

ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

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In this issue...

Taekwondo

... page 5

Work hours

... page 5

ACAP

... page 10

Education
program

... page 11

King

... page 12

Flu

... page 14

Carlyle Lake



Carlyle Lake is located in south central Illinois about 50 miles east of St. Louis. The project was authorized by the Flood Control Act of 1938 and modified in 1958. Construction began in 1958 and the multi-purpose lake opened in 1967. The lake is fifteen miles long and 3 1/2 miles wide and has about 11,000 acres of public land. The purpose is to provide flood control, environmental stewardship, recreation, water supply, water quality and navigation downstream.

Carlyle Lake is the largest manmade lake in Illinois, with 26,000 acres of water and 83 miles of shoreline. There are many different recreational opportunities available at the project. These include camping, picnicking, swimming, boating, fishing, golfing, sight-seeing, hiking, bicycling, hunting, jogging, watching wildlife or just spending a leisurely day.

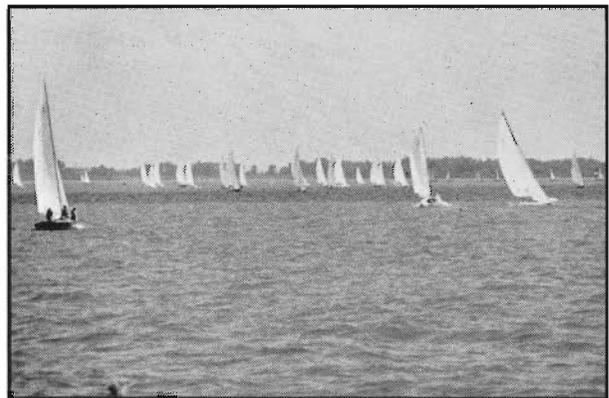
Carlyle Lake is one of the top 10 sailing lakes in the Midwest. Since the lake is in a prairie setting, with the combination of wide open water, low hills and strong winds, it makes for a sailor's paradise.

It is one of the best fishing lakes in the state.

Carlyle Lake has 16 boat launching areas giving access to the lake as well as the Kaskaskia River, four marinas with hundreds of docking slips, more than 3,200 acres managed for waterfowl, more than 15,000 acres open for waterfowl hunting, four large beaches, 11 large picnic areas with more than 1,000 grills and tables plus group shelters, 720 campsites and several nature trails.

Carlyle's campgrounds were number one in the St. Louis District for camp pad usage in 1994. About \$265,000 was collected in camping fees, which is about \$716 per campsite.

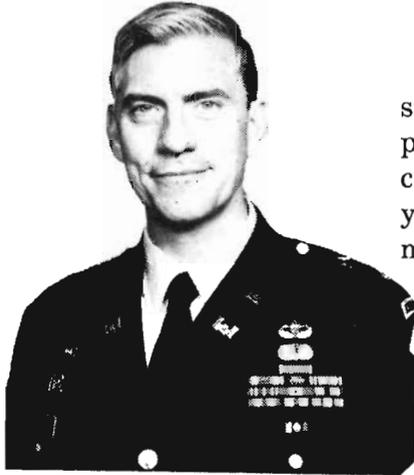
The Corps of Engineers has 4,329 managed recreation areas in the United States and the Dam West Recreation Area at Carlyle Lake ranked the third highest in visitation in 1994. Out of 463 Nation-wide Corps projects, Carlyle Lake ranked 23rd in visitor hours in 1994.



More stories about Carlyle Lake appear on pages 6 - 9.



Commander's Perspective



COL Thomas C. Suermann

...fairness and timeliness are all significant attributes of good managers and leaders.

I hope that by the time you read this article you will have successfully celebrated a safe, happy New Year and are prepared to start 1996 on a very positive note. As we begin a new calendar year and a new quarter in the fiscal year, I encourage you to update your planning calendar. In the weeks ahead many of you will have to perform your mid-point counseling sessions with your subordinates and also update your property accountability hand receipts. Don't procrastinate in either area. As public stewards you have a very strong obligation to carry out your responsibilities in each of these areas.

Objectivity, fairness and timeliness are all significant attributes of good managers and leaders. Don't make excuses this year for not accomplishing all the goals that you set earlier in the season. I hope one of your New Year's resolutions was to "just do it" this year. The word "IT" covers a wide variety of things or actions, so don't be intimidated by the word, but rather be inspired by the possibilities it offers to your imagination.

Try to be innovative this year and accomplish your goals in a new way or in a shorter decision cycle. Try to be safer today in your job, in your home or on the way to work than you were yesterday.

Also try to compete with yourself for a change. As John Mack Carter and Lois Wyse once wrote: "If you really have a competitive spirit, it is not the men and women with whom you work that you compete with. Your real competitor is you. Instead of wasting energy wondering what he or she will do or what someone else's reactions will be, you continually try to do yourself one better. You look for challenges that give you more than financial reward. You try to do things that are socially worthwhile and make life better for someone else. And, if your chief competitor is yourself, you get along a lot better with everyone else."



US Army Corps of Engineers
St. Louis District

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News Briefs

Lake Shelbyville:

Deer Hunt

Lake Shelbyville held its sixth annual Physically-Challenged Deer Hunt November 17-19. The fifteen hunters who participated harvested eleven deer. This event would not have been possible without the generous volunteers who gave their time. Eighteen people donated more than 800 hours transporting hunters to and from their blinds, carrying hunting gear, field dressing deer and performing many other tasks. Donations from many local businesses helped make the event a success. Without this special hunt these hunters would not be able to participate in a sport like deer hunting.

Fish habitat

The annual fish habitat improvement workday will be held Saturday, January 27. The project is a cooperative effort between the Corps of Engineers, the Illinois Department of Natural Resources, local businesses and volunteer sportsmen. About 1,000 Christmas trees will be collected for placement in the lake. If the lake is frozen over on January 27, the alternate work day will be Saturday, February 10.

Rend Lake:

Rend Deer Hunt

The 16th annual Rend Lake Deer Hunt for Persons with Disabilities, hosted by the Corps of Engineers with assistance from the Sesser/Valier Outdoorsmen's Club, was held during the Illinois firearm deer season November 17-19 and December 1-3.

