

ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

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Human Resources



Since HR's mission is about people, we felt that ESPRIT readers might enjoy seeing the "other side" of some of their co-workers.

Many thanks to the dedicated HR crusaders who endlessly bugged the subjects of their stories for more information, and to everyone who took the time to supply such wonderful material. Special accolades to Paul Kornberger who joyfully went above and beyond the call of duty to finger a number of his fellow employees.

The HR Office of the future

Recently you have been receiving updates on the reorganization of the Corps of Engineers, but are you aware that a separate reorganization is being implemented for the Human Resources and payroll community? The National Performance Review, which emphasizes streamlining and downsizing (or rightsizing) is instrumental in accelerating regionalization of Human Resources and payroll services. The regionalization efforts are centralizing these functions based on geographic regions. Plans are changing all the time but implementation is expected to take place in two major phases:

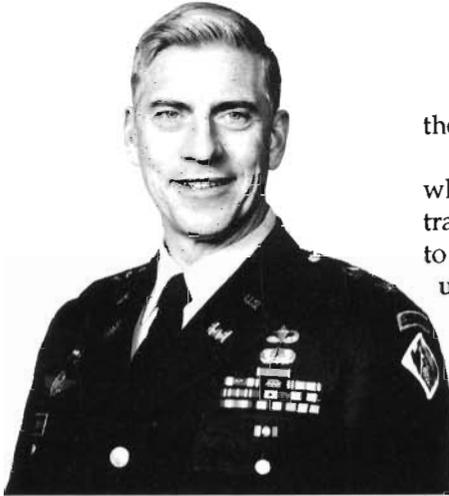
Phase One

The payroll functions have been realigned under the Defense Finance and Accounting Service. The payroll functions will continue to be performed in Omaha, but the employees servicing you are no longer part of the Corps of Engineers. Each payroll clerk will be servicing thousands of employees. They will be able to service more employees than before through the use of additional automation. Currently, HR mails hard-copy SF50s to payroll to initiate employee pay status changes (e.g., changes in grade, step, TSP allocations, etc.) The SF50s are reviewed prior to mailing so errors can be caught before payroll receives the information. In April 96, the new automated system will go into effect and the payroll changes will flow electronically to the Defense Civilian Pay System (DCPS) directly from the Defense Civilian Personnel Data System (DCPDS). With the electronic interface, there will be no opportunity to review the information before it goes to the automated payroll system.

(this article and many more on the Human Resources function and the people who make up our District family continue starting on page 5)



Commander's Perspective



COL Thomas C. Suermann

I wanted to share some personal observations and encouragements in the face of the terrible tragedy we all witnessed in Oklahoma City.

Like you, I was horrified and saddened by the senseless carnage which occurred. Personally, I've had a hard time understanding this tragedy. It was maddening, senseless, horrific, and most of all - difficult to comprehend. How can people, who are raised to share the same values and opportunities as each of us, become so enraged and filled with hate they could consciously kill so many innocent people? I do not have an answer, but sadly, it happened. As angry as I might let myself become over this, the fact remains that we must strive to cope with and learn from this event. I encourage each of you to decide how you can personally do so.

This tragedy should teach us to treasure each day and be grateful for it. Take time as you go through your daily motions to reflect on how fortunate you are to be alive and healthy, not to mention, a bit older and wiser.

I believe that even though there are people who would seek to harm and destroy our country without going through the due process of the ballot box, this is still the greatest country in the world today. I am more diligent and alert to the possible dangers around me, and I encourage each of you to be likewise. Most importantly, I resolve to do my best as part of the federal family to accomplish our mission and not allow the few who are hateful and destructive to dissuade me from pursuing our goals.

I know that many of you are concerned for your own safety because of additional threats that have been received targeting other federal buildings. I would like to assure you that we have been in contact with the General Services Administration security people and have made recommendations - that have been implemented - to improve the security of this building. I would also like to assure you that if there is a valid threat made specifically against this building, I will inform the employees of that as soon as it is made known to me so that we can take appropriate action. I encourage field supervisors and personnel to be equally diligent.

The "Federal Friends" program closed on May 9th. Thanks to your generosity, over \$15,000 was donated by groups who are headquartered in the RAY Building. If any of you would like to make a contribution, and still have not done so, feel free to send it to my attention. I'll make sure it is properly handled and forwarded.

Essayons!



US Army Corps of Engineers
St. Louis District

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District Commander.....Thomas C. Suermann

Chief, Public Affairs.....Sandra Clawson

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

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



News Briefs

Wappapello Lake:

Masters degree

Park Ranger Dana Fritsche received her Master of Natural Science degree in biology with academic distinction from Southeast Missouri State University on May 6th. Dana has been with the St. Louis District since May 1994. Prior to that she worked for the Missouri Department of Natural Resources.

Commander's award

Mike McClendon presented volunteer Carolyn Damron the Commander's Award for Public Service on behalf of Col. Suermann. Mrs. Damron has been a volunteer at the lake for more than 10 years and has provided 1,840 volunteer hours of service to the Corps.



From Memorial Day through Labor Day weekend, she has staffed the visitor center, gathered historical data and provided interpretive programs. She was instrumental in preparing several programs documenting the construction of the lake and the history of Old Greenville. She was one of the first volunteers at the lake.

Wappapello Earth Day

As part of the 25th Earth Day celebration, Wappapello Lake, in cooperation with the University of

Missouri Extension Service, Missouri Department of Conservation, Mingo Job Corps, U.S. Fish and Wildlife Service, and Missouri Department of Natural Resources, provided two days of educational workshops for about 450 local junior high school students. Additional support for the event was provided by local businesses.

Lake Shelbyville:

Earth Day

Cub Scouts, 4-H clubs, school groups, families, and individuals teamed with park rangers to pick up litter and plant 200 trees and 110 prairie plants around the lake as part of the Earth Day celebration. Three area businesses donated breakfast for the group. Woodsy Owl and Smokey Bear visited. Park rangers provided a cookout lunch.

Rededication

The Lake Shelbyville Rededication will kick off with a "Taste of Lake Shelbyville" Friday evening, July 28. Food vendors will set up in the five communities surrounding the lake, each with a different food specialty. Entertainment, car and antique tractor shows, craft and quilt shows and a parade are some of the other activities scheduled for the weekend. A brochure will be available describing specific activities.

The Lake Shelbyville Reunion is scheduled for Saturday afternoon/evening, July 29, in the Dam East Recreation Area. The cost of the meal is \$6 per adult and \$3 per child.

For further details on all the activities call Tom Bloor or Maria Shafer at 217-774-3951.

Carlyle Lake:

Commander's award

Col. Suermann presented Mae Jannett of Beckemeyer, Illinois, the Commander's Award for public service as a park attendant. She met and greeted the visiting public, collected camping fees, handled camper complaints and maintained the campground reservation system at Carlyle and Rend Lakes for 16 years.

Bike route

A bike route is now available around Carlyle Lake. The route crosses the main dam and saddle dams 2, 3 and Keyesport, then follows county and township roads on a scenic 62-mile trip around the lake.

This trip gives people the opportunity to view many types of wildlife and plants along the saddledam 3 wetland complex. It also takes people by many of the other access areas such as Catfish Cove, Whitetail, Wood Duck and North Fork Access.

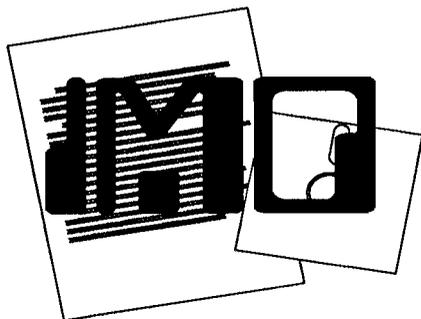
A map of the route and brief narrative is available at the Carlyle Lake project office.

Rivers Project:

Resources Festival

Two rangers from the Rivers Project Office, Julie Ziino and Bill Fauke, participated in the Natural Resources Festival at the Busch Memorial Wildlife Area. This festival is a unique opportunity for students to learn about natural resource conservation. The free event for 450 fifth graders featured 18 stations staffed by an array of professionals. The Riverlands staff presented hands-on activities related to wetlands among the marshes at the wildlife area.

