will fund a national general schedule increase, locality pay or a combination of the two. The Clinton administration plans a 3.1 percent civilian pay raise in fiscal 1997. However, it would like congressional authority for reduced civilian pay increases after 1997. Under current law, national general schedule raises must be .5 percent less than the Employment Cost Index, the increase in wages for private industry. If Congress approves lower raises, the administration plans a 2.1 percent raise in 1998.

Unemptied nests cause problems for parents

Social and economic changes in the last few decades have increased the number of grown young people who still live with their parents. According to Edwin L. Klingelhofer, Ph.D., the forces that pushed the kids of the 1940s and 1950s out of the nest just aren't as significant now.

In his book, *Coping with your Grown Children* (Dell, 1989), Klingelhofer points out that living at home is more attractive than before.

Homes of the 1950s and earlier were crowded. Children shared bedrooms, and everyone shared one bathroom. The sheer number of people and limited space made privacy rare. Children were not

free to choose their own schedules or activities. As a result, virtually all males left home at the first opportunity. Women left for marriage or an apartment and a job.

Klingelhofer points out that in the latter half of this century things have changed. Society is more permissive. Grown children are treated as individuals with rights. Economics have also changed. Parents have bigger houses and fewer children. Many kids get a room, a phone line and a car.

In the meantime, children have to stay at home longer because more post-high school education is almost mandatory. And at the same time, jobs are harder to get.

For many reasons, children be-

gan marrying later and when they did marry, marriages were increasingly proving short-lived.

The result of all these forces is that children stay home longer and come back to live more often.

What to do?

Klingelhofer says that continuing to support an adult child, complete with car, credit and space, creates dependency, but beware of trying to solve the problem with ultimatums. A parent who wants a child to achieve independence must discover what problems are keeping the child at home and then make sure they have full cooperation in solving the problem without guilt and acrimony.

**Professional Secretaries Day: April 26, 1995****Secretaries: Why they are 'indispensable'**

"She's one in a million," and "I don't know what I'd do without him." These were typical responses received by an *Industry Week* poll of managers to determine what they appreciated most about secretaries.

According to the Professional Secretaries International, there are about four million individuals working as secretaries in the U.S. and Canada, and their numbers are growing. As their ranks grow, so do the range of their responsibilities.

Today's secretary (the most-used job title, followed by executive secretary and executive assistant) operates personal computers, trains

and supervises other employees and makes purchasing decisions.

Both men and women bosses don't really like the designation, "secretary," because their assistants wear so many other hats. But it's an easy term to use.

The bosses' recorded comments paint a picture of competence in many areas. Most frequent was a comment similar to this: "She knows her job, she knows the company, she knows me. She is organized and completely under control, allows time for the unexpected and knows how to handle an emergency."

Overall, the survey served as a

tribute to all who are called "secretary," regardless of how distinctive their position really is.

Of course, some respondents cited the talents of being a mind reader, and having an uncanny ability to anticipate what was going to happen. These abilities, however, seldom appear in the job specs, but apparently the best people still possess them.

On April 26, in honor of Professional Secretaries-Day, we take this opportunity to thank these indispensable professionals.

Pass-fail ratings for civilians?

The Office of Personnel Management wants to give agencies more flexibility in the performance appraisal system.

Under proposed rules, agencies could choose to have as few as two ratings (pass-fail) or as many as five rating elements. They could also continue with the current ratings of "outstanding," "exceeds fully successful," "successful," "minimally successful" and "unacceptable."

The new system would affect General Schedule employees, including supervisors and managers previously evaluated under the now-defunct Performance Management and Recognition System. Blue collar employees would also come under the system. Members of the Senior Executive Service would not be included.

"Successful performance man-

agement programs should be like snowflakes. That is, no two should look exactly alike," said OPM director Jim King. He said the proposal allows agencies to design systems that fit their own organizational cultures. However, he added, OPM is ready to support and consult with agencies as they design appraisal and award systems.

The proposal implements several recommendations of the Clinton administration's National Performance Review. The review said early employee involvement is critical to the success of any performance management system. The proposal suggests agencies involve employees and their representatives in designing their systems.