The successful season ended with 15 deer being harvested

from the recreation areas at Rend Lake. Twenty-five hunters participated. Corps of Engineers rangers, students from the Sesser/Valier Outdoorsmen's Club and many volunteers from the town of Sesser provided assistance to the hunters and meals to the hunters and volunteers.

The Rend Lake Deer Hunt for Persons with Disabilities has grown to gain national and international publicity with stories by the Associated Press and interviews with the British Broadcasting Corporation during the 1994 season.

Soon after the story about the 1994 season appeared on the A.P. wire, Cable News Network (CNN) telephoned Corps of Engineers employee and sponsor of the Sesser/Valier Outdoorsmen's Club, Gene Morgan, to inquire about the possibilities of doing a story during the 1995 season. The story was filmed during the November 1995 deer season and aired on a CNN special December 2 as a 10-minute segment. The story line was about how the Deer Hunt is a lesson in humanity to the young and old, the disabled as well as the able-bodied.

Hall of Fame

Phil Jenkins, Rend Lake Project Manager, and Dawn Kovarik, Rend Lake Park Ranger, have been inducted into the Sesser-Valier Outdoorsmen's Club Hall of Fame for their work on the Rend Lake annual Deer Hunt for Persons With Disabilities.

Hunt in refuge

The first deer hunt ever to be held in the Rend Lake Refuge took place on December 15-17. The special bow hunt within the refuge was planned by the Illinois

Department of Natural Resources to help control the burgeoning population of deer. The 5,000 acre refuge was established primarily for waterfowl.

Twenty hunters were selected to take part in the hunt, from a field of over 300 applicants. Hunters harvested nine bucks and two does.

Wappapello Lake:

Can recycling

Aluminum can recycling at Wappapello Lake, done by Wappapello's Dads of Veterans of Foreign Wars, netted 585 pounds of cans during the summer of 1995. Well done to the five volunteers who contributed 42 hours of their time to collect the cans and hats off to the campers who pitched in.

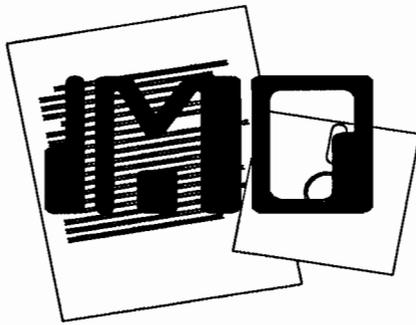
Internships at lake

Fiscal year 1995 college internships at Wappapello Lake were an important educational experience for the students and benefitted Wappapello Lake as well. Last year, five students completed their internships at the lake and learned professionalism and dedication directly from the staff. Daily work items enabled the interns to learn about conservation, flood control and Corps pride. The approximate 2000 hours of volunteer time contributed by these individuals was very valuable to our program.

Food for the needy

Giving feels good. The Civilian Activities Council at Wappapello Lake again donated canned goods for the needy in the

(Continued on page 4)



What is the World-Wide Web?

For fifty years people have dreamt of the concept of a universal information database - data that would not only be accessible to people around the world, but information that would link easily to other pieces of information so that only the most important data would be quickly found by a user. It was in the 1960s when this idea was explored further, giving rise to visions of a "docuverse" that people could swim through, revolutionizing all aspects of human-information interaction, particularly in the educational field.

Only now has the technology caught up with these dreams, making it possible to implement them on a global scale. The official description describes the World-Wide Web as a "wide-area hypermedia information retrieval initiative aiming to give universal access to a large universe of documents." What the World-Wide Web (WWW)

or W3) project has done is provide users on computer networks with a consistent means to access a variety of media in a simplified fashion. Using a popular software interface to the Web called Mosaic, the Web project has changed the way people view and create information. It has created the first true global hypermedia network.

How was the Web created?

The Web began in March 1989, when Tim Berners-Lee of CERN (a collective of European high-energy physics researchers) proposed the project to be used as a means of transporting research and ideas effectively throughout the organization. Effective communications was a goal of CERN for many years, as its members were located in a number of countries.

How does the Web work?

The Web works under the popular client-server model. A Web server is a program running on a computer whose only purpose is to serve documents to other computers when asked to. A Web client is a program that interfaces with the user and requests documents from a server as the user asks for them. Because the server does a minimal amount of work (it does not perform any calculations) and only operates when a document is requested. It puts a minimal amount of workload on the computer running it.

What is the Internet?

The Internet is the catch-all word used to describe the massive world-wide network of computers. The word "internet" literally means "network of networks." In itself, the Internet is comprised of thousands of smaller regional networks scattered throughout the globe. On any given day it connects roughly 15 million users in more than 50 countries. The World-Wide Web is mostly used on the Internet; they do not mean the same thing. The Web refers to a body of information - an abstract space of knowledge - while the Internet refers to the physical side of the global network, a giant mass of cables and computers.

What is hypertext and hypermedia?

The operation of the Web relies on hypertext as its means of interacting with users. Hypertext is basically the same as regular text - it can be stored, read, searched, or edited - with an important exception: hypertext contains connections within the text to other documents. Hypermedia is hypertext with a difference - hypermedia documents contain links not only to other pieces of text, but also to other forms of media - sounds, images and movies. Images themselves can be selected to link to sounds or documents.

News Briefs (cont.)

area. The canned goods were collected and given to the Wappapello Lake Lions Club for distribution at Christmas.

Festival of Lights

The Festival of Lights Auto Tour hosted by the staff at

Wappapello Lake and partnered by the Wappapello Lake Lions Club is surpassing all the numbers that were posted last year. The number of people to see the display in two weekends was about 9,000. That number could be eclipsed by the remaining two weekends, making this a record setting year.

Carlyle Lake:

Youth hunt

On the first two weekends in November, youths from all over Illinois traveled to Carlyle Lake to participate in the Second Annual Youth Waterfowl Hunt. Thirteen youths participated in the hunt located at Honkers Point Area. Each had to be at least



Shelbyville electrician Taekwondo champion

Electrician Roland Murdock, competed in the Songahm Taekwondo World Championships on June 16-18. About three thousand competitors showed off their abilities at the Little Rock, Arkansas Convention Center. Roland entered the adult first degree black belt competition, where he finished first in forms and free sparring (fighting). Since this big event and accomplishment, Roland has been promoted to the rank of second degree black belt.