(Continued on page 14)



E-mail guidelines

Recent discussions concerning network response time and messages have raised questions concerning the appropriate use of E-mail. I am sure you are aware that the E-mail is intended for official government business only. By applying a little common sense our resources can be better used. The following items are intended to help us achieve that goal.

* Lights are on. These types of messages should not be sent.

* Birth or funeral announcements. This type of message should not be sent to the all users distribution list. These messages should remain within the appropriate division, branch or section.

* Delegation of authority. Should not be sent to all user list. A delegation at the division level should go to #LIST S. Delegations at the branch or section level should remain within the appropriate division, branch or section.

* CAC. Messages concerning CAC sponsored events and activities are acceptable for all user distribution.

* Sensitive/Personal issues. These issues are best discussed face to face or on the telephone. If it is necessary to send such a message it is critical that the sender insure the copies are addressed to the correct mailboxes. Many District members have the same or similar last names and the mailboxes are frequently mistaken. If you receive a message that was not intended for you, please return it to the sender with a short message pointing out the error.

* News items should not be sent.

District Office Mail Center

About mid-summer, CASU will be returning portions of the mail function back to the District Office. The District Office Mail Center will

be located in the IMO, directly east of pillar D-9. Once a contract is in place (sometime in FY 96), the mail center will be staffed by contract personnel. During the interim, the mail center will be staffed primarily by IMO student employees.

Each morning, incoming mail will be picked up by the mail center personnel at the USPS location in the basement, brought to the mail center, sorted and placed in mail bins (one per organization). A representative from each District Office organization will come to the mail center to pick up their incoming mail and to drop off outgoing mail (to include inter-office mail). Each organization will also be responsible for making their own distributions. No inter-office mail runs will be accomplished. Each afternoon, the mail center personnel will prepare the outgoing mail and take it to the CASU drop off point in order that it be taken by their contractor for off-site metering.

Invest in your future with Savings Bonds

Dear St. Louis Corps Employees:

Everyone needs a sound savings plan as a backup for his or her family. However, most American families have either no cash reserve to call on or inadequate ones. The U.S. Savings Bonds Payroll Savings Plan offers a way to build the financial base you need by encouraging steady painless savings.

A worn cement step or impression from a constantly dripping faucet show us the impact of little actions carried on regularly. Apply this principle to saving and you

can, over time, put away a significant sum of money.

Savings Bonds can make dreams come true: a son or daughter graduating from college free of a student loan; money to make the down payment on a home; a retirement enriched by the money you have saved. And the sweet dreams that come from knowing you have the funds to meet life's financial surprises. Surprises that can turn dreams to nightmares if you haven't saved.

By signing a payroll allotment card, bonds can be purchased in

small installments each pay period. It's an easy way to save because nothing has to be done after you authorize the allotment. It's a successful way to save because it's regular. It's also a painless way to save because the money is put away for you before you get a paycheck.

So think about investing in your future today. Buy U.S. Savings Bonds.

Vanessa Alexander,
Savings Bonds Chairman



Future HR (cont.)

Phase Two

Starting in FY 97 through FY 99, the human resources functions will be centralized in a geographic regionalized office. There will be seven CONUS regional offices: Northeast, North Central, South Central, Southeast, Southwest, West, and National Capital Region. The St. Louis District is part of the South Central Region. Current rumors indicate that Huntsville, Alabama has a good chance of being our regional office. The goal is to reduce HR staffing to 1 HR employee to every 100 employees serviced, with most of the staff located at the regional office. The current plans would only leave three HR employees located in the St. Louis District. Successful reduction in staffing depends on the implementation of various automated programs. Here is a description of a few of the programs being developed now:

TRAIN - TRAIN is an easy to use computer application for the management and administration of the DOD civilian workforce training and development programs. This program integrates developmental requirements, training history, training sources and their schedules, budget information, and DCPDS information. Managers will enter their requests for training from their own terminals. These requests will be electronically forwarded through proper channels.

COREDOC - COREDOC is an easy to use computer application that produces a single core document that integrates the position description, performance plan, re-

cruitment criteria, and training requirements for each employee. The beauty of this system is that the supervisor/manager is able to make one stop in the Human Resources Office to use this system to develop the integrated single core document, based on selections from a series of on-screen duty statements. When implemented, COREDOC will help to improve the quality of performance standards, increase customer satisfaction, and in the long run save time for personnel specialists.

PERSACT - PERSACT is a program that provides modern, graphical user interface (GUI) access by managers to an electronic personnel request form in an open-systems environment. Managers input their Requests for Personnel Actions directly into their own PCs. These actions then flow electronically through appropriate channels. Completed actions flow from PERSACT to update the DCPDS database. Conversion to PERSACT is labor-intensive, requiring lots of training up front. However, the benefits derived from the system seem to make the effort well worthwhile. This system will facilitate the paperless SF-52.

Standard Inventory and Referral System (STAIRS) - This application will provide managers an easy-to-use method of requesting fill actions; interface with career referral systems; access to SF-52 data; accept, process and store applications; and create referral lists. Additionally, STAIRS will be able to accept scanned or electronically transmitted employee applications for vacancies and related information; create a job announcement; and update DCPDS with new hire data.

Applicant Supply File (ASF) - The Applicant Supply File program provides for PC based automated filing and tracking of applications for civil service employment. It generates recruitment lists, EEO reports, and letters.

RETIRE - RETIRE is a PC based application, providing an automated retirement benefits calculator designed to determine retirement eligibility and annuity estimates.

CIVCOST - CIVCOST is an easy to use personal computer application that provides managers a support tool for personnel, payroll and manpower data. This module provides "what if" modeling to project the impact of alternative decisions on the current budget, which lead to cost conscious personnel and position management decisions.

DCPDS Corporate Database - The DCPDS Corporate Database is a single logical database intended to provide query and statistical report capability. This program is similar to the current Manager Plus query system already available for managers in the St. Louis District.

How will this affect YOU?

1. Employees will have to review their leave and earning statements and their Notifications of Personnel Actions more closely for potential errors.

2. Employees will no longer have immediate access to their Official Personnel Files. They will be kept in the centralized HR office.

3. Managers will have to become more involved in the day-to-day processing of personnel-related actions.

4. Many employees will have to be trained to use the new automated systems. As a minimum, users will need 386/33 PCs with 8 MB RAM, 16M Free Harddrive and a mouse to access PERSACT.

5. Employees/Managers will have to wait longer for responses/services from Human Resources since the people with the answers will not be in St. Louis.

6. Local Commanders and other customers who need HR services will no longer be able to establish or negotiate priorities for HR work or set policies that differ from those of other Army activities.



New student educational programs

by Ruth Townley

The Office of Personnel Management (OPM) has revised its regulations and consolidated existing Federal student employment programs into a new Student Educational Employment Program, (SEEP) a streamlined, flexible program that: provides students with exposure to public service and enhances their educational experience, provides financial assistance to students to encourage and support their educational goals, encourages partnerships between Federal agencies and educational institutions in developing effective school to work programs, and assists agencies in their attempts to attract and recruit well-educated graduates into their workforce.

The SEEP will replace complex regulatory guidance and 13 different appointing authorities with two appointing authorities and two simple, flexible programs (STEP and SCEP).

The Student Temporary Employment Program, STEP component offers temporary employment for as long as the employee is a student. Not job related, it is available to all levels of students: high school, vocational/technical schools, associate degree, baccalaureate degree, graduate degree, and professional degree. This component does not provide for non-competitive conversion. The Student Career Experience Program, SCEP component offers work experience

directly related to the employee's academic field of study. It provides formal periods of work and study while the employee is attending school. Students may be eligible for non-competitive conversion after successfully completing their education and meeting work requirements.

No longer are there "Stay-in-School (SIS)", "Summer Aid", or "Cooperative Education (COOP)" Programs as we know them. Among some of the key changes are elimination of the minimum wage pay plans; no requirement to apply economic/income limitation criteria; extended work schedules; and inclusion of half-time students just to a name few of the new changes

Fact sheets explaining the key changes to the Student Education Employment Program (SEEP) formerly the Federal Student Employment Program will be available in the Human Resources Office, Room 4.202.