Among other changes, the new rules would allow agencies to broaden appraisals and awards to include teams. They would remove the requirement that OPM approve

plans for awards, quality step increases and within-grade increases. OPM would still approve performance appraisal systems. Agencies would still have to comply with regulatory requirements and some OPM guidelines. However, there will be fewer regulations.

Last year, OPM issued rules allowing supervisors to give employees time off as a performance reward. Most rules on time-off awards would be deleted, including requiring a Standard Form 50 for all time-off awards. Time-off could not be converted to cash, however.

The new rules would not change the way performance ratings affect an employee's retention standing in a reduction in force. The rules appeared in the Jan. 27 Federal Register. The comment period ends March 28.



Coming Events at the lakes

Carlyle Lake:

April 1	St. Jude Bike-A-Thon
May 20	Armed Forces Day
June 17	Kaskaskia Duck Race
July 1	Fireworks Spectacular
Sept. 23	Conservation Day
Oct. 20&21	Haunted Trail
Dec. 1	Christmas Tree Lighting

Lake Shelbyville:

April 29	Earth Day
June 3&4	National Trails Day
June 10-13	National Fishing Days
June 17-18	Arts & Crafts Show
July 4	Fireworks Over The Lake
July 9	Family Olympics
July 21-23	Aqua-Fest '95
July 28-30	5th Anniversary Celebration
Aug. 19	Okaw Indian Festival

Rend Lake:

April 21-22	Earth Day
May 20-21	Arts & Crafts Festival
July 8-9	Boat Races
Aug. 5	Beach Blast '95
Sept. 16	Rend Lake Cleanup
Sept. TBA	Children's Arts Festival

Environmental Science Series Programs (workshops, seminars and field trips on weekends) and Summer Sunset Series Programs (entertainment programs on Saturday evenings) run weekends from June 3 through Sept. 2.

Mark Twain Lake:

April - June	Recycling Exhibit
April 22	Earth Day
May 20	Armed Forces Day
June 10	National Fishing Days
June 30 - July 2	Rodeo
July 15-16	Primitive Artifacts
Aug. 12-13	Salt River Folklife Festival
Aug. 27	Outdoor Sports Event
Sept. 22	Environment Education Day
Sept. 23	Astronomical Adventure
Sept. 30	Missouri Mule Day

Wappapello Lake:

April 8	Roadside Cleanup
April 8 & 9	Black Powder Rendezvous
May 20-21	Silver Bullet Drag Boat Races
June 11	Disabled Fishing Day
July 1 & 2	Waterfest '95
Aug. 19-20	Old Greenville Days
Dec. 14-22	Festival of Lights Auto Tour

Riverlands Area Office:

April 9	Wings of Spring
April 21-23	Earth day at Kiener Plaza
May 3	Environmental Fair at Busch Wildlife
May 10-11	Career Fair - Convention Center
May 20	River Clean up Day
June 10-11	National Fishing Fair - Pere Marquette State Park and River Awareness

April 22, 1995

Earth Day, 25 years and counting

The 25th Anniversary of Earth Day will be observed by millions of people across North America and by many millions more in some 140 countries throughout the world.

The first Earth Day was suggested by Wisconsin Senator Gaylord Nelson. His idea was supported in 1970 by 1,000 cities in the U.S., celebrating the theme, "Save the Earth."

On Earth Day 1970, the modern environmental movement grabbed public attention and demanded sweeping changes. It helped to shape the values and priorities of a whole generation.

Twenty years later, in 1990, the event was held worldwide. A trek up Mt. Everest in Nepal retrieved trash accumulated from prior expeditions. A 500 mile human chain was formed across France. A lie-down of 5,000 people in Italy protested car exhaust fumes. In Japan divers pulled garbage out of the seas, and 35,000 gathered on an artificial island in Tokyo Bay built from the city's garbage, and set up a recycling facility.



To your health

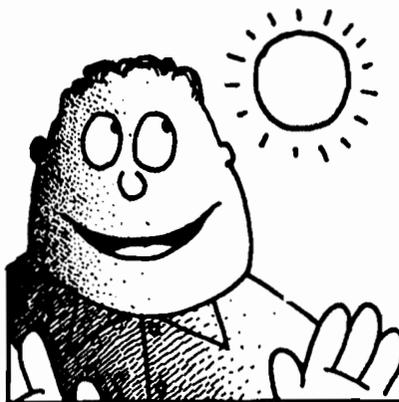
Guarding bones should be a life-long effort

Osteoporosis is most common in people over age 50, but men and women should try to reduce bone loss throughout their adult lives. Doing so reduces the possibility of fractures.