As a second degree black belt Roland has traveled to many parts of the country competing. He has participated in competitions in Fenton, Missouri, and Lexington, Kentucky, where he placed first in forms and sparring. He also competed in the Fall Nationals held in Orlando, Florida. Competition for this event came from all over the world. Roland took first in forms and second in sparring.

After this performance and a few others not mentioned, Roland has become rated among the top ten in the world with the American Taekwondo Association, South American Taekwondo Federation and the World Traditional Taekwondo Union.

Roland has been training in the martial arts since 1975 and

plays an active role in helping students at karate schools in Shelbyville and Mattoon, Illinois. He believes in helping children become future leaders. After attaining his first black belt, he vowed to do something to better humankind.

Taekwondo training enhances physical, spiritual and mental growth. Though the training is never complete, the journey to mastery leaves each participant enriched. Martial arts challenges the human spirit by drawing upon untapped resources of energy and talent.



Roland Murdock with some of his many trophies.

Hours of work

by Jane Knese, HR-M

Generally, the basic tour of duty in the St. Louis District will consist of five 8-hour days, Monday through Friday, each administrative workweek. A 45-minute lunch period is normally authorized. Lunch periods must be scheduled outside the hours established for the daily tour of duty.

For those activities of the District which require 24-hour duty coverage, and overlapping shifts to permit time off for lunch are not possible, a lunch period of 20 minutes or less may be counted as time worked for which compensation is allowed.

Rest periods during each one half period of the normal workday are permitted. These periods should not exceed 15 minutes away from the work station.

Employees are provided the benefit of alternate work schedules (AWS) and flexible hours of work. DR 690-1-620 prescribes the complete policy and explicit procedures. In addition, members of bargaining units have specific coverage addressed in their local agreements and/or memorandums of understanding.

Employee participation in AWS will be subject to the approval of the authorized supervisor. All offices will be staffed to provide necessary services to Corps customers during normal business hours. The District's CORE working hours are nine to three; no one should arrive later than 9 a.m. nor leave prior to 3 p.m. Beyond that, the earliest arrival time is 6 a.m. and the latest departing time is 6 p.m. Hours earlier or later enter into options
(Continued on page 10)

eight years of age and accompanied by a parent or guardian.

Hunters participated in a pre-hunt seminar to learn waterfowl identification, ecology, hunter safety and rules and regulations. Fifty-one ducks and one Canada goose were taken by the hunters.

Trees for habitat

The Corps of Engineers in cooperation with the Illinois Department of Natural Resources will be collecting Christmas trees again to be placed in various ar-

(Continued on page 10)



Lake works with District elements to complete projects

The Carlyle Lake Project is currently working with District team members in efforts to complete several sizable projects.

Last summer's flooding caused Carlyle's pool to reach a record elevation causing extensive damage to portions of Carlyle's shoreline and recreation facilities. The project sustained an estimated 2.7 million dollars in damages. Work is currently underway to perform minimum repairs to damaged areas in an effort to reopen facilities in 1996. Engineering Division is working with the Project Office in an effort to develop plans and specs for repairs to the Coles Creek Recreation Area and Boat Ramp and the Dam West Boat Ramp.

The Carlyle Project is working in conjunction with the Real Estate and Engineering Divisions to acquire several tracts of land adjacent to the Carlyle shoreline because of erosion which is occurring beyond the project's boundary. One tract of land was acquired in FY 95 with several more scheduled to be purchased in FY 96 through FY 99. It will cost about \$1 million to complete the entire acquisition project.

The Carlyle Master Plan, the document which guides the development and management of the lake's resources, is in the process

of being updated, with a rough draft tentatively scheduled to be completed early this spring, followed by a series of public workshops. The update will include a major maintenance rehabilitation and replacement plan which will guide the replacement and rehabilitation of the project's facilities for the next ten years. A portion of this plan will focus on mea-

the Federal Bureau of Prisons, to use workcamp inmates to accomplish work at Carlyle Lake. A draft Memorandum of Understanding between the Federal Bureau of Prisons and the Corps has been forwarded through the District and Division offices to Headquarters for review and approval. Once the MOU is approved, it is anticipated that the prison work-

ers, who are white-collar criminals and are not considered a threat to the public, will provide a significant service by performing manual labor tasks in the parks.

The Carlyle Project is working with Engineering Division on a few



Many facilities were damaged in the high water of 1995.

sures which will be taken to maintain access and recreation usage at the lake during times of high pool elevation. Various members of the Planning Division have been working along with lake staff to complete this project.

Negotiations are currently underway with the Greenville workcamp, which is operated by

other projects, also. These include the replacement of the Coles Creek Sewage Treatment Plant with a Land Treatment System, developing a feature design memorandum for the consolidation and replacement of the project's management offices and a study examining options to make pump station operations more efficient.

Successful flood control system

Carlyle Lake is one part of the Corps of Engineers flood control system. The system that exists within the St. Louis District prevented more than \$5 billion in damages in 1993 and again in 1995.

Carlyle Lake alone has accumulated flood control benefits of more than \$100 million since 1980. The total cost for the construction of the project was only \$41 million.

Carlyle Lake, like the rest of the federal flood control system, is a true success story.



Carlyle Lake marinas

The Carlyle Project has four marinas which are operated by lease agreements with the Corps of Engineers. These include the Dam West, Keyesport and Boulder Marinas and the Carlyle Sailing Association, located in the Eldon Hazlet State Park.

WEST ACCESS MARINA

by Ric Golding, Operator/Lessee

The marina is located at the southeast end of Carlyle Lake in the Dam West Recreation Area providing a year round facility for large and small boats. The facility is designed for family enjoyment with 330 boat slips for shore storage, dry storage and parking lot for cars. It is operated with consideration for the environment and federal regulations, while satisfying the recreational boater's needs and desires.

The Galley clubhouse provides a kitchen, dining and sitting rooms with clean restrooms and showers. The Bosun's Locker provides a sales area for hardware and boating supplies. Rentals of fishing boats, pontoon boats, paddle boats and bicycles are available.

CARLYLE SAILING ASSOCIATION (CSA)

by Jim Harris, Director CSA/
Lessee

The Association is a not-for-profit sailing club since 1971. Its objective is to provide a low cost family sailing and sailboat racing facility. The club has paved boat parking for about 380 boats and 200 cars, three electric jib cranes, 1300 feet of dock and two launching ramps. It is located in the Eldon Hazlet State Park and includes a harbor protected by

breakwaters, sandy beach areas for launching catamarans, a picnic pavilion, restrooms, clubhouse and a home for the resident harbor master.