Biker boys

by Terrie Hatfield

The small West Highland White Terrier, clad in shades and a black leather jacket, confidently perches on the front of a Harley-Davidson. He anxiously awaits the kick start and the roar of the engine. This is what he lives for. Caring not where the Harley takes him, he is prepared to go at any hour of the day or night. Denied a driver's license, Devil Dog is forced to rely on his pack leader, Tim (Harley Master) Hiller to set the course and take him away. Devil Dog trained under his Master, who claims, "Devil Dog learned to ride during his puppyhood in Portland. He is considered to be the ultimate biker dog. If he were taller, he could probably do it alone".

How are federal jobs filled?

by Kathy Tober, Chief, HR

Occasionally, questions surface regarding the different legal ways of filling jobs in the federal government. While most employees are familiar with the method called "merit promotion," also known as "red borders" in the St. Louis District, this is but one of many possibilities that federal supervisors have in placing people into vacancies. In fact, it is not required by any law or regulation that merit promotion be considered for any particular vacancy.

Assuming that vacancies survive the hurdle of mandatory stopper list and reduction-in-force placements, federal supervisors have the right by law to use any of a wide array of different sources of job candidates in filling vacancies. Misunderstanding of this right can cause employees to believe that improper actions have been taken by a supervisor who hires someone from "outside" of the organization as opposed to an "internal" promotion candidate. In making hiring decisions, supervisors have the difficult job of balancing the desire to provide career progression opportunities for the current workforce with the need for bringing people with a fresh set of eyes and new or different ideas into the organization. In most cases, these are not easy decisions and one would have to walk a mile in the supervisor's shoes to be qualified to assess the merits of such decisions.

There are almost 100 possible ways of filling federal jobs, but we'll mention only a few of the most frequently-used ones and a few of the ones infrequently used to give readers a flavor of the variety of options available. Supervi-

(Continued on next page)



sors may choose to request and select from a list of candidates from the Office of Personnel Management (OPM), the official examining authority for the federal government. These lists generally reflect persons who are competing for their first federal job; however, anyone may apply to OPM when an OPM announcement is open, including current federal employees.

Supervisors may fill their vacancies without any competition among candidates by hiring certain current or prior federal employees who have served on a permanent appointment in the competitive service. This includes the option to reassign an employee from another position anywhere in the Department of Army at the same grade level, to change an employee to a lower grade from another Army position anywhere in the world, to repromote an employee who previously held a higher grade on a permanent basis, to transfer an employee from another federal agency who currently or previously held the grade of the vacancy before, or a higher grade, or to reinstate a former federal employee into a position at a grade no higher than the highest grade held previously on a permanent basis. The pervading principle here is that an employee does not have to compete to be placed in a position up to and including the highest grade previously held before on a permanent basis in the competitive civil service. Additionally, supervisors may select transfer and reinstatement candidates for jobs at higher grades than previously held if they compete along with merit promotion candidates and are referred among the best qualified group.

In addition to the many options of selecting current and prior federal employees, supervisors may choose from one of the many sources of candidates who are applying for entry into the federal

system and qualify for one of the special noncompetitive appointment authorities. This includes veterans who served at least 180 days of active duty during or after the Vietnam era; 30 percent or more disabled veterans; persons who are severely physically challenged or mentally disabled or restored; cooperative education students (now called student career employment program or SCEP employees) after graduation from their degree programs; and prior overseas employees who served at least 12 months overseas on local hire appointments and were family members of military or civilians stationed overseas. These applicant sources are fairly commonly used throughout the federal system.

Less common options that do not require any competition include hiring former Peace Corps volunteers or Peace Corps employees; former employees on the White House staff; former employees of the Panama Canal System or Panama Canal Commission; former ACTION volunteers; current employees of the Department of Vet-

erans Affairs, Veterans Canteen Service; current employees of the Tennessee Valley Authority; certain former employees of the Postal Service; and current or former Foreign Service Officers. Each of these candidate sources has several conditions of eligibility.

Any of the above-described sources of candidates may be used alone or with other sources. It is also perfectly legal for a supervisor to hire a person in one of the above noncompetitive candidate groups without considering any other individuals for the vacancy. As a result, you may see jobs being filled without the publication of a "red border" vacancy announcement. Such announcements are only necessary when the supervisor desires to consider current or former employees for a position at a grade higher than previously held, i.e. when desiring to consider candidates for promotion. Even when this source of candidates is tapped and an announcement published, there is no requirement that a candidate from the merit promotion list be selected. All the above described options continue to exist.

Wine enthusiasts/Missouri sightseers

by Jane F. Knese

Did you know that Bill Groth in the Regulatory Branch is an expert sampler of Wineries in Missouri? During the last ten years, Bill and his wife, Evangeline have visited all but three of Missouri's 30 wineries. As delightful as the wines are, more pleasing are the visits through Missouri Wine Country nestled among picturesque river valleys and small towns.

A week-end or even a one-day trip through scenic Missouri offers dinners in quaint restaurants, antique stores for browsing, and many festival celebrations. Bill recommends FERRIGNO on Route B,

4-1/2 miles north of the I-44 St. James exit (Bed & Breakfast accommodations can be made by appointment) 314/265-7742; BLUMENHOF on scenic HWY 94 in the village of Dutzow, 4 miles north of Washington 314/433-2245; and HERMANNHOF on HWY 100, the eastern edge of Herman 314/486-5959.

Booklets on "Taste Missouri Wine Country" can be obtained from Missouri Dept of Agriculture, Market Development Division, Grape and Wine Program, 314/751-6807 or 1-800-392-WINE.

Bill encourages Corps employees to form a group tour.



Down on the farm

by Terrie Hatfield

How many engineers does it take to turn a bull into a steer? That depends. If the bull is SUPPOSED to become a steer, two Strausers share the credit. If, however, the steer-to-be is a registered bull purchased at great expense for breeding purposes, Brad stands alone--left holding the bag (so to speak). Claude bears no responsibility.

Cattle farmers Claude and Brad Strauser share the chores on the family farm near Sullivan, Mo. A large amount of silliness and the ability to laugh at themselves (but mostly at each other) takes the rough edges off the very difficult and demanding business of cattle farming.

No matter what the chore, success or failure, unlike the more serious of mind, they achieve maximum entertainment value from almost every undertaking. Winters can be especially difficult, but down on this farm, even winter itself has a sense of humor. Never in summer could Claude have learned to luge. One cold and windy day, while hurling bales of hay down a very high icy hill, he slipped. Finding himself lugging, but having no luge, this innovative and resourceful engineer exercised his notorious

ability to think on his feet -- uh-- backside, and made an immediate decision to use his own anatomy as a temporary luge. On and on he lugged down the steep and winding path until he finally came to rest inside a circle of cattle. A remarkable discovery was made that day. Cows laugh too. Oh, how they laughed! Some tittered--some guffawed--but they all laughed, taking sweet revenge in seeing the master on his, and as the butt of winter's joke.

When a lot of snow is on the ground, the brothers frequently must use horses to reach the cattle. One day, after several hours of riding the range, the horses began to sweat and Claude's saddle began to loosen and slip. He tried to dismount, but his rubber boots were stuck firmly in the stirrups and he was stuck firmly in the saddle. Ever...so...slowly, Claude (still sitting tall) and saddle slid around the horse until both were hanging upside down from the horse's belly. Even though humans were collapsing into fits of laughter all around and under him, the horse miraculously didn't move and the cowboy was spared injury. Eventually, Claude was able to compose himself and from a very undignified position, politely re-

quested assistance which sounded something like "#@*#*", GET ME OUT OF HERE!!!!" As Brad and Deanne removed his boots from the stirrups, he floated gently to the ground and disappeared into the snow. (Perhaps, in winter, Claude should consider staying indoors, where he can remain upright and visible.)

Among the numerous skills required of a cattleman is the immunization of calves. The established procedure is performed in the barn. Brad holds the calf, Claude gives the shot. This usually works. Occasionally, however, a calf refuses to participate. One particularly uncooperative calf took Brad by surprise and bucked, shoving Brad's backside into Claude's waiting needle. The calf bucked again, shoving brother into brother and the plunger plunged. Fortunately, Brad suffered no ill affects from the cow shot. In fact, to this day he remains free from blackleg. Once again, the cattle were entertained as they watched a Strauser become the butt of a joke.

