



ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

Vol. 33 No. 11

Center of Innovation

November 1996

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Wappapello Lake Pride of Southeast Missouri

Wappapello Lake is located in Southeast Missouri, about 150 miles south of St. Louis. One of the oldest lakes in the nation, Wappapello Lake was authorized by the Flood Control Act of 1936 and constructed between 1938 and 1941. More than 180 miles of shoreline and 44,500 acres of land and water resources are managed at Wappapello for the benefit of the public we serve. While the primary purpose of Wappapello Lake is flood control, natural resource management and recreation rank high on the list of lake management priorities as well.

... For your outdoor enjoyment...

Like all projects in the St. Louis District, Wappapello Lake has a variety of recreational facilities to offer the grounds, beaches, day use areas are high standards. visitors a year who are nearly as we are. Special made to accom- with disabilities by stations, camp- docks and now a beach which is ADA accessible.



ties and opportu- public. Camp- picnic areas and maintained to The two million use the facilities proud of them as efforts have been modate people providing comfort sites, courtesy

A typical day at Wappapello might include: a sunrise fishing trip for bass or crappie; lounging on the beach or water skiing during the heat of the day; dinner and an evening breeze in a picnic shelter; sunset on the overlook; and sleeping under the stars in a campground located squarely on the lakeshore. Or if you prefer solitude, primitive camping and island camping are also available and set Wappapello Lake apart from neighboring parks.

Environmental excitement

A variety of resource-oriented recreational opportunities are also awaiting those who visit Wappapello Lake - hiking the Ozark Trail, visiting a Watchable Wildlife site, bird watching at the moist soil units, photographing rare plants in the fens, or hunting in the woods rich with deer and turkeys. No matter what your interest, Wappapello Lake has something for you.

Other articles on Wappapello Lake begin on page 6.



Commander's Perspective



COL Thomas J. Hodgini

Empowerment of all employees is an attitude that encourages creative thinking...

If you recall in the last issue of ESPRIT I mentioned that we were making progress in addressing the concerns you surfaced during the transition workshop. You gave us ten to work on. Of these ten, we have completed, or are in the process of completing, nine. My first lunch with employees was 22 October. We got to know each other better and discussed many different things. Several suggestions were given to me during lunch. I have asked the staff to consider them and provide me feedback. The next lunch is 18 November. I look forward to meeting more of you.

The permission to fail@ slips being given to employees are to encourage innovation and try new, but still legal, ways of doing business without fear of failure. Please use these and try to develop better ways for the District to do business.

District staff members have been engaged in discussion about what actions could be taken to promote the empowerment of all District employees. This initiative is not intended to be another formal suggestion program or a replacement for the existing program. Empowerment of all employees is an attitude that encourages creative thinking about ways to make everyone's work more productive and more satisfying. Both authority and responsibility come with empowerment. I believe in it and am committed to furthering the initiative. More to follow.

St. Louis District is working two of the most critical navigation and flood control projects in the division. I'd like to give you an update on each effort.

We are implementing a Plan of Action agreed upon at the 16 Oct '96 meeting with General Flowers and the LMV staff for the restoration of Locks and Dams numbers 24 and 25. The plan will accelerate construction of the approved rehabilitation measures at the locks and dams, perform some interim repairs, and prepare rehabilitation reports for additional work. This work is critical to the continued operation of the structures, and it's going to take a lot of effort on the part of everybody to get it accomplished.

The Chain of Rocks -Phase 1 emergency repairs, which rehabilitated existing relief wells and replaced missing or damaged relief wells, was completed ahead of schedule. Many people in the District have been involved in the hard work being done to complete this project. We still aren't finished yet. There is a contract scheduled to be awarded in November for the repair of a drainage ditch at the toe of the levee and to fill in the existing ditch. All emergency repairs are to be completed in March.

The Perception Management Workshops are almost complete. The result will be a plan to enhance our public image. The Public Affairs committee had some great ideas. They are now deciding what can be done first

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US Army Corps of Engineers
St. Louis District

ESPRIT is an unofficial publication authorized under the provisions of AR 360-81. It is published monthly, by contract, in 1450 copies, by the Public Affairs Office, U.S. Army Engineer District, St. Louis. Views and opinions expressed in this publication are not necessarily those of the Department of the Army.

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News Briefs

Mark Twain Lake:

Special events

In September and early October, Mark Twain Lake hosted several important programs for the public. One was a program on astronomy held September 14th at the John F. Spalding Recreation Area. Another was the fifth annual Environmental Education Day on September 20th, also at the Spalding Recreation Area. Representatives from 31 businesses, government agencies and special interest groups discussed how their industry impacts the environment. And the third annual Missouri Mule Days was held October 5th at the Warren G. See South Spillway Recreation Area. Throughout October a special mule exhibit was on display at the M.W. Boudreaux Visitor Center.

High water ramps

On October 10th, the Mark Twain Lake Chamber of Commerce hosted the official ribbon cutting ceremony for the new high water boat ramps at the John Spalding Recreation Area. U.S. Congressman Harold Volkmer was on hand to cut the ribbon. There are now three areas with highwater ramps - Spalding, Robert Allen and Stoutsville Recreation Areas.

Carlyle Lake:

Fish study

A DoD study conducted by our Planning Division resumed at Carlyle Lake in September. Tom Keevin, Lynn Neher and Brian Johnson started the study in the fall of 1993. It continued through the fall of 1994 and 1995 and has

resumed this fall. The information acquired will be used to protect fish and their habitat during required explosive demolitions.

Grant for study

The Carlyle Lake Association, with goals of benefiting various habitats around the lake, has received a Conservation 2000 grant from Illinois. The grant is for a bird inventory study at Carlyle Lake. This inventory includes both migratory and resident birds. About \$42,000 in matching grant funds have been provided. This study is estimated to take 10 weeks showing the birds before, during and after migration and in the summer months.

New cabins

Because of existing infrastructure and high visitation, Hazlet State Park has been chosen over South Shore State Park as the site for 10 to 15 new rustic cabins. This area also provides room for future expansion. The cabins may be built by mid to late summer 1997. Funding was provided with \$1.2 million in special appropriations for the lake from the Department of Natural Resources.

Weir MOA

A Memorandum of Agreement with the Illinois Department of Natural Resources for work on the maintenance of weirs at the Wildlife Management Area and development of a wetland complex at Eckerts Woods has been completed recently.

Rend Lake:

New marina?

The Rend Lake Conservancy District has submitted a letter to the Corps of Engineers requesting they be allowed to develop a marina on land in the Gun Creek complex that is currently leased by the Corps to the Conservancy District. The Corps is reviewing their proposal and working with the Conservancy District to inform them of the steps they would need to take to allow for the development of a second marina on Rend Lake.

A Market Feasibility Study still needs to be done to help determine if a second marina would be viable at Rend Lake.

Special season

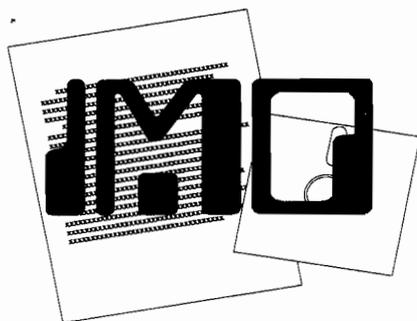
The Illinois Department of Natural Resources conducted a special deer archery season in the wildlife refuge area of the lake in October. This marked the second year of the special hunt which was held last year for a three-day period only. The state is conducting the hunt because of problems created by an overpopulation of deer in this area.

This year there were four one week seasons, with 20 hunters participating in each week's hunt. The 80 individuals were selected from a random draw of people who sent in applications for the special hunt.

Morgan award

Seasonal Park Ranger Gene Morgan was recently presented a President's Humanitarian Award by the National Hunting and Fishing Day Committee for his support of the event held annually at John A. Logan College near Carterville, Illinois. Gene was recognized for

(Continued on page 5)



Advanced tips for Group-Wise 4.1 for Windows

Continued from the October ESPRIT

by Anne Meehan, IM-I

Searching for Text Within an Item

1. Open the item you want to search in and click the Message box.

2. Choose the Edit menu, then choose Find.

3. Type the text you want to search for in the Message Text box, then choose Find Next.

GroupWise highlights the next occurrence of the text within the message.