One in five osteoporosis victims is male, a fact often not considered by the general population. Information more commonly focuses on women because they account for four out of five instances of the disease.

When the goal is prevention of osteoporosis, these steps will help adults of all ages and either sex to keep their bones strong:

1. Supplement calcium. Few adults get enough of it. A supplement of 1,500 mg is recommended by The Johns Hopkins Medical Centers.



2. Get some sunlight. You need about 20 minutes of sunlight per day to stimulate the production of vitamin D, needed for calcium processing. Most people get small amounts of D in fortified milk and cereals, but many don't get enough. To be safe, try to get outdoors for a time each day or take a supplement.

3. Exercise. Exercise increases bone strength. Your program should include stretching, strength training, and aerobic activity such as a 20-minute walk several times a week.

4. Avoid harmful substances. These are some of the substances which accelerate calcium loss: Tobacco products, excessive alcohol consumption, excessive use of antacids that contain aluminum.

Though bone loss is accelerated in later years, entering that period of life with strong bones gives you an advantage whether you are a man or a woman.

People with strong bones are also less likely to suffer fractures from a fall or other accident whether they are young, middle-aged or elderly.

The ABCs of skin cancer

There are more than three times as many skin cancer cases reported each year than any other form of cancer.

Malignant melanoma is the most serious type of skin cancer. Untreated, it can spread to other parts of the body and be fatal. In its early stages, however, it is highly treatable.

These ABCs outline the warning signs of melanoma:

A is for **asymmetry**. One half of a mole does not match with the other half.

B is for **border irregularity**. The edges of a mole are ragged, notched or blurred.

C is for **color**. The pigmentation is not uniform. The mole has areas or spots that are a different color.

D is for **diameter** greater than six millimeters (about a quarter of an inch). Any sudden or progressive increase in size should be of special concern and should be reported to your doctor.

Starving Cancer cells

Scientists from the Scripps Research Institute in La Jolla, California, announced that they have found a way to cut blood flow to cancerous cells and, in effect, starve tumors to death.

The study, reported in the journal *Cell*, shows that a biochemical switch can be knocked out with two proteins the Institute has developed. The researchers caused blood vessels involved to dissolve. Deprived of their blood supply, tumors quickly shrank or disappeared. Research continues.



Retiree Review

By the Retiree Correspondent

March 16, 1995, was a gorgeous day. Twenty-nine retirees convened at the Salad Bowl for our monthly luncheon. It was such a nice gathering - you missed an extremely pleasant time by not attending.

Bill Myers was our first time retiree present. Bill was the engineer on the Ste. Genevieve, then worked at Locks 26. We hope Bill will become a regular. Welcome and glad to see you.

Bruce Moore was present after a year's absence. Bruce looks and sounds real good. Says he's doing great after his surgeries. Glad to see you.

Joe Bischer was a second time attendee. Hope he makes it a habit. Come back, Joe.

The Cuddebacks were back. The Bakers and Huizengas just returned from a trip to Texas. All looked great. Estelle still is using her cane, but doing real good.

Lew and Helen Scheurmann were back. Lew looks great. In fact he's bowled a couple of times and is back at work (a little). Keep it up, Lew.

George Clapp was the earliest '80s retiree present - retiring the first time in '80.

Estelle Huizenga had a birthday this month. Many more.

Charlie Denzel had had lunch with John Jansen on Wednesday, the 15th. Mary Jane is really showing improvement. Keep it up Mary Jane. We miss you and John at our meetings.

Howard Beinke had called Elmer. He's doing fine and sent regards to all.

George Clapp brought a picture of him and Col. McKinney and read some comments from his 50th high school reunion.

Kate Stiles had talked to several people. Mary Lutz (Mrs. Don) told her she has a new grandson from their son Johnnie.

Phil Pusateri has had several problems in '94 - hip replacement in April, prostate in June. Now his spine

is bad. May have to fuse it. Good luck Phil. We miss you folks at our meetings.

Bill Haynes' sister, Livena Niell, who lived at the Retirement Center in Farmington, Missouri, died Tuesday, the 14th. Kate Stiles attended her funeral on Friday at Kutis in the city. Bill is doing fine, he says.