Though not always in the midst of the adventures, by choice as you might expect if you know the others, Deanne, also an engineer, has the awesome responsibility of not only being Brad's wife, but of also



Deanne and Adam Strauser down on the farm.

(Continued on next page)



Farm (cont.)

attempting to live a normal life on a Strauser farm. Though she is subjected to numerous Strauserisms on a daily basis, she remains calm, going with the flow, providing support, raising the children, reaping the entertainment benefits, while reserving the right to detach from the ridiculous as she chooses. A very strong and tolerant woman is Deanne who has the utmost respect of all who know the other two.

Other family members have also been known to join in the fun, although sometimes quite by accident. One day, while videotaping their stepfather landing a huge catfish from a fishing boat, Brad watched in amazement as the fish threw the human overboard and stole the boat. He (Brad, not the fish) was accused of orchestrating the incident for the sake of the camera, but he pled innocent. (Just HOW he got the fish to do that remains a mystery).

Both brothers have achieved considerable notoriety and have appeared frequently in the Sullivan newspaper through the years. Consider the small town concept of newsworthy events. Claude has been featured 11 times for 11 awards. Brad has been featured 10 times--one award, once for running a stop sign and eight speeding tickets. This is but one sequence of events which inspired this notable quote from someone very near and dear to them: "Brad, when are you going to grow up and be a good boy like your brother?" (Their mother, 1994).

Collections and Collectors

by Larry McCarthy

I've always been interested in the things people collect--not necessarily the objects themselves, but just the fact that someone has a collection of _____ (you name it, and I assure you someone, somewhere has a collection of them).

That observation was borne out when I asked people to share with me what treasures they collected. The items ranged from antique autos to volksmarching medals. And just what are volksmarching medals? I was curious so I went to the person who has the collection, Suzi Reinkemeyer, and she volunteered to bring some into the office. The medals are of various shapes, sizes, scenes, etc., and are presented to those who complete the "marches" (hikes/walks), of specified distances. Suzi had acquired these while she and her husband were in Germany during the years 1984 to 1988. She must have gone on these marches almost every weekend, since what she brought into the office was only one-fourth of her collection!

Two of our employees are involved in antique auto collecting. Janet Ulivi and her husband collect antique Fords (mainly Model Ts, but they also have a couple of Model As. The oldest model they have is a 1913 model T. Chuck Rhoads is not only a collector, but an automotive historian, specializing in the automotive industry of St. Louis. His oldest is a 1903 St. Louis, built by the St. Louis Motor Carriage Co. His collection of antique vehicles also encompasses antique construction equipment, including six crawler tractors, the oldest dating to 1921.

Another car collector is Gregg Kocher, who began collecting Mattel "Hot Wheel" cars when they first appeared in 1968. Gregg has over 300 of these miniature vehicles!

Back in the area of antiques, MaryAnn Dostal collects antique toys, and is always interested in adding and upgrading her collection.

Without doubt the greatest number of items in the collections I heard about would be Keith McMullen's 100,000 sports cards! You really have to have a system to keep all those straight.

Jim Luebbert has concentrated his collecting on baseball cards and on his book collection, which fits right in since Jim is one of our Historians.

Kenneth Brimm has collected historical material/books from the Army, Navy, Air Force, and Marines. Ken states that this material is even available on a check-out basis for anyone interested.

What must be a very colorful collection is Angela Sanders' collection of porcelain roses, and Robert Cox rose paintings. In addition, if anyone out there has some spare \$2 bills, Angela also collects those.

There's also an employee who collects belt buckles, walking sticks, marbles, foreign currency, match books, and turtle, buffalo, and Santa Claus memorabilia, as well as Irish buttons. Poor fellow can't seem to stick with any one thing.

I'm sure there are many more interesting collections out there, but these are the ones people told me about. It gives you an idea of just how varied collections can be. If you share a common interest with any of these collectors, why not give him or her a call?



The dollmaker

by Anne Woodrome

Karen Bautsch first started dollmaking about eight years ago, while working in a fabric store. Her manager was a dollmaker, and wanted to get Karen started in this hobby. One evening after work, her manager asked her to come in about a half hour early each morning for the next week. The first morning, she was handed a box containing a small doll head, and a

set of doll hands. Her manager told her to paint on a face, and paint the markings on the hands. Throughout the week, the manager walked Karen through each step of the way until the doll was complete. At that time Karen's daughter was 10 years old. Karen gave her first hand made doll to her daughter for Christmas.

This is how Karen was introduced to this wonderful 'art'. She truly enjoys it. Making her dolls literally from scratch, she starts by pouring the mold, cleaning, firing, painting, and assembling the doll itself. She then sews the clothing and dresses the doll.

Shortly after she started at the Corps about six years ago, Karen discovered another Corps employee interested in dollmaking. Mary Ann Swip (formerly from RM; now retired) and Karen became good friends with this mutual interest. They took several classes

together to learn different techniques. Mary Ann now has her own dollmaking business, called 'Mimi's Kids'.

There are competitions at the local, state and national level for dollmakers to enter, and there is a class available which presents its graduates with a Doctor of Dollmaking certificate.

At the present time Karen is quite busy, with working and two active teenagers, so currently she is not as involved with dollmaking as she would like to be. Since she began her hobby, she has completed 14 dolls.

I have seen only one of Karen's dolls, and it was absolutely beautiful. She would definitely offer some tough competition to other dollmakers if she ever decides to compete. I hope she continues with her craft; she is very talented.

Where did they come from?

by Terrie Hatfield

As a fairly recent arrival to the Corps of Engineers, I've noticed that a number of the St. Louis District's employees have been with the Corps (seems like) forever...at least since the dawn of their careers. The recent arrival of many new faces, however, is the direct result of the downsizing of other federal installations located in the St. Louis area. The overwhelming majority of employees relocating to the Corps were previously employed in the DLA installation (DCASR) located on the 9th floor of the RAY building. Some of us arrived individually, some came in groups, but the one thing we had in common is that nearly all were picked up from the Priority Placement Program (Stopper List). We,

like you "old" Corps employees, Worked together for many many years. "Old" Corps employees don't realize just who and how many of us there are until you try to introduce us to each other.

If anyone ever has doubts about whether the Priority Placement Program works, just look around you.

Six Flags tickets

Six Flags tickets are now available through your CAC. One-day, two-day adult and season passes are available. Get your "Bonus Bucks" for additional in-park savings with each ticket you purchase.

Contact Russ Elliott, room 4.100, phone 331-8644, or Linda Wichlan, room 3.100, phone 331-8315.

Rockin' Roger

by Connie Driscoll

Roger Hayes is one of three Park Rangers assigned to the District Office. Part of his duties include going to each of the District Lakes training new Park Rangers.

During a festival in Carlyle a few years ago, I walked into the County Seat Deli and Delights shop and listened to Roger sing. His talent in music is why I selected him for my ESPRIT article.

Roger's interest in music began at age eight, and his first performance in front of a group was at age 12 when he performed for the boy scouts. At age 18 he was part of the rock n roll group, the Rebels. The group played in the Freeport, Illinois area for country clubs, private parties and area high schools.

(Continued on next page)



IM chief is an artist too

by Kathy Hatfield

Carole is the oldest of 6 children. Her mother was widowed at the age of 35 with 6 children to support. The children became self-reliant at a young age, which developed into a strong independence with definite opinions on every subject. ("Pick a subject and I can tell you if you are wrong!") Imagine - somewhere, out there are six Pitzers.

In high school Carole was involved in numerous activities. She was senior class president and a member of the honor society. During high school she worked full time to assist in supporting her family.

After high school she worked for Union Electric until beginning her education at Washington University where she could pursue her interest. She attended the Fine Arts School, receiving a degree in Design and Sculpture.

As a starving artist, one had to choose between buying art supplies or food. It got to the point that one had to use creative methods to procure art supplies. Carole started with a class of approximately 70 art students and was among the 18 who graduated.

As graduation approached, Carole was asked by the Washington University Sculpture Department to become one of the first participants in the newly established, first year Sculpture Master Degree program. But, even though scholarships had paid for much of her tuition, family and other financial responsibilities required her to begin a full-time career with a steady paycheck and she had to decline the offer. She knew she had the talent to continue her art work on

the side. Later in 1972, Carole received her Masters degree in Psychology and Business Administration from Oklahoma University.