The CSA has hosted national sailing competitions in nearly every year of its existence and was the venue for the sailing competition in the 1994 U.S. Olympic Festival. It has the reputation in the sailing community of being one of the very best inland lake facilities in the country and is noted for its organization and race management expertise.

BOULDER ACCESS MARINA

by Doug Ballance, Operator/
Lessee

The marina is located on the eastern shore of Carlyle Lake near Boulder. The facility consists of both wet and dry storage for boats, a marine store, lounge, restrooms, showers and picnic area. It is also home to the Boulder Yacht Club.

In 1993, 276 new boat slips and a self service gas dock were installed. The docks consist of concrete decking, galvanized framework and hardware. The flotation system consists of EPS foam encapsulated in high density polyethylene. Water and electricity are available to each slip and dusk to dawn lighting is provided every fifty feet for pedestrian safety at night. In partnership with the Corps of Engineers, a concrete boat ramp was provided in the marina for boat launching. In flood conditions it is used as a high water ramp for the general public. Boat rentals, such as pontoon and fishing boats are also available at the marina.

Partnership at lake is strong

by Gary Tatham, Eldon Hazlet State Park Site Superintendent & Marc Pedrucci, Interpretation Ranger IDNR

The new era of cooperation and partnership between the U.S. Army Corps of Engineers and the Illinois Department of Natural Resources at Carlyle Lake continues to benefit both the agencies involved and the public they serve. In these times of government cutbacks and being forced to "do more with less," working together as partners on various programs just makes good sense.

The Carlyle Lake Visitor Center is probably the most visible sign of the partnership at Carlyle. The Visitor Center has been operated jointly since it opened in April of 1994. The IDNR is currently attempting to design and produce new displays for the Visitor Center in conjunction with the Corps of Engineers. In addition, the Corps and IDNR often work together on interpretative programs and special events.

There are also many cooperative efforts that the general public is probably not aware of. The IDNR has been assisting the Corps with the update of the Carlyle Lake Master Plan. The management of natural resources at Carlyle Lake, including fisheries, wildlife, endangered species and forestry, has been and will continue to be a cooperative process.

Eldon Hazlet and South Shore State Parks are leased from the Corps. Eldon Hazlet is located on the West side of Carlyle Lake and contains 3,200 acres, with 364 campsites, three boat ramps, a sail boat harbor, picnic areas and shelters. South Shore provides 35 camping sites and three boat ramps.



Wildlife management area

by Gary Potts, Wildlife Biologist, IDNR

The Carlyle Lake Wildlife Management Area encompasses 9,486 acres which is composed of about 5,800 acres of open water and wetlands, 2,000 acres of woodlands, 1,500 acres of cropland and food plots and 200 acres of grassland. The primary purpose of the site is the enhancement and protection of habitat to maximize wildlife conservation and provide compatible recreational uses.

Although the site is well known as a major state site for waterfowl management (more than 6,000,000 duck-use days and 1,000,000 goose days a year. One duck or goose use day means a bird was on site for at least a portion of one day.), the food plot and wetland management projects also provides habitat for many mammal, shorebird and songbird species.

The 25-year lease agreement with the Corps provides many opportunities for joint ventures. The District's first 1135 project is on-going at the site.

The project is a cost share project between the Corps and the Department of Natural Resources and is authorized by Section 1135 of the Water Resource Development Act of 1986. The \$724,000 effort, which includes modifications to subimpoundments 1 and 2 of the area, will allow for enhanced water control of the compartmentalized interior which will increase the biological productivity and wetland management capabilities for the site.

Information transfer occurs weekly between the Carlyle Lake staff and DNR staff on wetland and wildlife projects around the lake. The Eckert's Woods Wetland Project east of the Kaskaskia river next year will enhance more than 200 acres of wetland habitat.



Earth movers building levee to develop a wildlife management area in the north end of Carlyle Lake.

Resort proposal

Heritage 2000, Inc., a Mt. Vernon, Illinois, firm, was recently selected by the City of Carlyle to build a resort on property leased by the city from the Department of Natural Resources who leases the property from the Corps. The property is located adjacent to the Dam West Recreation Area.

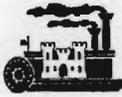
The firm has proposed an \$8 to \$9 million resort which includes 60 cabins, 136 rooms, a restaurant and convention facilities. The proposal also includes a convenience store, a centralized recreation area with swimming pool and playground and a small lake with scenic nature area.

The firm has been negotiating with at least three financial institutions in its quest to build a resort on Carlyle Lake. Depending on financing, the resort will be built in one or two phases, with construction beginning in 1996 and scheduled to be completed in 1996 or 1997.

Governor's Run

The newest attraction at the Carlyle Lake area is an 18 hole par three lighted golf course adjoining a larger course, which was completed last year. While the new course is designed for warm-up games and for beginners, the other, with its 13 lakes, three waterfalls and a cedar-sided bridge, will present a challenge to even the most seasoned golfers.

The Governor's Run Restaurant and clubhouse offers a Sunday buffet, lunch special and a bar. The clubhouse also includes a pro shop which offers a variety of golfing equipment and clothing.