Filter

If you receive a huge amount of items every day or need to leave items in your In Box indefinitely, you probably have a difficult time finding items. Filter lets you display items according to specific criteria.

Filtering Items

1. Double-click In Box, Out Box, Trash or My Calendar in the Main Window, then select the list box you want to filter.

2. Choose the View menu, then choose Filter to open the Filter dialog box.

3. Select the items and the options you want the list box to display.

If you want to save the filter, choose Save to open the Save Filter dialog box, type a name in the Filename text box, then choose OK.

4. Choose OK to close the Filter dialog box.

Retrieving a Filter

1. Double-click In Box, Out Box, Trash or My Calendar in the Main Window, then select the list box you want to filter.

2. Choose The View menu, then choose Filter to open the Filter dialog box.

3. Choose Retrieve to open the Retrieve Filter dialog box.

4. Select the filter you want to retrieve from the Filename list box. Or type the filename in the Filename text box, then choose OK. The filter appears in the Filter dialog box.

5. Choose OK to close the Filter dialog box.

The filter will be in effect only while the window is open. When you close the window, the filter is disabled. If you want to apply a filter permanently to a window or view, add it to the Shelf.

Placing a Filtered View on the Shelf

You can save a filtered view on the Shelf for easy access.

1. Double-click In Box, Out box, Trash, or My Calendar, then select the list box you want to filter.

2. Choose the View menu, then choose Filter to open the Filter dialog box.

3. Select the Filter settings you want, then choose OK to close the Filter dialog box.

4. Drag the title bar icon to the Shelf to make it a shelf icon.

5. Right-click on the new shelf item.

6. Choose properties. At Caption: Enter a description for the new item. (optional)

7. Choose change icon. Choose a new icon by double-clicking. (optional)

8. Choose OK.

9. Double-click the Control-menu box to close the view.

You can then double-click the shelf

icon whenever you want to open the view.

Font

Font lets you change the font, style, and size that you see in items you send and receive, GroupWise Windows (In Box, Out Box, Trash and so forth), and in the calendar view list boxes.

Although you can change the font items you send, the recipient will not receive the item in the font you selected. The font the recipient sees depends on which font he or she chose for viewing items. Although the font may not be the same, any attributes (bold, underline, and so forth) will be displayed when the recipient views the item.

Choosing a Font for an Item

1. Open a new item from a pop-up list in the Main Window.

2. Select the Message box, choose the Edit menu, Choose Font, then Choose Font again.

3. Select the font, style, and size from the Font, Font Style, and Size list boxes in the Font dialog box.

4. Choose OK to close the Font dialog box.

The text you type in the Message box appears in the font, the font style, and the font size you choose.

Choosing a Display Font

1. Open the windows or view you want to display in a new font, font style, or font size.

2. Choose the Edit menu, the choose font to open the Font dialog box.

3. Select the font, style, and size from the Font, Font Style, and Size list boxes in the Font dialog box.

4. Choose OK to close the Font dialog box.

Choosing WP Characters

GroupWise provides more than 1,500 characters and symbols, which are grouped into fifteen character sets. Each numbered

(Continued on next page)



GroupWise tips (cont.)

Each character set contains a certain type of character. For example, character set 0 contains ASCII characters, and character set 8 contains Greek characters. Most of these characters are listed in the WordPerfect Characters dialog box.

Each character in a set is also numbered. The combination of the set number and the character number identifies each character.

If you already know the number of the character you want to use in your document, you can simply type the number in the Number text box of the WordPerfect Characters dialog box.

To insert characters into a Subject or Message box,

1. Place the insertion point where you want the character to appear in your text, choose the Edit menu, choose Font, then choose WP Characters.
2. Choose the Character Set pop-up list, then choose the WordPerfect character set you want.
3. Double-click a character to insert it

Not all fonts include all characters. Depending on the font you are using, some characters in the character sets may not display in your document window. These characters are represented by a hollow box on your screen. The characters will print, however, if your printer supports graphics.

Reference material.

Novell GroupWise for Windows v4.1 Reference Manual

Perspective (continued)

and who will be responsible to carry out the specific actions. Finally, this month each employee is being given the opportunity to vote on the District Motto. The ballot is on the back page of ESPRIT. Please submit your vote through your supervisor. Those ballots will be forwarded to Public Affairs and counted. Next Month we'll announce our Motto.

News Briefs (cont.)

the integral part that his Sesser-Valier Outdoorsmen's Club high school students play in making the event a success.

Visitation up

Improvements in recreational facilities at Rend Lake seem to be paying off. Visitation at lake facilities through September was up 14.5 percent from visitation through the same time period last year. If the pattern continues, Rend Lake will have a record visitation year for the second year in a row.

Lake Shelbyville:

Disabled hunt

The annual deer hunt for persons with disabilities will be conducted at Lake Shelbyville November 22-24. Twenty-one hunters

Real Estate Division hosts training

by Tom Hewlett, Chief, Real Estate Division

In September, the St. Louis District's Real Estate Division hosted two real estate training courses in cooperation with the International Right of Way Association (IRWA), Gateway Chapter No. 37.

These courses were attended by people from the St. Louis District, Real Estate Division and organizations such as Union Electric, St. Louis County Water and various other utility companies servicing Illinois and Missouri. Topics included real estate law, property descriptions and the interpretation of engineering drawings as they pertain to right of way requirements. Course materials incorporated a textbook, Principles of

and many volunteers are expected to participate in the event. Volunteers will help hunters get to and from their hunting blinds, field dress deer, take the deer to the check stations and perform many other jobs. The dedicated volunteers make it possible for people who would not get to hunt to experience good camaraderie and the beautiful outdoors.

Volunteer dinner

An appreciation dinner was held at Lake Shelbyville on October 17 to recognize their volunteers. In the past fiscal year, 467 volunteers donated 5,795 hours. Volunteers performed tasks such as planting trees and prairie plants on Earth Day, placing Christmas trees in the lake for fish habitat, performing campground and facility repairs and maintaining trails.

(Continued on page 12)

Right of Way, published by the IRWA, and a course notebook containing a student manual, exercises and outside assignments. Each session culminated with an examination applicable to continuing education credit and/or certification by the IRWA.

The International Right of Way Association is a nonprofit professional association dedicated to the advancement of the right-of-way profession. It is a membership association of individuals involved in the acquisition, management or disposal of real estate for public agencies and investor owned companies. Founded in 1934, IRWA has approximately 10,000 members with 75 chapters located throughout the United States and Canada.



Wappapello Lake - Protecting unique ecosystem

A unique wetland ecosystem, known as a Deep Muck Fen, at Wappapello Lake in Southeast Missouri has recently been recognized as significant and entered into The Nature Conservancy's (TNC) Natural Areas Registry Program. TNC bestows this honor on landowners who voluntarily protect natural features on their land. Registry areas are chosen because they harbor species or natural communities of state, national and even world-wide significance.

The St. Louis District entered into a Memorandum of Understanding (MOU) with TNC, Missouri Chapter, in 1995 "for the purposes of carrying out assessment and management activities on Corps of Engineers public land in Missouri." Under the MOU, TNC assists Corps natural resource management staff by providing knowledge and expertise to locate, inventory, evaluate, provide management and monitoring recommendations of lands with high natural values.

The Deep Muck Fens at Wappapello Lake are characterized by organic soils with a component of mucky sedge peat, with soil depths

in the fen typically exceeding 40 inches. The Missouri Department of Conservation's Natural Heritage Database includes only eight deep muck fens in the state ranked as high natural quality. Only five of these, including the Wappapello fens, are located in the Lower Ozark region.

To a first-time visitor, the fens appear to be an open bog-like area surrounded by lowland forest with water saturated soils. Deep Muck Fens are very rare in Missouri and can be home to various rare and endangered species of plants and animals. To date, several Missouri rare and endangered species have been found in the fens. The four-toed salamander, which is classified as rare in Missouri and two Missouri endangered plants, Canada Rush and Loesel's Twayblade Orchid have been documented.