Carole began her career at MECOM, (AVSCOM later) as a Technical Equipment Illustrator. The Army announced a special one-year COBOL training program for 16 employees. Carole applied with 386 other people and talked her way in.

Carole finished training and was placed in the programming section which she hated.... "working out the problems and working with the customers was fun, debugging was fun, but the documentation was not fun and was very boring."

Implementation of a highly complex system at AVSCOM required volunteers. Women were not expected to apply because of the stress & shift work. In the whole country only 4 women volunteered for this new project, one in St. Louis... Guess who?? "We worked an average of 12 to 14 hour days and nights and every weekend. It was a very tough and stressful job. You had to have a sense of humor and remember the customer was dependent on your input."

During her career at AVSCOM, she made extra cash painting portraits. "I remember painting a portrait of a fellow employee and her husband. I charged her very little. After I figured out my hours and supplies I had made something like 17 cents an hour, but when I visited her home, the painting had a place of honor in the living room. That was probably the best commission I had ever made."

She continued painting on the side for quite a while, doing freelance work for the Heart Institute, entered numerous shows in Mis-

souri, sculpture shows in Washington, D.C., etc. Then she turned to writing short stories, and had a couple of Literary Agents tell her to do "The Great American Novel", but she did not take the time. Some of her scripts were shown to Robert Wise, Director of "Sound of Music".

Carole then entered a partnership with an Architect, assisting in designing the logo, stationary, and developing renderings to simplify design concepts. She continues to handle the computer maintenance, and assists in running the overhead in the office. So when Carole retires, she has another opportunity waiting for her.

"Hobbies: Golf, Reading, gardening and arguing with my dog... I win a lot of those! I have traveled around the world and the U.S. and have seen a lot. I have experienced great pleasure in seeing artwork everywhere I have traveled. This is still a high interest of mine and will always be one of my first loves. I plan to retire soon, I have given my time and effort to every job with the hope I leave a generation behind that will carry on better than I ever thought I could. I hope I have succeeded....."

Roger (cont.)

For three years, between 1969 and 1972, he played lead guitar in the group, Porters. He plays guitar, harmonica and several other instruments. Roger's favorite music now is big bands, in particular, Tommy Dorsey.

Roger's interest in Nature Study led to his career as Corps of Engineers Park Ranger.

He is the proud father of two young men who share his love of the arts. Casey is a professional actor, and Chad is a member of an alternative rock group, Forcefeed.



Rector/Strunk prescription

by Patrick J. DiBello

The Rector/Strunk Prescription is a tonic that has been used to have fun, develop character, enhance the quality of life. The tonic is a mixture of snow, skis, hills, tents and canoes.

The discovery of this tonic started in 1972 when Mike Rector (ED-DC) was working for the Corps' Cold Regions Research and Engineering Laboratory in Hanover, New Hampshire. He tried snow skiing once and was instantaneously hooked. In 1973 when Mike returned to The St. Louis District, The Pied Piper of skiing was born.

Mike's passion for skiing spread quickly. Some of those infected with the "ski bug" were Jim Brown (ED-GI), John Heitzman (CO-QT), Ed Pucel (IM-I) and Larry Strunk (CO-W). Others, too numerous to mention, were infected also. The nucleus of friends which started in the younger, single days, continues twenty years later and has expanded to their family structures.

Mike taught for four years at Hidden Valley (HV). Although he is not presently an instructor he has directed his energies as a coach for the HV Ski Team. Mike has received The U.S. Ski Association (USSA) Level I Ski Coach Certification obtained through testing following an intense coach clinic. The Ski Team reaches about 55 people

mostly in the 7 - 18 year age range, with a few highly energized adults. The team is divided into two categories, a developmental team that is in the process of learning and a traveling team. The traveling team is involved in USSA sanctioned races (20 between Dec. and March). The races occur throughout the Upper Midwest and are primarily Slalom and Giant Slalom. However, some events include Super G and Downhill races as well.

Maximizing the impact of his talents, Mike met his skier wife, Diane. She immediately became his best student. This love of skiing spread naturally to Mike and Diane's children who were introduced to the sport at the age of five. The children's passion for the sport is attributed to Mike's philosophy of teaching/coaching and that is: Make sure the kids have fun in the process. The philosophy worked. At age 15, his daughter Traci will race on the Traveling Team next season. Son Christopher and daughter Jackie (twins) will race on the development team next season and are coming on strong.

The Rector Family venture is very much shared with the Larry Strunk Clan and others mentioned earlier whose friendships have grown and survived the test of time. Larry's wife Linda, son Jason (16) and daughter Leslie (12) are all avid skiers. Larry has been an instructor at HV. They have all competed and raced in National Standard Races (NASTAR). Each of the Strunks were among the top ten in the state of Missouri in their respective age groups during the 1993-1994 season. For example, Jason placed 5th among 13-15 year old boys, Leslie placed 3rd among 10-12 year old girls, Linda was tenth in her age group and Larry was first in his.

The Pied Piper Clan has evolved in multi-family closeness. Ski trips made during the last sev-

eral years have taken place via caravan trip, charter bus and air travel. Water skiing and camping are alternate interests of the family group. The adults and children have not only experienced fun, but have established deep, caring relationships. A remarkable formula for creating a character based foundation for family growth and development conducive to creating peace and happiness. That's the beauty of the experience. In the vernacular of Steven Covey, author of Seven Habits of Effective People, Mike, Larry and others involved in this marvelous life adventure have found the key to keeping the "saw sharpened".

Golf tournament

The annual St. Louis District Spring Golf Tournament was held on Friday, April 21, at The Legacy in Granite City, Illinois. Fifty-six golfers participated in the two-person scramble, competing in one of three flights. In addition, there were long-drive and closest-to-the-hole contests in each flight.

The winners by flight were: 1st Place: Championship - Johnson/Meldrum, A Flight - Woodruff/Butler, B Flight - Pitzer/Sherbine. 2nd Place: Championship - Baldus/Atchley, A Flight - Wingrove/Lutz, B Flight - Butery/Denzel. 3rd Place: Championship - Siemons/Kruckeberg, A Flight - Dierker, S./Feldmann, B Flight - Lindsay/Wernle.

The District golf league has begun play and, after the first three weeks, Ron Messerli's "Scramblers II" has a slight lead over Bill Meldrum's "Golf Trek." With 15 weeks left to play, all eight teams are still in the mix for the 1995 league championship. At the conclusion of the league season, a fall tournament and banquet will be held at The Woodlands golf course in Alton.



Fitness, fun and frogs

By Patti Carr

In the still, quiet hours before the dawn, a small but fiercely dedicated band of runners convenes in the RAY Building Life Center. Just before 6:00 AM Monday through Thursday these "fitnuts" meet to run 4-6 miles - they try to get an earlier (5:00 AM) start on Fridays to get in 10-12 miles. Known among their intimate circle of followers as the "1,000 Mile Club", these models of fitness log anywhere from 1000 to a record high 1616 miles each year - and, remarkably, have a good time doing it!

Since its beginnings in 1989, the club has seen several members pass through its ranks. Founder and self proclaimed President/Historian "Iron" Mike Brazier has been plagued by injuries for the past several months, but he, Jerry McClintock, Tom Ruf, and Tom Quigley form the nucleus of the group. Also included are Captain Frank-buy-a-vowel Chlisczyk, Chief of Staff for the Second Coast Guard District (better known as the winner of the Captain Jean-Luc Picard look alike contest) and relative newcomer Jennifer Watkins. Joining the group in April 1994, Jennifer more than holds her own

with the 1,000 milers and is currently the only female member.

As with most any club or organization, this merry band has defined its own culture complete with myths, legends, rituals, and heroes. Among their most entertaining legend is Tom "Frogman" Quigley's "run-in" with a very large amphibian.

Picture if you will a sunny, crisp spring morning in the Lafayette area of St. Louis city. The runners gather, stretch (as is the ritual before and after each outing), choose a route and take off in their usual robust fashion. Normally the pace setter, Quigley lags slightly behind. From here the happy scene takes a nasty turn as Quigley is suddenly downed by a 2-ton frog!! As the story goes, the 4 1/2 foot tall concrete creation by Robert Cassilly resided unharmed near the sidewalk in front of his owner/sculptor's residence for quite some time. On this day, however, Quigley, straining to catch up with the pack, takes a froggie nose in the ribs and drops like a limp dishrag to the pavement. Says Quigley of the incident: "the sun was in my eyes." (Duh!)