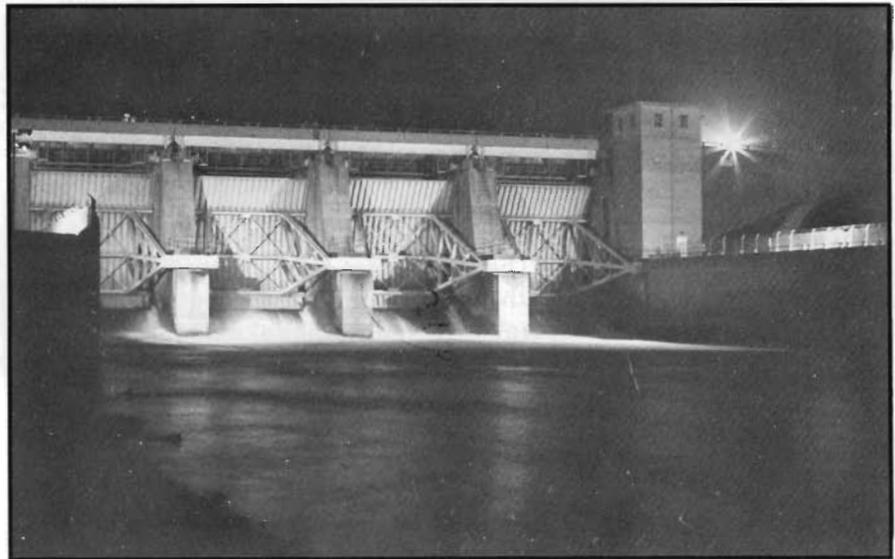
Carlyle dam safety program

by Jim Brown, ED-GI

Assuring the safety of Carlyle Dam requires the fairly constant attention of several of the project staff and a lot of coordination with other District elements. The routine efforts include reading instruments that measure water pressure (piezometers), assisting with formal periodic inspections, being observant of changes as we go about our other duties and performing the maintenance, repairs and modifications that are suggested to assure proper performance.

The funding, scheduling, execution of the work and the reporting of the results are all functions that are coordinated with the Geotech Branch in Engineering Division and the Technical Operations Branch in the District ConOps Division.

The attention and coordination reached new heights during the record pool experienced in the summer of 1995. Our staff read piezometers on a daily basis, arranged for grass mowing to enhance the embankment slope in-



Carlyle Dam is an imposing structure lighted against the night sky.

spectations, walked the "toe" and observed flows from the toe drain collector system, inspected the terminal wells, accompanied geotechnical engineers on frequent field inspections and had daily conversations with the District Office.

With the maximum pressures to date being experienced against and under the dam, we learned a lot about the performance of

drains, the pressures that were monitored and the turbulence associated with releasing water from the highest pool we have ever seen at Carlyle.

In addition to learning more about our dam, we are more confident than ever about the good condition of the structure and see positive results from all that we routinely do on the dam.

Visitor Center

The Carlyle Project's new Visitor Center was completed in 1994 and is operated jointly by the Corps of Engineers and the Illinois Department of Natural Resources. This 3500 square foot facility is located in the Dam West Recreation Area, on the southwest side of the lake. The Visitor Center includes an audio visual or conference room, a Riverlands As-

sociation sales area and several exhibits and interactive displays. The Carlyle Lake Visitor Center also serves as a community building for local clubs and organizations throughout the year.

The Visitor Center is open weekends only in the spring and fall and open daily Memorial Day through Labor Day.





News Briefs (cont.)

eas around the lake as an economical and effective means of providing fish habitat. The trees will be placed in McNair Branch and in areas near Keysport.

Christmas Town

Carlyle held its Fifth Annual Christmas Town USA celebration on December 2nd and 3rd. The Corps of Engineers along with the Illinois Department of Natural Resources kicked off the weekend at the visitor center Friday night with the crowning of the 1996 Christmas Town Snow Princess, carols sung by the Carlyle Jr. High Chorus and the lighting of the Visitor Center. The lake staff and Smokey the Bear also entered a float in the Christmas Parade Saturday.

New resort

Carlyle has selected Heritage 2000, Inc. of Mt. Vernon to build an \$8 to \$9 million resort on Corps' property in the Dam West Recreation Area. Sixty cabins, 136 rooms and convention facilities for 1000 is being contemplated. Construction on the new resort should begin this spring.

Water control plan

A meeting with upstream and downstream interests was held December 11 at the Visitor Center to discuss a study to update downstream and upstream economic data. Congress directed the development of a water control plan after upstream and downstream interests expressed concern that data used to make a decision on lake management in 1995 was not accurate. Additional meetings are planned as the study progresses.

District headquarters:

Morgan honored

Dennis Morgan, ED-HG, has been honored with a Special Service Award from the National Capital Planning Commission (NCPC) in Washington, D.C. Dennis provided technical expertise and knowledge to help the NCPC successfully negotiate a contract for airborne global positioning system controlled photography, digital mapping and geographic information system development. The photography, mapping and geographic information were used to develop new base mapping and a geographic information system to be used as a multi-agency tool to support the planning and management of Washington, D.C.

Dennis reviewed the scope of work and prepared an independent government estimate. The negotiating strategy Dennis developed and his knowledge of the market for photogrammetric services helped the NCPC reach a fair price on the contract.

Hours (cont.)

such as night differential and other criteria for determining pay.

Under AWS, employees have the option, with supervisory approval, of selecting alternative tours of duty; the alternatives include:

- * Flexitime Schedule (described in DR 690-1-880)
- * 10/4 Schedule which consists of four ten-hour days.
- * 5/4/9 Schedule which consists of eight nine-hour days and one eight-hour day during a two-week work period.
- * Choice of a 30, 45 or 60 minute lunch period.

Employees are expected to follow the procedures and act in accordance with the intent of the District regulations.

Army Career and Alumni Program

by Brenda Hamell, HR-R, Personnel Staffing Specialist

In 1990, the Department of the Army established a new program called the "Army Career and Alumni Program," or ACAP, to serve as an enduring structure to assist military personnel, civilians and their family members with CAREER GUIDANCE, BENEFITS COUNSELING and JOB ASSISTANCE. The Army goal is to transition these individuals to a non-Army environment in a caring, organized and disciplined manner.

The ACAP is built on a foundation of existing transition services, enhanced initiatives and two new initiatives: the Transition Assistance Office (TAO) and the Job Assistance Center (JAC). The TAO is the FIRST STOP in the ACAP process; transitioners may use the ACAP as early as 180 days prior to separation or as late as 90 days after separation. The TAO will integrate and tailor services for active duty and reserve component soldiers, DA civilians and family members as they transition from the Army to a non-Army environment, either voluntarily or through involuntary separation. This program is available to Army civilians who are under threat of involuntary separation due to such things as organizational downsizing, when the local commander certifies that such a threat exists.

The JAC, which receives referrals from the TAO, is a contractor-operated facility. The JAC sponsors seminars and workshops to assist each individual in devel-



Program (cont.)

oping the resources and tools needed to "market" their skills, as well as themselves, when they transition out of the Army. The JAC has work centers where individuals have access to the "Army Employer and Alumni Network" (a data base of local and national employers and the general nature of the skills which they employ), library materials, a word processing system for cover letters, thank you letters and resume preparation, as well as other services.