Vegetation sampling and inventory work conducted by TNC document that the Deep Muck Fen system is markedly different in vegetational composition from other Deep Muck Fens, and represents a unique expression of this natural community.

The Corps and TNC have recently coordinated and approved a four-year management plan which outlines management objectives and strategies for protection and management of the fens. This management plan outlines schedules for conducting water quality testing, inventories of flora and fauna, photomonitoring, hydrologic studies, public use plans and methods to improve the quality of the fens through prescribed burning and cattail control.

The presence of the fens on project lands creates a unique opportunity for the public to visit a deep muck fen for the purposes of plant study, photography, bird watching, etc. Future projects to effectively interpret the fens to the public will include a trail, brochure, signage and incorporation in the Watchable Wildlife Program.

With proper management, this fen system has the potential to be the best deep muck fen system in the region and to showcase a unique aspect of the Ozark's natural heritage.

Water rescue

The East Wayne Water Rescue Unit was present 17 weekends this year starting May 18th and ending September 21st. They provided 765 man hours of service using a crew of three. They also placed signs at all of the marinas which informed the public of their purpose. In addition, future plans include printing brochures to explain the purpose of the boat, hours of operation and specific services provided.

This is the pontoon boat which was put into service by the Lucy
(Continued on next page)



TNC rep. Suzanne Greenlee presents Park Ranger Dan Camden a plaque including Hattie's Ford Fen in TNC Natural Areas Registry.



Resource Management at Wappapello

The natural resource management program at Wappapello Lake is striving to maintain the integrity of the resources by implementing compliance, restoration, conservation and prevention measures in our stewardship activities.

The program is staffed by four permanent park rangers, Art Ruebenson, Allen Mehrer, Dick Chenoweth and Jimmy Fox, Jr. and one SCEP park ranger, Angie Charles. One to two STEP park rangers are hired depending on FTE allotments. We have also taken advantage of the services of student interns and volunteers.

One of the continuing highlights was the hatch and fledging of another bald eagle this past Spring. Five bald eaglets have hatched and fledged from nests at Wappapello Lake in the last three years.

With the help of District teammates we continue to improve our ERGO compliance status and have cited more than 40 good management practices within our operations. We continue to work with outgrants, contractors and the public to educate, inform and gain compliance. We accept the respon-



Food plots like this sunflower field are planted annually for wildlife.

sibility to comply with environmental laws and regulations and recognize compliance as an integral part of doing business.

We have recently completed a Pollution Prevention Plan and a Spill Prevention and Response Plan which includes a Spill Contingency Plan and a Spill Prevention, Control and Countermeasure Plan. Material Safety Data Sheets (MSDS) and hazardous materials lists are reviewed and updated on a continuous basis.

Coordinated efforts with ED-HQ this past FY resulted in the removal of about 1800 pounds of hazardous materials (waste oil, waste gasoline, paints, solvents) from our maintenance facility. To eliminate any recurrence of this we have implemented a checks and balances system where you buy only what you need and use it.

As funding and personnel get harder and harder to get, we are constantly looking at alternative management strategies which still achieve or exceed the desired results of existing habitat management activities.

Historically, natural resource managers have planted supplemental wildlife food plots in the interest of managing for migratory waterfowl. At Wappapello Lake we have been no different. More than 1600 acres are designated as waterfowl refuge and we annually plant corn, milo, millet and wheat. This row cropping tends to be expensive and manpower intensive. In addition, the areas planted are subject to flooding, resulting in plantings which are too late. They are lost to flooding or they do not get done at all. Moist soil management has alleviated these obstacles. Through the use of ephemeral pools, retention berms and stop-log water control structures, we are able to provide habitat that has higher nutritive qualities, provides a higher total energy to wildlife than do cereal grains and is cheaper to operate and maintain. Existing native plants such as sedges, smartweed and beggartick



Johnson Tract moist soil unit provides a great source of food and nesting sites.

are used. Additionally, these units draw a diverse population of invertebrate species, reptiles, amphibians and other mammals giving the benefit of multi-species management.

Before man's "interference" and attempts to dominate nature, fire played an intricate and important role in the natural order of succession. Prescribed burning

(Continued on next page)

Water rescue (cont.)

Lee Healthcare System in a volunteer agreement with the Corps, East Wayne County Ambulance Service, Wappapello Volunteer Fire Department, Missouri State Water Patrol and the Wayne County Sheriff's Department.

All the services provided, including the boat and crew, are free. This is the first full recreation season for this floating care unit. It's success went hand in hand with the overall safety experienced on Wappapello Lake this summer.



An example of rescue team in action.



Resource (cont.)

continues to be a productive management tool used at Wappapello Lake. Much like moist soil management we are re-creating the natural processes that shape and determine habitat components. Through burning "old field" growth, glades and warm season grass plantings on both scheduled and "as needed" timetables we are restoring and conserving a complex of habitats.



Wappapello Lake provides housing for bald eagles.

Natural resources are only renewable when the integrity of the land is maintained through responsive care. At Wappapello Lake, WE CARE. Preserving habitat diversity for viable wildlife populations, sustaining healthy conditions within our forest, environmental and historic/cultural properties compliance and the conservation of soil and water will continue to be our focus as we face the challenges that the future has to offer.

Wetlands at Wappapello Lake

As the St. Francis River meanders through the hills of the eastern Ozarks and flows into Wappapello Lake, its banks support a diverse habitat of wooded bottomlands and periodically flooded fields. These areas provide a source of food and shelter for wildlife. However, the flood control mission of Wappapello Lake is not conducive to many species of wildlife and wetland vegetation.

In order to provide more productive habitats for wildlife, the Wappapello Lake team developed three areas to manage beneficial wetland vegetation. The Johnson Tract Moist-Soil Unit, Military Road Moist-Soil Unit and Warner-Robbins Moist-Soil Unit were developed to provide feeding and resting habitat for migratory waterfowl, shorebirds, mammals and herptiles. Through the use of low earthen berms and control structures, shallow pools are formed by the capture and retention of rain water and water from elevated lake levels.

Through wise wetland management strategies, resource stewards are able to optimize food production from wetland plant and invertebrate species and provide resting/cover habitat. By manipulating water levels and controlling the dewatering dates with control structures, resource managers are

able to provide conditions suitable for beneficial wetland plants and wildlife. Other tools used at Wappapello Lake to optimize the vegetative component within the moist-soil units are disking, mowing, prescribed burning and planting. These tools, in conjunction with water level manipulation, can provide optimum habitat and food production for a variety of wildlife.

The Johnson Tract Moist-Soil Unit (7 acres) is located within the Johnson Tract Natural Area. About four acres of this unit is maintained as an open component for the optimum production of food and cover habitat. Wetland plant species, such as Smartweeds, Sedges, Bidens and Wild Millet are encouraged in this area. The other three acres of the unit are maintained as bottomland hardwoods, comprised of Silver Maple, Green Ash and River Birch.

The Warner-Robbins Moist-Soil Unit (2.1 acres), located in the Lost Creek Wildlife Refuge, and the Military Road Moist-Soil Unit (11 acres), located north of the Greenville Recreation Area, were developed to provide diverse waterfowl habitat and sedimentation/erosion control. These units are maintained as a shallow wetland for the optimum production of food

sources and habitat for migratory waterfowl, shorebirds and mammals.

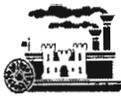
The resource stewards of Wappapello Lake are providing a much needed wetland component through the development and management of these moist-soil units. The management of the three moist-soil units at Wappapello Lake provide a stable and sustainable wetland habitat for the benefit of wildlife.

Top artist at Wappapello

Park Ranger Kathy Dickson grew up hiking, camping, backpacking, fishing and just enjoying the great outdoors. She began painting when she was 10 years old and became a professional artist in November 1988 after being the first woman to win the Missouri Waterfowl Stamp competition. She has seven conservation stamps to her credit, including the 1991 Mississippi Waterfowl Stamp which carried the first governor's edition.