As word of the vicious attack

spread, Jerry McClintock set out to make sure Tom never forgot that frog. Assisted by Paul Kornberger (nemesis of all who exercise, but of this group in particular) and others, McClintock raised several hundred dollars from friends and co-workers to purchase the offending creature as a birthday gift. Transported by crane and ceremoniously placed on the Union, Missouri lawn of the Quigley estate, "Frank" (the frog, not the Captain) now serves as a daily reminder of that fateful day.

Another facet of this club is the "running" dialogue they maintain with Kornberger. Good natured ribbing (but not on Tom's bruised side) is carried on in the halls and at social gatherings. Kornberger (the very definition of a couch potato) alleges that on several occasions he has challenged and beaten the Nikes off the runners in every sporting event from horse shoes to no-rules, power badminton - a game he invented. He further states that while he has not had occasion to visit a medical facility in twenty years, the runners keep their Sports Medicine Specialist's phone number on speed dial!! Kornberger attributes his athletic prowess to clean living and the love of a good woman. His competitors, however, credit always getting the high side of the volleyball court and teaming with Jerry McClintock (a runner) and Brenda Chlisczyk. Proof of his envy of runners and his unspoken desire to be more like them, Kornberger has lost over 30 pounds as of this writing and is working toward another 10. He was recently overheard saying that he feels so light, he might just hit the pavement himself. Hopefully, it will not be as a result of an altercation with a 4,000 pound concrete Kermit.



"The frog" arrives at the Quigley residence.



COE-USCG Partnering on DGPS Radio beacon network installation

In October 1991 an LMVD committee was appointed to establish a network to position survey vessels, dredges, buoy tenders, and contractor boats doing hydrographic surveys within the limits of LMVD. The committee had members from all LMVD Districts and the Topographic Engineer Center (TEC), the Corps precise surveying laboratory located in Fort Belvoir, Virginia. Members of the committee from St. Louis District were Steve Johnson, IM, and Robert Mesko and Charles Turlin, ED-HG.

Meetings defined the accuracies necessary and selected the positioning method using Differential corrections through use of the Global Positioning System (DGPS). This system uses a series of twenty-four (24) satellites orbiting the earth, continuously transmitting signals which can be used to triangulate an accurate position when at least three (3) satellites are simultaneously visible from the vessels receiving the signals. (These same satellites were used for positioning by the military during the Desert Storm Operation).

In December, 1992, a meeting was held with the U.S. Coast Guard (USCG) to discuss the possibility of partnering on this effort since they were implementing a similar network for the Coastal and Great Lakes areas. By partnering, a vessel, traveling from the Coastal or Great Lakes areas through the Inland Rivers, could use one compatible system for positioning. The USCG was striving for a ten (10) meter accuracy; whereas, the COE was needing a two-three (2-3) meter accuracy. Testing DGPS units in New Orleans in July, 1993, with USCG, COE, and TEC personnel, determined that the better accuracies could be achieved by us-

ing newly developed dual frequency GPS units. This then led to a Memorandum of Agreement (MOA) between the USCG-COE, signed by Major General Stanley Genega, on 27 Feb 94.

The St. Louis District was the FIRST LMVD District to begin transmitting Differential GPS corrections from our Summerfield, Illinois radio tower site on 30 Mar 94. The MV MISSISSIPPI used this signal for positioning during their annual trip in April, 94. Work continues to upgrade our site to a "full integrity monitoring station". This step will send DGPS signals via telephone lines back to USCG headquarters in Alexandria, Vir. for 24 hour monitoring to assure continuous and accurate transmissions are achieved. Entire installation is scheduled for completion by September, 1995.

This has been a TOTAL TEAM EFFORT by several of "Our District People". ONLY through all involved, working together, could this accomplishment have been achieved so expeditiously. Savings are being realized daily as a result. THANKS TO THE FOLLOWING:

Real Estate Coordination- Shar Caulley, Roberto Escalara, Gary Jacobs.

Procurement of Equipment- Nancy Conner, Barbara Jarman.

Field Site Preparation (Carlyle Management Office)- Joe Smothers, Jim Lampy, Jody Harris, James Hawn, Janine Hegger, Donna Henrichs, Andrew Holthaus, Edwin Koopmann, Leonard Koopmann, Joseph Lueke, John Peltis, William Ross, Jr., Ronald Sample, Bernard Von Hatten, and Michael Kuntz.

(ED-HG, ED-HP)- Bill Moeller, Bryan Colgate, Mike Myers, Ray McCollum, and Darren Mulford.

Funding Support- Phil Eydmann

Archeological Support- Terry Norris

Service Base Receiving- Todd Stoeckel

Computations/Calculations- Bill Meldrum

Radio/Electronics- Steve Johnson

Technical Support/Coordination- Robert Mesko, Charles Turlin
JOB WELL DONE!!!

News Briefs cont.

Hydrologist's tour

More than 100 hydrologists from all over the U.S. came to St. Louis for the National Meeting of the U.S. Department of Agriculture, Agriculture Research Service and the Natural Resource Conservation Service. They visited the Melvin Price Locks and Dam and the Rivers Project Environmental Demonstration Area. Park Rangers John Cannon, Julie Ziino and Bill Fauke, Ray Kopsky from Potomology Section and Lockmaster Tom Miller lead tours. The group also toured St. Charles County, the areas where levees broke during the flood and the damaged towns.

Career Fair

The 1995 Career Fair, sponsored by the St. Louis Public Schools, drew more than 4,000 students and 500 exhibitors to the Convention Center for a two-day event. For the second year the Rivers Project Office participated, offering stu-



News Briefs cont. Rend Lake campground named for Dale Miller

dents information on career opportunities in the Corps.

Public shelter

The Corps of Engineers, with the help of volunteers such as the Clopton High School Ag. Mechanics, Industrial Technology and Woodworking classes, is building a shelter for the public along the Clarksville, Missouri, riverfront.

The shelter will serve many purposes and provide a facility for an array of occasions and events. The shelter and upgrades are being built on Corps land with the concept plan prepared based on input from Clarksville residents and businesses to enhance the usefulness of the riverfront. Over the next few years trees will be placed and the visitor viewing platform at the lock and dam will be replaced to better facilitate public use.

Since a looped walkway was put in last summer, it is being used as a one-sixth mile walking track.

Rend Lake:

Rend Earth Day

Rend Lake hosted its largest Earth Day celebration ever on April 21 and 22, as almost 1,200 school children and teachers gathered at the lake to participate in some of the 14 activities being offered. A number of other agencies also sponsored programs at the event, which included everything from water quality programs by the St. Louis Science Center, to raptor programs by the local wildlife rehabilitator, to land reclamation programs by the Illinois Department of Mines and Minerals.

More than 150 friends, family and fellow Corps employees gathered on May 12 to celebrate the life and accomplishments of the late Dale Miller, former Park Ranger and Assistant Park Manager at Rend Lake. They gathered to formally dedicate the former Sleepy Hollow Youth Area as the Dale Miller Youth Area. It was a fitting tribute to a man who, during his 17 year career at Rend Lake, helped develop this area as well as many other resources at the lake, including the nationally and internationally recognized deer hunt for the disabled.

Local citizens initiated requests to rename the area in Dale Miller's honor. The area becomes only the third in the St. Louis District to be

named after a Corps employee.

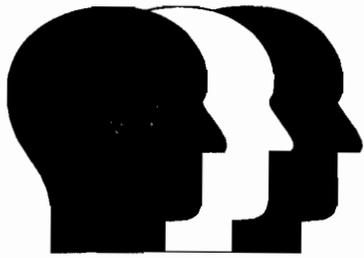
Colonel Suermann, Park Manager Phil Jenkins, Dale's brother and children all spoke at the moving and reflective ceremony. Several rangers who worked with Dale planted a redbud tree at the ceremony to serve as a living memorial.

Entertainment was provided by members of the Benton High School band.

In a recent article in the Southern Illinoisan newspaper, Park Manager Phil Jenkins said, "I don't think there is a more appropriate honor. The way Dale worked with people in general and kids in particular, a youth area is entirely appropriate."