The offices of the Army Career and Alumni Program (ACAP), which include the Transition Assistance Office (TAO) and the Job Assistance Center (JAC) are located at the Federal Center, 4300 Goodfellow Boulevard, Building 107, 1st Floor, which is near the two-hour visitor parking lot at Gate 3. Visitors to the Federal Center are usually required to sign in and receive a badge at the Guard's office. You can make an initial ACAP TAO appointment with Ms. Dianne Bryant at 314-263-3761; Ms. Mary Anne Woytus at 314-263-3762; or Sandra L. Nichols at 314-263-3909. Individuals requiring special accommodations are requested to advise when they call for an appointment. The core hours of operation are 0700-1630. The Federal Center TAO/JAC are now serving the entire Army community in the St. Louis area.

Quote of the month

Creativity is inventing, experimenting, growing, taking risks, breaking rules, making mistakes, and having fun.

Mary Lou Cook

Educational Enhancement Program

by Charlie Deutsch, CO-NM

Local grade school and middle school students will soon be able to learn the basic principles of hydrology by using posters, hands-on activities and teacher lesson plans through educational enhancement programs created by the U.S. Geological Survey (USGS) and brought to area students through a partnership with the U.S. Army Corps of Engineers and area school districts.

These educational activities are part of a Water Resources Education Initiative created by the USGS. The St. Louis District's Rivers Project Office and the Missouri and Illinois district offices of the USGS have entered a Memorandum of Understanding (MOU) which will bring this education program to local schools.

"We have the opportunity to bring an outstanding educational opportunity to the students that live in our nation's greatest watershed, the Mississippi, by partnering with other federal agencies, organizations and the educational community," said Patrick S. McGinnis, Riverlands Area Manager.

The purposes of the Water Resource Programs are to enhance the understanding and education of teachers, students and the general public with respect to water resources and the natural, cultural, historical and socio-economic importance and characteristics of the Mississippi River watershed. The purpose of the MOU is to bring program content to schools in which the Rivers Project Office currently works.

Jersey Community School District - 100, along with the St. Louis Public Schools, School Partnership Program, have agreed to participate in a national pilot of the water resource programs. Park Rangers from the Rivers Project Office and Water Resource Specialists from the USGS will bring hands-on activities to students which will teach fundamental water concepts and stimulate interest in the sciences.

The Water Resource Education Initiative consists of a series of posters on topics including water use, waste water treatment, wetlands, groundwater, water quality and navigation. When completed, a series of nine posters can be connected to create a large wall mural. An outreach notebook for water resource professionals has been developed to complement the series of posters. The education materials in the notebooks are unique, facilitating a working relationship between instructors and water resources professionals who are teaching students.

According to Steve Vandas, USGS hydrologist and project chief of the USGS Water Resources Education Initiative, "Through the classroom activities and discussions about the posters, teachers can instruct and reinforce basic principles of hydrology, which are among the concepts that students will need to know as part of the proposed benchmarks presented by the American Association for the Advancement of Science."



Living the Dream

Holidays are special days. Some are days of remembrance and some are days of celebration. Martin Luther King, Jr.'s Day is both a day to remember his work and dream and a day to celebrate in the true spirit of community. But most importantly, this is a day to act on those issues for which he dedicated his life.

Martin Luther King, Jr.'s work took him to communities across our nation and around the

world. He traveled a trail of freedom and the lives of people everywhere were touched in some good way by his deeds. Dr. King said that, "Everybody can be great because everybody can serve." Let us be mindful in dedicating Monday, January 15, 1996, as a holiday to the principles of racial equality and nonviolent social change. Make the following pledge a part of your observance.

Living the Dream Pledge

In honor of Martin Luther King, Jr.'s life and work, I pledge to do everything I can to make America and the world a place where equality and justice, freedom and peace will grow and flourish.

On the holiday I _____ commit myself to living the Dream by:

- Loving, not hating;**
- Showing understanding, not anger;**
- Making peace, not war.**

— Earth Notes —

Chemicals on the move

Atmospheric chemists say harmful insecticides like DDT are traveling around the world, even to places where they've never been used.

The pollutants rise from the atmosphere in warm climates and travel long distances before they condense, descend and are deposited on trees and vegetation.

Chemicals sprayed in India have been found in the Arctic and Antarctic areas. These chemicals are banned in most countries, but are still used in India and China, according to the journal *Science*.

Automotive progress

Not only do new cars emit just one percent of the pollution that 1970 models did, but they burn about 300 fewer gallons of gaso-

line annually for the same distance. The economy more than pays for pollution-control devices.

Apology

Editor's note: ESPRIT would like to apologize to Kathy Engelmann, PM-P, for not putting her by-line on the article she wrote for ESPRIT titled "FY95 Execution (in spite of another flood)." If you write an article for ESPRIT and would like your by-line on the article, make sure you put your name and organization on it. We will be happy to give you a by-line. We feel those who take the time to write material for the news bulletin should be recognized for their efforts. Keep those articles coming, folks. Ken Kruchowski

Martin Luther King, Jr. Leaving the ivory tower behind

On January 15 we celebrate the birthday of Dr. Martin Luther King, Jr. He was a minister, a man of God. He was a teacher and leader of his people.

Dr. King's best-remembered words come from his "dream" speeches. He used the words, "I have a dream," many times. But a mere dreamer he was not. Dreamers live in an ivory tower, separate from the world and its realities.

He was a man who not only wanted equal rights, but also a man of great insight.

He valued time and virtue. Dr. King said, "We must use time creatively... and forever realize that the time is always ripe for doing right."

He honored labor: He said, "If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted or Beethoven composed music or Shakespeare wrote poetry."

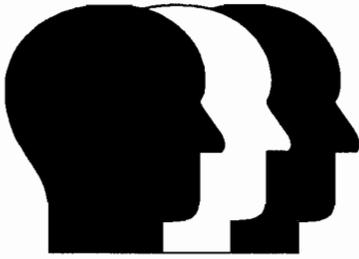
He promoted honesty and virtue. King said, "He who passively accepts evil is as much involved in it as he who helps to perpetrate it."

And Dr. King had a capability for getting to the heart of a matter. He said, "Nothing pains some people more than having to think."