Kathy has won the 1991 and 1993 National Wild Turkey Federation Grand National Art competi-

(Continued on next page)



Wappapello Lake Visitor Center complete

On June 15, 1996, much of the St. Louis District breathed a simultaneous and very loud sigh of relief. The visitor center at Wappapello Lake was finally complete.

Years of study, planning, design, troubleshooting and contracting have led to a product that will interpret the Corps and its mission to our customers for a long time to come. But getting there was not an easy matter. It took a huge team of professionals working together to develop the project which required consideration of countless details. Though heartfelt thanks have already been extended to everyone in the St. Louis District, let us thank you all again - and introduce you to your creation.

The visitor center at Wappapello Lake explains natural resource management objectives and techniques. It details how flood control works with a working model of the dam, and demonstrates the wide variety of recreational opportunities at Wappapello.

It promotes water safety through two separate exhibits and interprets the cultural significance of the area using interesting photographs and audio recordings. A 265 gallon aquarium gives visitors a chance to

view many of the fish found in the lake, and an interactive computer (housed in a giant fiberglass white oak tree) allows visitors to browse through a variety of topics on recreation, outdoor hazards, special events and more. One exhibit even spotlights the individual duties of the Corps team, allowing the public to gain a greater comprehension of the complexity of our responsibilities.

The topics are many, the design creative and the graphics impressive. Upon entering, color and sound greet the visitor and encourage curiosity. The urge to explore is irresistible. We hope the educational opportunities in the new visitor center will allow greater appreciation and understanding of the valuable resources the Corps manages, and that the public - our customers - will

emerge as proud of what we do as we are.

On September 19, 1996, the Wappapello Visitor Center was officially renamed the Bill Emerson Memorial Visitor Center in honor of the Missouri Congressman who passed away recently. The change was at the request of the public, who felt that naming the



MG Flowers, Col. Hodgini, Jo Ann Emerson, the late Congressman's wife, and Marie Hahn, his mother, unveil the new visitor center sign.

visitor center after him was a fitting tribute to his lengthy career in public service.

Artist (continued)

tions and currently has a new print that will be in the National Wild Turkey Federation banquet package. She was the 1993 Illinois Ducks Unlimited Artist of the year, the 1994 Missouri Ducks Unlimited

Sponsor china plate artist and her art work won and sold in the Partners in Flight Tour three years ago. She placed 19th in the 1989 Federal Duck Stamp competition, which carried over 2,000 entries that year and has been in the top 100 for the past five years.

Other awards have included Best of Show, People's Choice Awards and various other awards. Kathy credits Got for her talent and hopes to capture the beauty of God's creations on canvas for all to enjoy.

We are proud to have Kathy as part of our team at Wappapello Lake.



Puppies captured on canvas by Kathy Dickson.

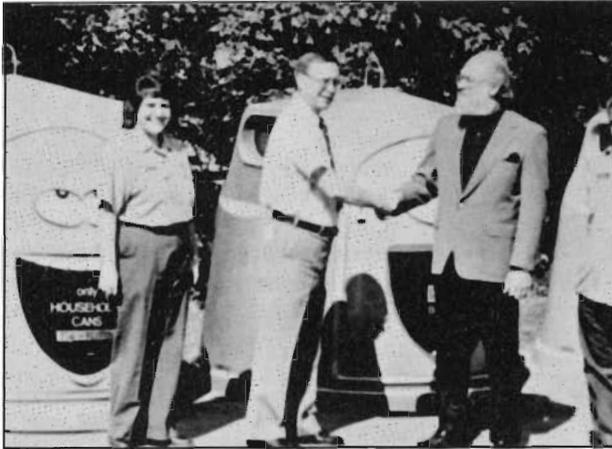
Recycling

The Wappapello Lake staff has coordinated with the Ozark Foothills Regional Planning Commission to implement a new recycling program in the lake area. The plan involves using recycling igloos to house the recyclable goods. These igloos are large enough to be seen by passing vehicles and hold a large volume of recyclable items. We will be trying this program for 30 days, at which time an evaluation will be done to determine if the program is successful. The igloos were placed at Eagle Point Recreation area.

Wappapello Lake's Project Manager, Mike McClendon, ex-
(Continued on next page)



Recycling (cont.)



Project Manager Mike McClendon, second from the left, and David Bell, administrator of Ozark Foothills Regional Planning Commission, affirm commitment to recycling project.

pressed the positive aspects of having the recycling program at the lake. He feels that the igloos will reduce roadside dumping, improve the appearance of the project, save cleanup money, aid in better management of natural resources and provide a service to the rural community.

Everyone is encouraged to participate in the recycling program, including residents, businesses, or anyone passing through the area. To eliminate confusion about which container houses which type of recyclable product, the igloos are clearly marked TIN/ALUMINUM (squashed), GLASS (unbroken, clear, brown or green), PLASTIC (milk jugs and soda bottles without lids) and NEWSPAPER.

All items should be clean and dry.

Old Greenville - Recreation area and history lesson

Historic sites are not uncommon in these United States. Practically every Corps project has several sites that could be considered "historic." However, historic sites listed on the National Register of Historic Places coexisting with an established Corps campground and day use area are... well... so infrequent it is possible that there is only one in the country.

Historical Greenville

Old Greenville is in the Greenville Recreation Area at Wappapello Lake. The tale begins with settlement of the area by the Native Americans. Over several thousand years, the site on the St. Francis River was occupied by many individuals with diverse cultures. In fact, a well-known Indian trail called the Natchitoches Trace crossed the St. Francis River at the spot where Old Greenville was to become established. This trail later became a military road during the early days of the American frontier.

About the time of the Louisiana Purchase, a man named Isaac

Kelley arrived in Southeast Missouri and secured a land grant from the Spanish government which later became the site of Old Greenville. Soon after, Dr. Elijah Bettis moved to the site and established a ferry on the St. Francis River, giving the townsite its first name, Bettis' Ferry.

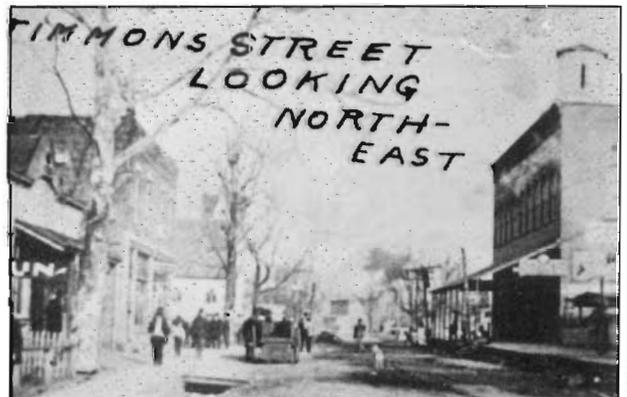
In 1818, three years before Missouri became a state, Wayne County was established. Stretching all the way across the southern portion of Missouri, the county earned the nickname, "The State of Wayne," because of its size.

Bettis' Ferry, then the center of population for the new county, was re-named Greenville in honor of the treaty General "Mad" Anthony Wayne signed with the Indians after the Battle of Fallen Timbers in Ohio. In the ensuing years, Greenville wit-

nessed many events of American history - the development of the frontier, the Trail of Tears, the Civil War, a timber and railroad boom, World War I and the Great Depression.

The downward plunge of the economy in the 1930s brought renewed national interest in flood control. Throughout its history, Greenville had been continually plagued by flooding of the St. Francis River. Downstream, in Arkansas, the situation was even

(Continued on next page)



Old Greenville witnessed many events of American history.



Old Greenville (cont.)

more severe. Public officials decided a dam would be built at Wappapello, several miles south of Greenville. Construction of the dam began in 1936 and was completed in 1941. The resulting flood plain necessitated the relocation of Greenville to its present site, two miles north of its original location.

A new beginning

In 1990, the Old Greenville townsite was listed on the National Register of Historic Places for its archaeological significance as a frontier town and county seat. The area was already a Corps recreation area and campground, and the management focus shifted to interpretation of the site's historical significance. Many sidewalks, foundations and other remains of the town still existed, but were often buried under fifty years of flood debris and silt. In addition, trees and other vegetation had grown over sidewalks and foundations that remained, threatening their historical integrity.