Relatives of the late Dale Miller gather by a sign proclaiming the area the Dale Miller Youth Group Area.



EEO matters

By Jean Stephens, EEO Officer

American women in the 1980s - 1990s have more opportunities than those of earlier generations. They can thank their mothers, grandmothers and great-grandmothers for their modern day advantages. Some of the pioneers listed below are only a few of those who opened up possibilities for all U.S. women.

1642: Margaret Brent's name first appears in court records in Maryland. The first woman lawyer in colonial America, she represents relatives and friends and also acts as her own lawyer in many lawsuits.

1734: Maids in New York City establish the first women's labor organization. Their grievance: abuses by their employers' husbands.

1819: The Bank for Savings in New York City becomes the first savings bank in the U.S. to accept deposits from women.

1824: Female weavers in Rhode Island protest longer hours and reduced wages. They are the first women to take part in a labor strike.

1837: Mary Mason Lyon, a New England teacher, founds the first college for women - Mount Holyoke, in South Hadley, Maine.

1848: Lucretia Mott and Eliza-

beth Cady Stanton organize the Seneca Falls Convention in New York, formally beginning the women's rights movement. Delegates draw up a "Declaration of the Rights of Women."

1853: The first American woman minister, Antoinette Brown Blackwell, is ordained in South Butler, New York.

1857: Elizabeth Blackwell, the first woman doctor in the U.S., opens the first hospital with an all-women staff in New York City.

1870: Ada H. Kepley becomes the first American woman to receive a law degree - from Union College in Chicago, Illinois.

1892: Susan B. Anthony is key in forming the National American Woman Suffrage Association and begins a national push to win women the right to vote.

Next month we'll see what happened in the 1900s.

800 numbers aren't always toll-free

by Evelyn D. Harris
American Forces Information Service

If you think "toll free" and "800 number" mean the same, beware. A 1992 rule change made it legal for companies to charge consumers for certain 800 calls, according to Federal Communications Commission officials. Furthermore, while customers can block 900 number calls, they cannot block 800 calls.

The 1992 Telephone Disclosure and Dispute Resolution Act said 900 numbers should be the prime means of access to telephone information and entertainment services. However, it allowed companies to bill for certain 800 entertainment and information calls providing

callers "presubscribed" to receive the service.

According to FCC's Mary Romano, complaints concerning companies' abuses of this privilege led the FCC and the Federal Trade Commission, the two government agencies regulating the telephone industry, to strengthen consumer protections in rules effective November 1, 1994.

The new rules prohibit an information provider from billing for an 800 call unless the customer pays with a credit card (which gives consumers important billing error dispute resolution rights) or unless a legally competent adult establishes a presubscription arrangement in writing.

The rules generally prohibit companies from placing collect re-

turn calls to 800 number callers. In addition, companies cannot direct pay-per-call services to children under 12 unless they are educational services directed to areas of school study. Services directed to children under 18 must state parental permission is necessary to make the call.

Consumers can report problems with telephone information or entertainment services to the National Fraud Information Center, a private organization. Call toll-free 1-800-876-7060. It is open 9 a.m. to 5:30 p.m., Eastern Time, Monday through Friday. The center will also report complaints to the national Telemarketing Complaint System operated by FTC and state attorneys general.



Coming Events at the lakes

Carlyle Lake:

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:

June 10-13	National Fishing Days
June 17-18	Arts & Crafts Show
July 4	Fireworks Over The Lake
July 9	Visit With Lincoln
July 21-23	Aqua-Fest '95
July 28-30	25th Anniversary Celebrat.
Aug. 19	Okaw Indian Festival

Rend Lake:

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 pro-

grams on Saturday evenings) run weekends from June 3 through Sept. 2.

Mark Twain Lake:

April - June	Recycling Exhibit
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:

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:

June 10-11	National Fishing Fair - Pere Marquette State Park and River Awareness
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For those who would like to camp AND cruise

For those who may be looking for a new vacation experience, you might try a river cruise in your R.V. How do you cruise on the river in your R.V. without getting very wet? Read on.

A query from the public prompted CO-TO to research the question about taking your camper aboard a barge to cruise on the Mississippi River. Sure enough, there is a company called R.V. River Charters, Inc., which does just that. There may be more companies like Charters, but CO-TO found only one in their initial search.

The company allows up to 39 recreational vehicles to board three barges to form what they call a "cruising campground." They pro-

vide a variety of cruises, most of which begin and end in New Orleans, and none of which goes further north than Cairo, Illinois.

The longest cruise boards in Guntersville, Alabama, and travels 1,280 miles on the Tennessee, Ohio, and Mississippi Rivers, ending in New Orleans in 15 days. The barges stop at river towns for shopping and entertainment. The cost averages between \$300 and \$400 per day. They have full hook-ups and even allow pets.

If you are interested in getting more information about such cruises, or in case you get a phone inquiry on the subject, the telephone number of R.V. River Charters, Inc. is 1-800-256-6100.

District recognized by CASU Library

The CASU Library has recognized the St. Louis District for its contributions to the library with a certificate of appreciation. The District contributes periodicals and videos to the library that can be checked out and used by any federal employees in the RAY Building. Art Taylor, head of Library and Information Services, said he wanted to show appreciation for the District's contributions to the library.

Quote of the month

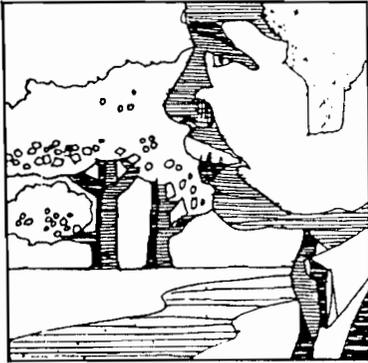
Confidence, like art, never comes from having all the answers; it comes from being open to all the questions.

Earl Gray Stevens



To your health

Designing personal stress reduction techniques



Visualize a peaceful scene.

If stress leaves you feeling exhausted, your health can suffer. Stress is linked to health problems ranging from poor immune function to high blood pressure and heart disease. It can be a killer.

When work and home life demands seem very difficult to satisfy, it could be time to design our own personal stress reduction program. Consider this advice:

* Beware of self-absorption.

Consider how often you use words like "I," "me" and "mine." A preoccupation with self-interests can raise your blood pressure. Work as part of a team, or part of a family.

* Control cynicism and hostility. Both multiply stress. Stanford University neuroscientist Robert Sapolsky recommends practicing "timeout behavior." It's more healthful to walk away from a hostile encounter and take 30 minutes to read, do easy work, exercise or practice a hobby.

* Search for control. Important studies by researchers at Cornell Medical College found that the most stressful jobs were those that were demanding, but had relative lack of control. There may be areas where you could find more autonomy. Discuss them with your boss.

* Find ways to control stressful situations in your home. Perhaps you could arrange specific days when you and your spouse will care for children before the dinner hour, or have separate checking accounts so you can control your own expenses.

* De-stress your commute.

Studies at the University of California at Irvine show that ride sharing, even a couple of days per week, lowers blood pressure. Or listen to books on tape. Stretch and change your position as you drive.

* Change yourself. We can't usually change other people, but we can change our own perceptions.

Anything that calms your mind can improve your health. Stanford studies revealed stress-management techniques that range from prayer to biofeedback, visualization of peaceful scenes, and taking walks.

To protect yourself from stress, consider these additional steps:

1. Analyze "working" blood pressure. One in five adults analyzed by the Institute of Stress Medicine in Jackson Hole, Wyoming, suffered extreme surges in blood pressure during stressful situations. Their systolic readings rose from a normal 120 to about 300, making them primary candidates for a stress-induced heart attack or stroke. If you suspect you are a "hot reactor," get a working blood pressure test.

2. Fight loneliness. Researchers at the University of Michigan found that social isolation is statistically as dangerous as smoking, high blood pressure, obesity or lack of exercise. But any companion, even a fish or a dog, will buffer stress. The act of watching your

fish or petting a dog lowers heart rate and blood pressure.

3. Watch for symptoms of stress, including: prolonged fatigue, insomnia, indigestion and lack of appetite, loss of libido, inability to concentrate and feeling that your life is out of control.