Bill Douglas will be 86 on May 6. We miss you, Bill, but know you don't drive that far anymore. We think about you. Elmer had also talked to Bill.

Paul Johnson attended Helen Kavanaugh's great grandson's christening. Helen reported Paul is doing fine. Come see us sometime, Paul.

Betty O'Neal (Mrs. Gene) says she has a new grandson. Betty baby sits two days a week. Betty says she will come visit us one of these Thursdays. Hope so.

Carl Wittig plays bridge all day every Thursday, but will come to a luncheon soon.

Marvin Ortwerth is doing fine.

Pam at Lake Shelbyville called Kate Stiles for some addresses. Glad to help with their 25th anniversary celebration. Sounds like a great time is planned. Former employees are coming from all over the U.S. That's great. Hope it will be a huge success.

Mile Cullen discussed the golf season just getting underway. Hope it will be a very enjoyable season. Good luck retirees.

Condolences are extended to the families of Elmore Marple (Construction) and Bill Haynes on the deaths of their sisters.

Roger Cuddeback, Pete Puricelli and Elmer Huizenga were our story tellers.

Laurel Nelson, Tom Murphy and Jane Johnson were the lucky winners of our Pot 'O Gold.

Remember the 3rd Thursday of April (20th), about 11 a.m. at the Salad Bowl for our next meeting. Let's fill the meeting place and make ears burn. Better attend so we won't talk about you but to you. Remember April 20th. We want to hear about all of you. Call or write Kate Stiles about anything regarding retirees. See you then.

Quote of the month

I don't believe in failure. It is not failure if you enjoyed the process.

Oprah Winfrey

Condolences

Howard Louvall, long-time St. Louis District employee passed away on February 16th.



82nd Airborne Rowed to Success, But...

Allies Fail With 'Market - Garden'

Nazi Germany's chief airborne commander, Col. Gen. Kurt Student, was stunned in 1944 when he grasped the extent of the airborne assault against Holland launched by the Allies on Sept. 17.

The Allied command launched more than three full airborne divisions into the Netherlands in an effort to cross the Rhine River and drive into Germany.

By the end of August Allied planners were involved in a heated debate over what to do next. U.S., British and Canadian armies were racing across France, driving the *Wehrmacht* out of the country. But supplies were becoming crucial — especially gasoline. U.S. Third Army Commander Lt. Gen. George S. Patton said all supplies should be given to him and he could continue across France into Germany and perhaps leap the Rhine.

British Commander Field Marshal Bernard L. Montgomery countered with Operation Market-Garden. His plan envisioned an airborne assault — Operation Market — to capture key bridges and an overland armored thrust — Operation Garden — to establish a corridor to the Rhine River bridge in the Dutch city of Arnhem.

Supreme commander U.S. Army Gen. Dwight Eisenhower gave Montgomery the go-ahead.

In the pause before the operation could be launched the *Wehrmacht* was able to pull back many troops and refit them. One quiet spot the German high command selected as a refitting area was — Arnhem.

On Sept. 17, the U.S. 101st Airborne Division parachuted onto landing areas around the Dutch city of Eindhoven. The U.S. 82nd

Airborne Division landed around Nijmegen. The British 1st Airborne Division landed amid an SS Panzer division at Arnhem.

In conjunction with the airborne assault, British tanks struck toward Eindhoven and linkage with the 101st. Paratroopers captured many of their objectives, but the Germans blew up a key bridge.

Meanwhile, a British airborne unit managed to take the northern approach to the bridge at Arnhem.

British tanks drove through Eindhoven and linked up with U.S. troopers at Nijmegen, but desperate German resistance stalled the paratroopers' assault on the main highway bridge across the Waal River. Finally, a battalion of the

82nd crossed the river in rowboats and captured the far side of the bridge.

Once across the Waal, British tanks met even stiffer resistance. In addition, the Nazis recaptured the Arnhem bridge and wiped out the British battalion that had held it seven days longer than called for. With the objective gone, the Allied drive collapsed.

Operation Market-Garden failed. Allied casualties were high. In the British 1st Airborne, 10,000 troops landed at Arnhem. Only 2,398 escaped.

— American Forces Information Service