He was an advocate for an informed and educated electorate. He said, "Nothing in the world is more dangerous than sincere ignorance."

Dr. King was a man of God and a man of peace. He said, "Our scientific power has outrun our spiritual power. We have guided missiles and misguided men."

We honor Dr. King on his birth anniversary and remember these famous words from one of his speeches: "I have a dream that one day this nation will rise up, live out the true meaning of its creed: We hold these truths to be self-evident, that all men are created equal."



EEO matters

by Angela Sanders, Black Employment Program Manager

Jesse Jackson recalled the life and work of Dr. Martin Luther King, Jr. with the words, "He didn't ust talk brotherhood; he was a brother. He didn't just talk friendship; he was a friend. He didn't just talk change; he was a change agent. He didn't wish for changes; he changed things." Harry Belafonte said King was a moment in the conscience of man. Andrew Young believed that King's important legacy is that human problems, no matter how big, can be solved. Julian Bond said, "He made popular the idea that individuals are capable of changing their situation... Women, farmers and others have seized upon nonviolent protest as a means of advancing their cause. Although Martin Luther King didn't invent sit-in demonstrations and didn't invent mass marches, he made them available to the larger body of the American population."

The "I Have a Dream" speech is perhaps the most well-known and most quoted oration Dr. King delivered. He presented this speech before the Lincoln Memorial on August 28, 1963, as the keynote address of the March on Washington, DC, for Civil Rights. The television cameras allowed the entire nation to hear and see him plead for justice and freedom. Mrs. Coretta King once commented, "At that moment, it seemed as if the Kingdom of God appeared, but it only lasted for a moment."

As I think about that speech Dr. Martin Luther King gave some 30 years ago, I often wonder if he would feel his message would be interpreted the same as I look at the generation today. To the baby boomers, "I Have a Dream" had much meaning. It was

hope for a nation of people that one day they would be free to do anything they wanted to do; to walk and work hand in hand with whites, that people of all colors would live peacefully together. What a dream he had!

As I look at our generation today and what has happened over these past 30 years, I wonder if Dr. Martin Luther King's speech would be somewhat different if it was given today. Our nation cannot be free until we as individuals are free, in mind and spirit. Therefore, he would probably not be talking to an entire nation, but to us as individuals. His speech would need to deal with different issues... namely, motivation, encouragement and self-esteem. Our generation today seems to have the attitude that "I can't; something is always stopping me from accomplishing my goals; I have too many problems..." Here are some excerpts of what his speech of today might sound like:

"Life is always highly problematic and what you become will rest in no small measure on the kinds of problem situations you get yourself into and have to work yourself out of. It is exceedingly difficult for a person to take thought and alter the quality, character and direction of their life. However, you can choose the direction you would like your life to take and then put yourself deliberately in situations that will require the evolution of yourself toward the kind of person you would like to become.

"A leader has often been called the problem-solver, but they are even more the problem-makers. Every noble achievement, in government, art, architecture, literature and, above all, in science, represents a new synthesis of the human experi-

ence, deepening our understanding and enriching our spirit. But each such noble achievement creates new problems, often of unexpected dimension, and the leader moves eagerly on to face these new perplexities and to impose their order upon them.

"To know a person, it is useful to know what they have done (another way of defining what problems they have solved). It is even more imformative, however, to know what problems they are workig on now. These will define the growing edge of their being.

"We sometimes think of the well-adjusted person as having very few problems, while in fact, just the opposite is true. When a person is ill, injured or crushed with grief or deeply frightened, the range of their concerns becomes sharply constricted; their problems diminish in scope, quality and complexity.

"By contrast, the healthy person, the person healthy in body, mind and spirit, is a person faced with many difficulties. They have a lot of problems, many of which they have deliberately chosen with the sure knowledge that in working toward their solution, they will become more the person they would like to be.

"Part of the art of choosing difficulties is to select those that are just manageable. If the difficulties chosen are too easy, life is boring; if they are too hard, life is defeating. The trick is to choose situations for oneself in the direction of what one would like to become at a level of difficulty close to the edge of one's competence. When one achieves this fine tuning of one's life, one will know zest, joy and deep fulfillment.

"Keeping the dream alive to some day reach the mountain top does not mean you must stop because the task seems to be such a large one (it was addressed to a nation). Keeping the dream alive means taking a personal step to do what you can to reach the moutain top and that means starting with yourself. Before we can free a nation... we must first free ourselves!



To your health

Will you be fluess in '96?



It can make you feel like you're on death's doorstep. That's no surprise because this year's flu, though far less virulent, is a close cousin to the bug that killed 21 million people worldwide in 1918.

The key months are November to April, mainly because that's when people spend more time indoors.

You are more vulnerable if you work closely with many other people. Infectious-disease specialists, however, say it's hard to fig-

ure out why some people get the flu and others don't. Some people who seem quite healthy are susceptible to the flu.

This year's vaccines are designed to protect against three new strains, the Johannesburg, Harbin and Texas strains. They are about 90 percent effective and side effects are rare. People allergic to eggs or chicken should probably not have a flu shot because the vaccine is egg-based.

There is some benefit to taking vitamin C when you are coming down with the flu, 1,000 to 2,000 milligrams a day are recommended. Because flu is caused by a virus, not bacteria, antibiotics are useless.

Acetaminophen helps ease aches, pains and fever. For symptom relief, try products containing a single active ingredient.

For example, if your worst symptom is congestion, buy a medication that features a decongestant such as pseudoephedrine.

Be sure to follow mom's advice and drink lots of liquids. For every degree of fever you have, you lose a pint of water a day.

Virologists at St. Louis University's School of Medicine say chicken soup is good. And it usually comes with tender loving care, which makes anyone feel better.

There are no proven benefits for the old remedies of onions and garlic, but if you think they make you feel better, go ahead and try them. At the very least, there can be a powerful placebo effect from such things.

How about exercising when you have the flu? Forget it. Rest, drink fluids, and let it run its course.

Melatonin hailed as new sleep aid

After a modest article in *Newsweek* in August 1995, and a cover story in November, health food stores are having a hard time keeping melatonin in stock.

While many claims are being made for this natural substance produced in the body, one is being proved with significant regularity.