Relief from chronic fatigue

Doctors may be able to alleviate some of the symptoms of chronic fatigue syndrome (CFS) by treating patients' blood pressure. After studying adolescents with CFS, researchers discovered that when the patients stood up, their blood pressure would fall instead of rise as it does in healthy people.

In these patients, not enough blood was pumped to the brain, leading to the foggy-headedness DFS patients often complain about.

Oatmeal for sunburn

If you have misjudged your time outdoors and find you have an extensive sunburn, scatter a cup of dry instant oatmeal in a tub of cool water and soak for a while. The oatmeal soothes the skin and reduces inflammation. Cornstarch is also effective. Avoid anything that contains oil, such as baby oil or creams with methol or camphor. These seal in the heat and can irritate an already reddened skin, according to the University of California at Berkeley.



Retiree Review

By the Retiree Correspondent

Twenty-four retirees braved the rains, floods, tornadoes, etc., to attend our monthly luncheon.

Since the Puricellis were out of town attending a granddaughter's first communion, Elmer Huizenga took charge. He had a multitude of stories. Someone told him to give the "Story Book" back. He was full of them. Reminded me of Jim Clearman or Jenny Dunkman with no hesitating between stories. Remember them? Al Simon used to run down the hall when either one came into our office.

Stan and Marlene Wiseman have returned from Arizona - into all this rain. They say they're ready to go back. They had pictures of their place out there. I'd hate to leave it too. Beautiful flowers. A lovely place.

Leu Scheuermann, Ron Bockhorst, Don Wampler and Kate Stiles had May birthdays. Congratulations and many more.

Kate had visited with Mary Jane Jansen and Howard Neu at the nursing home. Mary Jane is improving. She carried on a nice conversation. Howard says there's nothing wrong with him. He takes a Capotan (heart) pill whenever he thinks of it. He wouldn't tell me his age, but I can guess about 86.

Kate had talked to Fran Hessler. Her tumor has

reduced in size and she has been attending church. That's great. Hope everything keeps on looking up. She is able to be alone. Her son lives nearby. Good luck Fran.

Kate has tried to call Irving Brandt's, but no answer. Let's hope they're on vacation.

Henrietta Creel has moved to 4222 Minnesota, Apt. G, St. Louis, MO 63111. Telephone 353-4546. She likes her apartment real well.

Jim Baker, Charles Denzel, Bob Maxwell, John Jansen and Steve Williams were the lucky ones with the Pot-O-Gold.

Again this month we did not have a District representative present. Guess this flood has them occupied. We hear by grapevine there is a reorganization underway. We're still interested. Just because we're retired doesn't mean we've forgotten. The District Picnic will be the day after our next luncheon. I attended last year and really enjoyed it.

Our condolences are extended to the family of Rosemary Tiefenbrun, widow of Alphons Tiefenbrun. She was buried May 19th.

Hope to see all of you at our June 15 luncheon. About 11 or 11:30 at the Salad Bowl. Good food, good friends, good (?) jokes, etc. Come join us. Mark your calendar for June 15. Be there!

Microwave for more nutritious vegetables

Vegetables cooked in the microwave oven retain more nutrients than those that are boiled, steamed or baked. Researchers at Cornell University, where the landmark study was conducted, give these instructions on how to best retain nutrients.

1. Add very little water. Ideally, no water should remain when cooking is completed.

2. Defrost foods in the microwave. They retain more vitamins than those defrosted at room temperature.

3. Cover foods that you cook in the microwave oven. Covering reduces cooking time and nutrient loss.

4. Cook quickly. Use the highest setting on the oven. Longer cooking time translates into more loss of nutrients. When purchasing a new microwave oven, buy the most powerful one you can afford so you can cook vegetables for a shorter time.

5. Be careful not to overcook. Make use of recommended standing time after the timer goes off to finish the cooking process.

Duplicate documents

Before leaving on a trip, write down the numbers of your traveler's checks and photocopy your passport, airline ticket and credit cards. Leave one copy with a friend at home and carry a second copy with you. This precaution could save you a great deal of time if your documents are lost, say the editors of New Choices magazines.



Operation Coronet Worried Combat-Seasoned Yanks

ENEMY EXPECTED TO 'DO OR DIE'

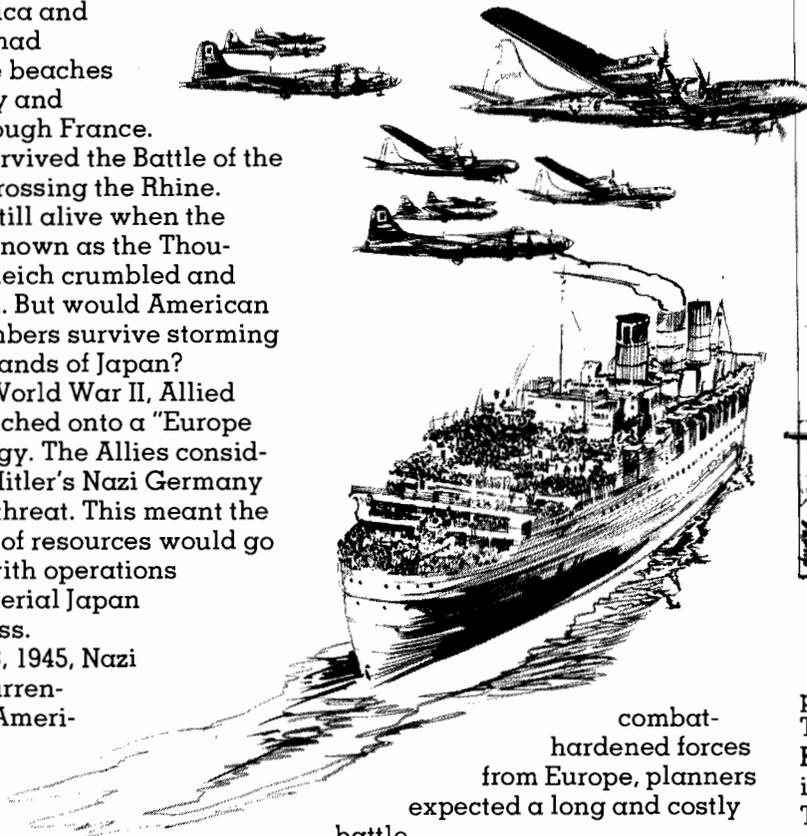
They had survived fighting in North Africa and Italy. They had survived the beaches of Normandy and fighting through France. They had survived the Battle of the Bulge and crossing the Rhine. They were still alive when the nightmare known as the Thousand-Year Reich crumbled and surrendered. But would American service members survive storming the main islands of Japan?

Early in World War II, Allied planners latched onto a "Europe First" strategy. The Allies considered Adolf Hitler's Nazi Germany the greater threat. This meant the lion's share of resources would go to Europe, with operations against Imperial Japan receiving less.

On May 8, 1945, Nazi Germany surrendered, and American service members in Europe rejoiced.

But their joy soon turned to apprehension. After surviving everything the Nazis could throw their way, many service members boarded ships bound for the Pacific and the invasion of Japan.

In the Pacific, American service members awaited these reinforcements. Soldiers, sailors, Marines and airmen readying for the invasion recited doggerel about their possible fate. "Home alive in '45" was fast giving way to "Golden Gate in '48." Even with



combat-hardened forces from Europe, planners expected a long and costly battle.

The Allied assault on Japan had a code name of Downfall. The name for the first phase of the invasion of Japan was Operation Majestic. Under this the Allies would land on the southernmost island of Kyushu. General of the Army Douglas MacArthur would have overall responsibility for the invasion; Fleet Admiral Chester W. Nimitz would command all aspects of the naval campaign. Planners set the invasion for Nov. 1, 1945. MacArthur expected 50,000 casualties in establishing the beachhead.



The Allies called the second phase of the operation Coronet. This called for a landing on the Kanto Plain at Tokyo on the main island of Honshu in March 1946. The U.S. Eighth and Tenth armies would lead the way, with the U.S. First Army — veterans of Europe — following.

Facing the Allies was a mostly intact Japanese army of 2.35 million troops. Allied planners expected almost 4 million Japanese army and navy civilians and a militia of 28 million to augment these forces.

For U.S. soldiers, sailors, airmen and Marines none of this was comforting. But their problem would dissolve in the devastating U.S. bombing mission over Hiroshima.