Local citizens joined with the Wappapello staff to stop the worsening situation at the historic site and develop an interpretive program to educate visitors about the cultural significance of Old Green-

ville. Many of the citizens involved actually had lived in Old Greenville. They were extremely happy when the Corps of Engineers began to rehabilitate the physical remains of the site. These former residents helped to conduct research and gather pictures and information about the town's history so that interpretation of the site would be accurate and interesting.

Debris and vegetation were removed from about 20 individual sites at Old Greenville. An interpretive trail was established to guide visitors through the old business district. A trailhead was constructed at the first stop and wayside exhibits were erected at the 20 individual sites.

Today, Old Greenville Historic Site is a positive example of local residents and a government agency working together in a mutually beneficial partnership to expand our nation's arsenal of cultural resources. The preservation and rehabilitation of this valuable site will help to teach many visitors about America's interesting past. The presence of the site makes the campground very unique and especially appealing to our customers.

McClendon on panel

Wappapello Lake's Project Manager Mike McClendon recently agreed to serve on the Missouri Department of Conservation Blue Ribbon Panel to review Missouri's wild turkey management program. The primary objective of this panel is to discuss the history of the program and wild turkey biology in Missouri. The panel will also provide citizen input for developing long-term objectives and strategies for managing the wild turkey resource in Missouri far into the future.

The panel will discuss factors limiting turkey populations in Missouri, current population status, the role of hunting mortality in managing our turkey flock, the impact of season lengths and bag limits on that mortality, the need for supplemental restocking where populations are perceived to be lower than desired and the pros and cons of managing harvest by zones or regions.

Mike also serves as president of the Heartland Gobblers (local chapter) of the National Wild Turkey Federation.

4th Annual Festival of Lights tour

The Corps of Engineers and the Wappapello Lake Lions Club will be working in partnership again this holiday season to host the 4th Annual Festival of Lights Auto Tour. This event will be held November 23 through December 22 at Redman Creek Campground from dusk until 10 p.m.

This free event is sure to provide twinkling eyes and a cheerful smile as you drive through the illuminated campground to view the many decorated sites. Even jolly



Sites are decorated with many lights and signs to help celebrate the season.

ol' Santa and others will make several special appearances to provide candy canes and holiday spirit as they did for about 12,500 people who attended last year.

Businesses, groups, organizations and individuals participate at no charge in this holiday festivity by decorating a campsite with as many lights as possible to create a totally "bright" holiday. This event truly emits a warm glow to add to the season's festivities.

Quote of the month

It is unwise to be too sure of one's own wisdom. It is healthy to be reminded that the strongest might weaken and the wisest might err.

Mohandas K. Gandhi



Safety Awareness Day at Steak 'N Shake

"Life Jackets - A Friend For Life" was the theme of the Safety Awareness Day at the Poplar Bluff Steak 'N Shake. This event was sponsored by the Corps of Engineers at Wappapello Lake, Steak 'N Shake and KKLR Radio Station. Smokey the Bear, Woodsy Owl and McGruff joined in the fun to greet about 250 people who braved the rainy weather to learn more about safety. Games, coloring books, posters, pamphlets and water safety videos helped to promote information on safety.

"Steak 'N Shake is very big on promoting safety," said Mary Hinze, the district manager. They promoted "Safety Awareness Day" by having announcements at each

table, a drawing for two life jackets and by displaying water safety posters and boards. A partnership was formed with Steak 'N Shake and KKLR to present vital safety information to the public and to help kick off the summer recreation season. KKLR also conducted a live remote broadcast on location during the "Safety Awareness Day."

Businesses such as Kroger, Wal-Mart, K Mart, Hardees and others were also eager to display water safety boards and messages throughout the summer. Plans are being made to form partnerships for promoting safety days and water safety with other area businesses and schools.

Luebbert new Security Co-op

Belated though it be, the District Security Office announces its newest addition, Dawn Luebbert.

Dawn began her service with the Corps of Engineers in June 96 as a Co-op. She is currently a senior at Webster University where

she has already earned her Paralegal Certificate and will graduate in May 1997 with her B.A. in Legal Studies.

Dawn is currently in the process of applying to Saint Louis University School of Law, and she plans to eventually earn her Masters Degree in Security Management from Webster University. Besides working 32 hours per week for the District and taking a full load of courses, she works part-time for Famous-Barr. To use up her spare time, she is an enthusiastic baseball and hockey fan who just happens to know a few players in both the Cardinals and the Blues teams.

Dawn can be reached at 331-8068 and is eager to assist any District employee with a security issue.



News Briefs (cont.)

Cruitt ♥ Blackburn

Park Ranger Leanne Cruitt and Tom Blackburn from Springfield, Illinois, "tied the knot" in beautiful Key West, Florida, on October 12. The ceremony was held at Ernest Hemingway's house. The District congratulates Leanne and Tom on their recent marriage.

District headquarters:

Waterfowl award

Migratory Waterfowl Hunters, Inc., has presented their Conservationist of the Year Award to the St. Louis District's Water Control Management Office. The award was presented at their general membership meeting on October 16. The award was presented "In recognition of employing innovative and effective water control techniques while demonstrating that wildlife, fish and navigation can benefit equally from cooperative management."

Steen Leaving L&D

The St. Louis District and Kaskaskia Lock and Dam said goodbye to Wanda Steen in September. She was the first female shift chief in the District. Wanda started as a secretary at Kaskaskia L&D in December 1988 and trained as a lock operator. She will become a shift chief at Ortona Lock and Dam on the Caloosahatchee River near Lake Okeechobee in the Jacksonville, Florida, District.





History teaches many valuable lessons

by Cecily A. Jones

Buried in a box of books now part of the St. Louis District's history files was a thin text, "The Writing of American Military History: A Guide," issued by the Department of the Army in June 1956.

The brief foreword expressed the positive expectation that the study of military history "should stimulate intelligent probing into the past with an eye to the future. This, in turn, should lead to increased wisdom and, therefore, to wiser decisions...in peace and war...Scholars and others...may also find it very useful."

As you read quotes from our commander, Col. Thomas Hodgini, and members of the St. Louis District's historical committee, consider how military terms "leadership," "heritage," "morale," "pride" "truth," "stewardship," "traditions," "challenges" have useful meaning in our own lives, professionally and personally.

Our Commander, Col. Hodgini, writes: "The study of the St. Louis District history has many benefits. For me, the most important is employing the past to improve the future. History influences our tomorrows.

For example, records from past Corps of Engineers leaders provide a wealth of information on effective leadership styles, most beneficial missions, and recurring issues. Understanding these can help us avoid previous pitfalls and point to promising futures. As we celebrate past successes, we become energized to accept future challenges.

"In many ways, we are defined by our past. St. Louis District's early and recent successes in opening navigation, providing flood control and recreation, and most recently, environmental stewardship, describe our heritage. We build upon this heritage by linking the past with our vision for the future: The National Center of Innovation in Navigation and Flood Control Sys-

tems, incorporating Environmental Stewardship and Recreation. Our history tells me we have a bright future."

(The St. Louis District has more than 40 oral histories, including those of commanders during the past 30 years.)

Executive Assistant Anson Eickhorst, a member of the historical committee, gives a personal example of the value of preserving history: "I can remember a number of occasions where I have been lucky enough to have had a written historical reference that has been quite useful in responding to an outside inquiry. During the

"In many ways, we are defined by our past."

(Melvin Price) Lock and Dam #26 litigation, we were constantly trying to find answers to questions based on their historical setting. On those occasions where we succeeded, significant resources were often saved. That experience has convinced me that we should all take the time to record for posterity what we do and why. It does not take that long at the time because events are fresh in our mind. Trying to untangle those events years or even decades later can be quite expensive and maybe, it is sad to say, not even achievable."

Claude Strauser, chief of potamology, and a member of our historical committee, quotes Missouri's most famous writer: "Mark Twain had something to say about almost everything. On the topic of 'history,' he said: 'A historian who would convey the truth has got to lie. Often he must enlarge the truth by diameters otherwise his reader would not be able to see it.'