In case you've missed the hoopla, melatonin is being hailed as an all-natural nightcap. Studies show that low-dose supplements hasten sleep without the hazards or side effects of sleeping pills. As little as .2 milligrams taken at bedtime will do the job, says Dr Russel Reiter in his book

Melatonin: Your Body's Natural Wonder Drug (Bantam, \$22.95).

Humans produce a lot of melatonin early in life, but the level in our blood drops sharply at puberty and declines steadily as we get older.

Other research on melatonin indicates that it may prevent the free radical damage that causes aging, increase immunity, improve treatments for cancer and AIDS and lower cholesterol.

According to health discussions on the Internet, it can restore the sleep cycle and make going to sleep easier, whatever time of day it is.

Vitamin B2 and migraine relief

New research shows that 400 milligrams of riboflavin (vitamin B2) taken daily may help prevent and lessen the severity of migraine headaches.

Belgian researchers divided patients into two groups. The first group received 400 milligrams of riboflavin every morning in a single dose.

The second group received the same amount of the vitamin along with 75 milligrams of aspirin. The treatment continued for three to five months.

At the end of the study, nearly 80 percent of patients in both groups had fewer than half the



Retiree Review

by the Retiree Correspondent

On December 21, 1995, thirty-three retirees attended our Christmas luncheon. Guess the weather kept some away.

At last report, Ed Knight was released from the hospital to be with his wife. No further news. Only hope there's improvement there.

Neva Dickmann and husband had cataract surgery December 20, so Neva was absent. Hope all went well.

George Wilson was in the hospital in intensive care, but improving. Hope it's a speedy recovery, George. You're too good a guy to be sick.

Les Arms had a mild stroke in September. It left his left side weak. Speedy recovery, Les. They are spending the holidays with their daughter and family.

Phil Pusateri has had a hip replacement. He's walking with a walker or in a wheelchair. Speedy recover, Phil. Come join us. We miss you folks.

Al Barkey has paid four visits to the hospital this year and his wife Marian fell and dislocated her shoulder. Both are better. Stay well.

Marie and Leon Weber were back after being absent several months. Marie was wearing shoes! (She had foot surgery about a month ago. Hope she didn't rush it.) Leon looked like a "Sassiety Lady" drinking his tea with his little pinky bandaged. Glad to have them back. Make it a habit - again.

Bill Brown and wife were baby sitting their new granddaughter. Pam's number 3 arrived a week before. Congratulations.

Mrs Roy Elliott is still going strong. Kate talked to her. She still goes out to eat several times a week. Goes to the beauty shop, etc. Keep it up. Wish she could attend another meeting.

Kate had talked to "Pusty" Williams. Naomi is still in a nursing home. Rusty visits her every day and stays until she is in bed. They have a granddaughter who is now eight. Rusty visits various nursing homes entertaining and visiting with the people. I know they appreciate that.

Kate brought some correspondence from Harold Youngland. So nice to hear from them. They do quite a lot of traveling, but hadn't decided what to do Christmas. I know they enjoyed whatever they did.

Bill Haynes sent greetings to all. He's doing good. Still carving critters. Said he'd bring some new ones to a meeting when he can make it.

Would you believe I forgot to make a note of the Pot-O-Gold lucky winners. Congratulations anyway.

Condolences are extended to the family of Roger Cuddeback who passed away December 7th. Sorry I was not able to attend either wake or funeral since I cannot drive that far or after dark and the weather was not the greatest.

The retirees donated \$50, which was to go to the Tree of Lights. We have made a contribution to this charity for several years.

Let Kate Stiles know of any illnesses or deaths and she will see that the information is passed along to as many retirees as possible.

Oh yes. Genevieve Wurst (Mrs. Al) has moved to a retirement center a sort distance from her home. I know she'll enjoy it there. She's such a giving, congenial person.

Remember to mark your calendar for Thursday, January 18, 1996 - Salad Bowl - about 11 or 11:30 for another luncheon. Let's start the New Year with a bigger than ever crowd. If you haven't attended, you don't know what a pleasant time you're missing. Come out and see. January 18, 1996. Salad Bowl. See you then.

Migraine relief (cont.)

number of migraine days they had experienced previously. The severity of the headaches among all test subjects was reduced by about two-thirds. Researchers conclude that the aspirin provided no additional relief.

Studies continue, but according to the Albert Einstein College of Medicine in New York, it's a harmless form of treatment and worth pursuing by patients who have not responded to other therapies.

Boost your metabolism

It's difficult to control weight just by reducing calories. But if you can increase the number of calories you burn (your metabolic rate), it becomes an easier task. Metabolic rate depends on many factors, but the more muscle and less fat you have, the more energy your body will use.

A study by Tufts University shows that people who undertook a 12-week strength-training program, three times a week for 30 minutes, burned an extra 300 calories per day afterward. They didn't gain muscle mass, but their muscles became more "metabolically active."

Open letter to federal employees

We are proud of the people who work for the federal government. Any Fortune 100 company would be lucky to have such a work force. Your work makes all Americans more safe, free and prosperous. We are glad you are all back on the job.

We know it hasn't been easy for you, wondering when and if you would get your next pay check. And many of you had to bear the indignity of being called "non-essential," -- some by government critics, some even by your own supervisors. Calling furloughed workers non-essential is deeply offensive and just plain wrong. The law forced us to furlough 800,000 workers whose jobs were not of an emergency nature. The law says nothing about "essential."

No one could say that medical research is non-essential. Or helping Americans go to college. Or rehabilitating a million disabled Americans. Or supporting the widows and orphans of veterans. Or keeping our drinking water safe. Or recruiting new volunteers for the armed forces. Or any of the long list of essential government activities that had to be temporarily suspended. In the short term, they were not emergencies, so the law prohibited them. But they remain clearly essential. You all know that the law under which most of the government is operating expires on December 15th, and the debate that led to the November shut down is not over. We can't promise you that your jobs and your lives won't be interrupted again. Too much is at stake for America. If you are held hostage again, we know you would not want us to forfeit the nation's future as ransom.

So, until this issue is settled the way we settle great issues in a democracy -- through peaceful debate and compromise -- you remain good people caught in what Churchill called "the worst system of government devised by the wit of man, except for all the others." And when it is settled, it is you federal workers who will once again carry out the will of the people, who will once again make it possible for America to be the winner. We salute you, and we thank you.

Bill Clinton

Al Gore