"Well," writes Strauser, "I'm not sure I entirely agree; however, I do understand what he was trying to tell us. We must attempt to develop an

'institutional memory' or history upon which we can build. If we are planning for the future, we must understand where we are in the present, and the only way to do this is--try to understand the past.

"An organization with goals--with a vision towards the future-- must be able to understand the past. If this isn't done well and with energy, then the quality and quantity of the product will be diminished. We need to share the reason for our existence with our customers and explain to them how they benefit from our efforts. Only with 'institutional memory' can this be accomplished effectively and efficiently."

The little Army guide advocated truth: "To be of maximum value in teaching military leadership, historical works must be factual and frank. Propagandistic or censored history is dangerous and should not be used, for it can provide no sound lessons or basis of professional training. It leads to false conclusions and fosters one of the worst evils in professional military thinking--self-deception."

Sandy Clawson, Chief of Public Affairs, has testified to the historical committee (she is a member) how inadequate records have cost her a day or more of time tracking down needed data. Her simple guide is: "You can't know where you're going if you don't know where you've been."

Preserving the heritage, the history, of an entity, as the Army guide advises, is a point expressed by Matt Struckel, chief of physical plant and service base, a member of the historical committee, and a historical resource himself: "I think history is important to preserve the heritage and traditions of the St. Louis District. Knowing what has transpired before us helps to instill pride in one's work. It also drives us to make extra effort to continue with

(Continued on page 16)



Did you know ?

Voluntary retirement contributions

An article by Reg Jones, who was head of retirement and insurance programs at the Office of Personnel Management, appeared recently in the Federal Times. We thought it would be of interest to our team members. The article explains an easy and little known way to increase your retirement annuity. It is paraphrased here.

In 1939 Congress passed Public Law 76-263. It permitted federal employees to increase their retirement annuities by voluntarily contributing money to the Civil Service Retirement and Disability Fund.

Originally the interest paid on accounts was small and very few took advantage of it. In 1985 the government began paying market interest rates. Still, very few signed up. The reason was that very few knew the program existed. Even some personnel offices didn't know the program existed and thought those few who asked about it were confused about the Thrift Savings Plan. But the Thrift Savings Plan and the voluntary contributions program are two different programs.

CSRS and CSRS-Offset employees can invest up to 5 percent of their annual salaries in the thrift plan every year and distribute it among the investment options offered by the plan. This is done through payroll deduction. The voluntary contributions program

permits employees who don't owe any deposits or redeposits to invest up to 10 percent of their lifetime federal civilian earnings at any time and in any amount, as long as it is in multiples of \$25. The check or money order is sent directly to the Office of Personnel Management.

Another important difference is that both the money invested in and the money earned by the thrift plan are tax-deferred, while only the interest earned in a voluntary contributions program account is tax-deferred. Because of this, most financial advisers recommend employees maximize their thrift plan contributions before considering other investment opportunities.

Here's how the voluntary contributions program works. At retirement, every \$100 in your account can be used to buy an additional \$7 per year of annuity. You get 20 cents more for each full year you are over age 55.

For example, if you were 60 years old at retirement, each \$100 would buy \$8 of annuity. That may not sound like much, but depending on how much you invested (and earned in interest) and how long you live, it could be significant.

You can make a survivor election as with CSRS, which would reduce your annuity as it does in CSRS. However, unlike CSRS, you can name anyone to be your beneficiary without restriction because your election does not require spousal consent, nor is it subject to garnishment.

Unlike thrift plan investments, a voluntary contributions program account can be closed at any time and for any reason. You earn the same interest rate whether you invest small amounts or large blocks. The interest rates are set for the year ahead so you'll know the interest rate before you put your money in.

One advantage of the voluntary contributions is that, like U.S. Savings Bonds, your investment is backed by the government.

If you would like to know more about the program, stop by your Human Resources Office and ask for a copy of OPM's Retirement Facts pamphlet No. 10, Voluntary Contributions (RI 83-11) and a Standard Form 2804, Application to Make Voluntary Contributions.

FEHBP Health Fair

The Human Resources Office will host the 1996 Federal Employee Health Benefits Open Season Fair on November 21, 1996, in room 4.208. Fourteen insurance carriers have been invited to attend to provide information and answer questions. The fair is scheduled from 9 a.m. to 3 p.m.



Most people who smoke would rather not. They want to quit, but it's too much trouble to deal with the problem right now. When smoking is such a problem, what good would it do to quit for a day? Quite a bit.

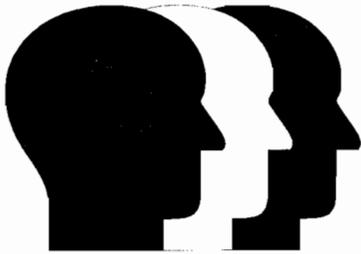
Within 20 minutes, blood pressure, pulse rate and the temperature of hands and feet return to normal.

Within eight hours, the carbon monoxide and oxygen levels in the blood return to normal. By the end of 24 hours after quitting for a day, an individual's risk of a heart attack decreases, according to the American Cancer Society.

To help you overcome the urge to smoke, try these crave killers:

* Drink a glass of water.

(Continued on next page)



EEO matters

By Jean Stephens, EEO Officer

Below are ten typical ways in which people who are perceived to be different are treated in most organizations. In many instances, these behaviors are not done purposely to hurt, but rather as a result of traditional stereotypical assumptions. Consider how you would feel if you were the victim of these behaviors on a day to day basis. The list is adopted from Rita Hadiman, "Ten Ways to Make a Third World Person Lose Effectiveness in An Organization," (Peacework), 1981.

Think of the following questions when you review this list.

- 1) Are you aware of this happening in your workplace?
- 2) Are you personally involved in the activity? How?
- 3) What can you personally do to change it?
- 4) How can these attitudes/behaviors be altered at the institutional level?

Smokeout (cont.)

* Breathe in slowly, hold the breath for a few seconds and breathe out slowly. Repeat two or three times.

* Stretch your arms up slowly and hold. Hold your arms out, then stretch them behind your back, touching the little fingers together. Repeat five times.

* Chew a stick of sugarless gum or drink a glass of skim milk.

* Get up and walk around for a few minutes.

STAYING ONE UP - Assuming that the person is in the job because he/she is perceived to be different, not because they are qualified; making allowances for mistakes or low productivity because you didn't expect much from them to begin with.

GENERALIZING - Viewing the mistakes of one person with perceived differences as an indicator of others; assuming that one person or a small group can speak for or represent the entire group.

OVERPROTECTING - Applying lower standards because you don't expect them to perform as well as members of the mainstream; discouraging them from taking risks or trying to take on a difficult job; making decisions about transfers, promotions, etc., for them because you wouldn't want them to fail or get hurt.

SELF-PROTECTION - Not giving honest feedback, especially negative, to a person who is considered to be different; always needing to make the point that "I'm not prejudiced, my upbringing was different"; expecting credit for being liberal.

OVERSEXUALIZATION - Assuming that all or most Black women are unwed mothers or have lots of children, assuming that Asian women are "Geisha girls," assuming that all Black men are sex machines.

FORCED INTEGRATION - Making an issue of the fact that employees who are different (i.e., handicap, race, age, etc.) eat lunch together or are elitist, while overlooking the fact that whites sit to-

gether and have their own social groups.

GHETTO-IZING - Hiring people with perceived differences for support or ancillary jobs that are out of the mainstream of the company (or even "dead-end"), and that wield little power, i.e., EEO or Affirmative Action Officer, Director of Community Relations; Director of Minority Affairs; assuming that people who are different should only work with their own kind, or work best with their own kind.

EXCLUDING, IGNORING OR FORGETTING - Not dropping by to visit; not inviting them to lunch; not passing along information; not getting to know them; not letting them know the inside "scoop" on how the organization really works; not giving them supervision, coaching, or training opportunities equivalent to that of white peers; not crediting their contributions, ideas, or work in discussions with others; not shaking hands.

BACKING UP THE MAJORITY - Backing up a person when they say or do something against people who are different, and trying to minimize that behavior by telling the person involved that "He really is a nice guy, he's just a little biased", not taking insensitive behavior seriously, and telling the involved victims of these incidents that he/she is overreacting or being too sensitive when they get upset; not saying anything when others make racist or sexist remarks.

EXPECTING TO BE TAUGHT - Using people who are different from me to teach me how to deal with differences; expecting if they want things to change, they should tell me what I am doing wrong; asking them to keep me on my toes about my language and actions that may be offensive; not taking responsibility for myself and learning about how I may hurt others, on my own rather than at their expense.



Survey finds live mortar round on Mississippi shore

A St. Louis District Occupational and Health Safety Specialist, part of a Defense Environmental Restoration Program for Formerly Used Defense Sites (DERP/FUDS) team led by Kansas City District, discovered a live mortar round from WWI on a Mississippi River bank accessible to the public in South St. Louis County. The team was conducting a field site survey in September at the former Jefferson Barracks Military Post. Included in the St. Louis District portion of the team was archaeologist Mark Kodak and Occupational and Health Safety Specialist Hank Counts.

A field site survey is a terrain walk of those areas where research has shown known or potential ordnance and explosives (OE) contamination may exist. Artillery range impact areas, bombing ranges and small arms target ranges are typical examples of locations where OE may exist. The purpose of the South St. Louis County site visit was to ascertain what affects, if any, the removal of ordnance would have on any archaeological artifacts in the area and to comply with the Cultural Preservation Act.

Hank Counts located a Stokes Mortar round in an area where 14 rifle grenades were discovered earlier this year. The mortar round was within several feet of the waterline of the Mississippi River. It had been deposited there by falling river levels.

The mortar round was later destroyed by an Explosive Ordnance Disposal team from nearby Scott Airforce Base. A Stokes Mortar round is a WWI weapon 14.3 inches long, three inches in diameter, weighing almost 12 pounds and loaded with TNT or

nitrostarch explosive. The blast from its destruction left a two foot deep crater.

The mortar round could have been lethal to anyone who handled it. The DERP/FUDS program, as it was intended, again was responsible for eliminating a serious public safety hazard.

The St. Louis District has been involved in hazardous and toxic waste cleanup since 1984 and ordnance and explosives location for the Engineer Support Center at



Huntsville, Alabama, which is the Mandatory Center of Expertise for OE, since the beginning of FY93. The District has encountered ordnance dating from the Civil War up through present high-technology items; however, the majority of the sites involve either World War I or World War II munitions.

Contamination from military ordnance and explosives on Formerly Used Defense Sites can present a considerable hazard to public safety. The responsibility for assessing the level of contamination on FUDS, as well as removing any hazardous munitions, rests with the U.S. Army Corps of Engineers.

In 1980 and as amended in 1986, Congress enacted the Comprehensive Environmental Response, Compensation and Liability Act which included OE in the definition of hazards which require a remedial response. One part of



Free federal benefits book

Keeping up with the constantly changing rules about your federal benefits can be difficult and the rules are often confusing.

To help federal employees make sense of everything from locality pay to parental leave, Public Employees Roundtable is offering a free newly revised 1996 guide to *The "Ins" and "Outs" of Your Federal Benefits*.

The 32-page booklet includes the latest information on changes which affect federal employees. Included in the booklet are chapters on salaries, leave benefits, health and life insurance programs, labor-management relations, retirement, buy-outs, reductions-in-force and relocation benefits. More than 45,000 copies have already been given away.

To get your copy while they last, call PER's toll-free number 1-800-442-6654. Supplies are limited to one copy per caller.

Public Employees Roundtable is a nonprofit, nonpartisan coalition of 37 management and professional associations representing more than one million public employees and retirees. Founded in 1982, the Roundtable's mission is to educate American citizens about the significant contributions public employees make to the quality of our lives; to encourage esprit de corps among government employees at all levels; and to promote public service careers.

the Defense Environmental Restoration Program was established to investigate former and current military installations for evidence of OE contamination. The Corps of Engineers operates under this authority.



Civilian work force cuts may affect quality

from the American Forces Information Service

Deep cuts in the number of new hires each year are creating an older DoD civilian work force and could impact force quality down the road.

Before the civilian drawdown began in fiscal 1989, DoD hired more than 77,000 new employees each year.

Today that number has dropped dramatically to under 20,000. As a result, the work force is getting older. By the turn of the century, some 40 percent of the work force will be 45 to 55 years old.

To meet drawdown requirements, DoD froze civilian hiring of military spaces from January 1990 until April 1991. Except under special circumstances, no civilians newly entered the DoD work force.

Following a thaw during which agencies could hire two new employees for every five positions eliminated, DoD ended the military hiring freeze in late November 1994.

By then, however, the number of workers under age 30 had dropped from 150,000 to 50,000 and the number of workers 30 to 40 years old also had declined.

"The bulk of our departures have been people with fewer than 11 years experience with DoD," said Diane Disney, deputy assistant secretary of defense for civilian personnel policy.

"What's going to happen 15 to 25 years from now when today's 30 to 40 year-olds are ready to retire? Will we have employees with the range of skills, talent and experience to move up? If we don't have mechanisms to bring new people in, we may create a knowledge gap."

The potential gap in employees qualified for managerial positions worries supervisors across the service components. "We've been able to maintain work force diversity and good labor-management relations and we've minimized reductions-in-force. But we need to take a look at where we're going to

be if we don't make some changes."

Her office uses personnel statistics to tailor work force reduction initiatives such as lump sum severances.

Nudging older employees out of the work force opens positions to bring in new and younger hires. Younger employees cost less and restock the dwindling pool of future managers.

NPR recommendations that managers re-engineer and restructure organizations also affect hiring practices.

"Managers view vacancies as opportunities to re-engineer positions - move parts of the job to somebody else and determine what it really is they want this person to do," Disney said.

"They then tend to fill vacancies at a lower grade which often translates to youth. That keeps the flow of young people coming in."

Disney doesn't see a further decline in annual new hires. "We still have to eliminate almost 100,000 positions by the end of 2001, but to a great extent that will be driven by base closures," she said. "We have no plans for instituting another hiring freeze."

History (cont.)

the standards established by our predecessors."

Can we afford to preserve our history? Would we aspire to go to Mars if we didn't know man had walked on the Moon?

- Earth Notes -

Saving electricity

In North America 20 to 25 percent of electricity is sold for lighting. But compact fluorescent lights use a quarter of the energy to produce the same amount of light.

1996

St. Louis District Christmas Dinner and Dance

- When:** Friday, December 6, 1996
- Where:** Royale Orleans Banquet Center
2801 Telegraph Road
South St. Louis, MO
- Time:** 7 p.m. to 11:30 p.m.
- Cost:** \$17.50 per person
- Meal:** Top Round Beef, Cajun Style Ham, Baked Ham, Tortellini in White Sauce, Salami & Cheese Platter, Red Beans & Rice, Royale Salad, Potato Salad, Relish Tray, Breads, Jello Supreme, and Cake
- Bar:** Open Bar 7 p.m. to 11 p.m.
- Music:** Disc Jockey service provided by Complete Music



Tickets will be available through November 22, 1996.
Please Call Marla Hayes at 314-331-8234 or Ed Riiff at 314-331-8215
for ticket information or further details.



To your health

November is National Diabetes Month

New weapons against diabetes



Scientists wage a continuing fight against diabetes, a disease that impacts a significant segment of the population.

In the U.S. alone there are eight million cases diagnosed. An estimated eight million others have the disease but have not been diagnosed.

The disorder produces high levels of blood sugar, or glucose, caused by inadequate production or resistance to the hormone insulin. Untreated, the excess glucose can lead to heart disease, stroke, blindness and infections.

Today, new weapons in the battle against diabetes are making control more effective and more convenient.

Some of the new products, as reported in *Business Week* are:

Recently approved for use on type II diabetes and some cases of type I, a metformin (sold as Glucophage by Bristol-Myers Squibb), which inhibits glucose production in the liver, and acarbose (sold as Precose by Bayer), which slows the conversion of carbohydrates into glucose in the intestines. A Parke-Davis product which acts on skeletal muscles cells to increase insulin sensitivity is in final stages of clinical testing.

Because the new drugs lower blood glucose levels in different ways, there has been a proliferation of drug combinations used to treat diabetes, according to endocrinologists at the University of Texas-Houston Health Science Center. They work together to get blood sugar down, delaying or eliminating the need for insulin injections.

A new type of insulin by Eli Lilly (Humalog) can be injected just prior to a meal, rather than 30 minutes before eating, as with other brands.

On the surgical front, a new procedure reduces the risk that the body of a patient with type I diabe-

tes will reject transplanted insulin-producing cells. Dr. Patrick Soon-Shiong, chairman of VivoRx, a Santa Monica, Calif., biopharmaceutical company, has reported the development of a membrane to enclose cells, allowing insulin to flow out while separating them from antibodies. The procedure almost eliminates the need for insulin injections, but it costs \$20,000 to \$40,000 and must be repeated every two years.

Although anyone can be a victim of this disease, considering an individual's risk factors gives important information on who should be the most watchful. Risk factors are: A family history of diabetes, being overweight, lack of exercise, being age 65 or older, having a baby who weighed over nine pounds at birth or belonging to an African, Hispanic or Native American ethnic group.

These are the symptoms of diabetes: Frequent urination, unusual thirst, extreme hunger, unusual weight loss, extreme fatigue, irritability, frequent infections, blurred vision, slow healing wounds and numbness in the hands or feet.

Flu shots are recommended for all

Doctors are changing their recommendations on who should take advantage of flu vaccine. Today they advise that everyone, not just the most vulnerable people, take advantage of protection against influenza.

Research reported in *The New England Journal of Medicine* shows that people aged 18 to 64 who got a flu shot had 25 percent fewer episodes of all upper respiratory illnesses and 43 percent fewer sick days than those who did not.

A 1993 study found that shots prevented about 36 percent of hospital admissions for flu and pneumonia. (Pneumonia is a serious complication of flu.) The same study showed that flu shots lowered the death rate for ALL condi-

(Continued on next page)



Retiree Review

by the Retiree Correspondent

October 17 was a beautiful fall day. The weather was just right for being outside. The temperature was in the upper 60s to lower 70s and the fall colors were everywhere. Considering all this, 13 "faithful" retirees ventured into the Salad Bowl to enjoy each other's company and have a little lunch.

The Bakers were there and said the Scheuermanns would not be in attendance. Lou was at a golf engagement. Jim also stated that Lou and his lovely bride (of 49 years) were still celebrating, or it seemed that they were. Jim also stated that they were in Columbia, Missouri, recently and spent some time with Carrol Blackwell and family. He looks great and is enjoying retirement. Carrol and his brothers get together periodically and do some "serious fishing."

Bill Hoff didn't look the worst for wear after spending a week on a riverboat cruise. He did look very rested, as far as retirees go. He was the "senior retiree" for the 80s.

Don Wampler stated that they just returned from a 10 day trip through the Northeast. They went by bus, through about 10 states, all the way up to Maine. He said the colors were just breathtaking.

John Jansen said he is recuperating from hernia surgery (about six weeks ago). He must be doing great because he demonstrated how he had to use a hand mirror to see his scar. He also reported that he heard that Kate Stiles was back in the hospital for a short time. Seems like the same circulation problem in her leg. Katie, it's time to get well. We are all pulling for you to get off this "sick leave."

George Clapp was in his usual good form. He had some great stories, strictly for us "old guys."

Bob Maxwell was back. He sat back very quietly and made some pointed and appropriate comments, as the various retirees had their say.

The Puricelli's spent 10 days in Disneyland-Orlando. They were there for the 25th anniversary of the opening of the park. It was interesting that the Disney folks decided to hold a celebration on the birthday of their oldest daughter-Terri, who incidentally is in management in the Disney cor-

poration. They had a wonderful 10 days, six of which were rain off and on. The umbrella was a permanent part of their ensemble.

Jim Petersen said that they had a very busy summer. They had a daughter get married, and then he and Georgia went to France for three weeks. (Something doesn't sound right. You would think that the newlyweds would have gone to France.) He said they hope to be among the faithful in the future.

The Huizengas told us about the ordeals of selling their home in North county and moving to Jackson Missouri. After about 40 years in one place, you accumulate a lot of antiques (junk to some of us), and it required a considerable amount of effort to sort out that which would be taken and that which would be disposed of. They seem to be succeeding. They expect to be at their new location, just after Thanksgiving. Incidentally, their new address is 1121 Broadridge Dr., Jackson, Missouri, 63755-9464. He even gave his phone number - (573) 243-1502. They did say that although they were relocating, they would be back for the luncheons on many occasions.

There were a number of birthdays this month that were recognized. L.G. Kugler, Bill Hoff and George Clapp. Happy Birthday Guys.

There were also congratulations in order for a number of long marriages. The Bakers and the Kuglers will turn over 55 years. The Wampplers will do just a little better with 58 years. Our best wishes to all of you for having the courage and good fortune to "stay the course."

The subject of the Christmas Party was discussed. With the dwindling attendance, we need to have an idea of how many are planning to attend. It would be on December 19th, at the Salad Bowl. Details have not yet been developed. If you are planning to attend, please call Pete Puricelli at 638-6597 or Jim Petersen at 725-9548 by December 1, 1996. Once they have an indication of the attendance, arrangements will be made.

Everyone needs to mark their calendars for the 3rd Thursday of November, the 21st, at the Salad Bowl about 11 a.m. Give someone a call and invite them to the luncheon.

Flu shots (continued)

tions more than 28 percent. Doctors say it's because many people who die of other conditions, such as heart attack or stroke, were first weakened by influenza.

Vaccinating healthy people is a good way to protect children, the elderly and people with depressed immune systems. The more people in the general

population who get flu shots, the less chance those at high risk will be exposed to the virus.

Influenza is not pleasant. It causes at least one week of serious illness, followed by a week or two of weakness and/or a lingering cough.

Protect yourself. If you haven't had a flu shot this year, get one now.

District Motto Ballot

Here are eleven candidates for District motto as picked by a committee of representatives from most divisions and approved and modified by the District Engineer.

- * Gateway To Excellence
- * Creating Solutions For The Future
- * Gateway To Innovation
- * Waterways To Tomorrow
- * Preparing Today For Tomorrow's Challenges
- * Leaders In Innovation
- * Leaders In Customer Care
- * We Can Do It
- * Gateway To Waterways Innovation
- * Innovating Waterways Solutions
- * Waterway Innovators

Now it's up to you to decide which one will be our District motto. Circle your choice. Give it to your supervisor for forwarding to the Public Affairs Office. And... Thanks for your vote.



This date is marked with tributes. It is observed throughout North America and Europe. November 11 is the anniversary of the armistice that ended World War I in 1918. It was signed at 5 a.m. in Marshal Foch's railway car in the Forest of Compiègne, France.

It was the first war in which entire nations were involved, and in which the distinction between soldiers and civilians in war areas all but vanished. Those who lived through it in Germany, France and Britain were in a sense veterans of the war, as were those who lived through World War II and subsequent wars.

The original event that evolved into the days of tribute, variously called Remembrance Day, Veterans Day and Armistice Day is seldom mentioned now, 78 years later, but it was a pivotal day for North Americans. Involvement in the war meant that an ocean would no longer separate us from the fortunes of Europe. We had to be involved forever after.

Most historians agree that the 19th century didn't truly end until the "Guns of August" sounded in 1914, ushering in the 20th century with its devastating wars and changing cultures.

With separatism gone, our troops fought again in World War II, in Korea and Vietnam, then in the Persian Gulf and back again to Europe and Africa for peacekeeping. Today few doubt our inescapable entanglement in the world.

We proudly honor the veterans of World War II, Korea, Vietnam, and all the campaigns that followed, but it is also right that we not let that first great war, and those who fought in it, fade from our consciousness.