ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

Vol. 34 No. 7 GATEWAY TO EXCELLENCE July 1997

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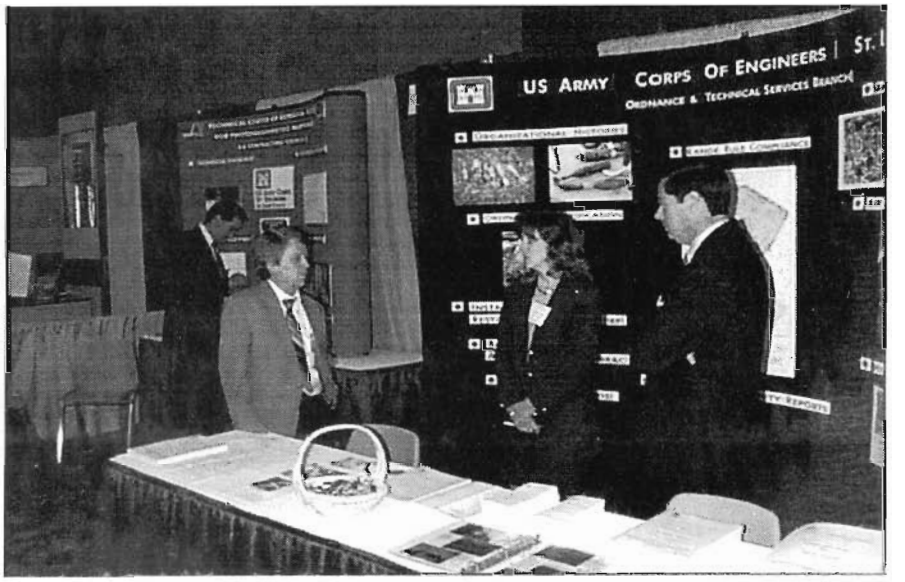

Dave Kreighbaum, ED-HG, (left) stands in front of our Photogrammetric Mapping display, while Dennis Morgan, ED-HG, chats with Rochelle Ross and Tom Freeman, both from ED-P, in front of our Archival Search Reports Display at the Tri-Service Environmental Technology Workshop.

Enhancing readiness through environmental quality technology

by Frederick T. Miller, ED-P

Between 10 and 12 June 1997, representatives from the St. Louis District Corps of Engineers participated in the Second Tri-Service Environmental Technology Workshop hosted by the U.S. Army Environmental Center at the Adams Mark Hotel. Topics included environmental operations and readiness, compliance, effective tools, pollution prevention, remediation and other subjects.

The St. Louis District Corps of Engineers, Ordnance and Technical Services Branch and Technical Center for Photogrammetric Mapping (TCX) provided a presentation on historical research and environmental remediation and displayed specific products and examples of Archive Search Reports (ASRs) for Department of Defense sites. The Curation and Archives Analysis Branch also provided a presentation on the

(Continued on page 4)

Commander's Perspective

COL Thomas J. Hodgini

The Brown Bag lunch crew continues to provide me with much food for thought. At May's session the discussion turned toward the issue of empowerment and the desire for its expanded application throughout the District.

My policy is, and will always be, that employees need to be allowed to make decisions at the lowest levels possible, wherever it makes sense to do so. Empowerment of the work force must begin at the top. In that vein, I have, for example, delegated the authority to approve engineering cost estimates to the chief of the Engineering Division and have delegated the authority to designate credit card approving officials to the chief of Contracting. Con-Ops has reorganized construction in anticipation of changing centers of gravity because of the locations of future projects. A broad range of authorities in the areas of travel, transportation and property accountability have been delegated to the chief of Logistics Management. Delegation of these and other authorities is a necessary part of doing business efficiently. Of course, having competent, hard working employees to whom we can delegate such authorities is a necessary condition, one I am happy to say the St. Louis District enjoys. When it comes to good people, we've an embarrassment of riches.

... employees need to be allowed to make decisions at the lowest levels possible

Empowerment does presume the acceptance of some risk. But, when we weigh the risks of delegation against the risks of not delegating and having the organization become increasingly less efficient, the choice is clear. The issue of risk does, however, imply that we will sometimes fail in our attempts to be innovative solvers of the nation's problems. The District's permission-to- fail slips have not, so far as I have been able to determine, been widely used since their inception some time ago. Perhaps it is because few folks are taking risks, and issues continue to be bucked up the ladder to the same decision makers. We strive to change the former, and must reduce the latter if we are to remain competitive. Anything so contrived as a permission-to-fail slip may be unnecessary, but if they provide some with the peace of mind they need to be more creative, then we, as managers, should be prepared to use them and underwrite good ideas.

(Coninued on next page)

US Army Corps of Engineers
St. Louis District

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News Briefs

Perspective (cont.)

Another instance of risk is associated with the sheer volume of work we do. Sometimes we may not be as thorough and complete as we would otherwise wish to be. When this happens we must be up front about the limitations and qualifications within which our plans and specifications, designs, etc. must be viewed. We cannot use workload as an excuse for failing to exercise intellectual honesty.

Risk is a fact of both our personal and professional lives. In our work lives we must find ways to cope with risk and deal with the realities of economics - we can't do more with the same unless we become more efficient. Empowerment is a means of increasing efficiency, one we must embrace if we are to continue to flourish.

To end on a more practical note, Con-Ops is considering assignment of regulatory folks to field locations. This would place Regulatory staff closer to the work sites, and reduce overhead costs (not having to pay for floor space in the RAY Building). But, it would not keep that team together as a group, which may be enough of a negative not to do it. And remote location would make it more difficult to maintain consistency in permitting actions. If it is done, it will not be done this CY. We are still looking at all options.

Rivers Project:

Mussel workshop

The Rivers Project Office and the St. Louis Public School Partnership are currently planning a teachers workshop for all biology teachers interested in the study of the zebra mussel. The workshop is planned for Thursday and Friday, August 28 and 29.

The workshop entails a description of the zebra mussel, a brief history of its proliferation in North America, its effects in our aquatic systems and how the Corps of Engineers is involved with its impacts. Supplemental activities will also be given to each teach to better prepare the students in the classroom and for an on-site visit to the Melvin Price Locks and Dam.

In addition to the teacher's workshop, the Corps is developing a "Zebra Mussel Traveling Trunk." Each trunk will contain preserved, museum-quality specimens of zebra mussels, a curriculum of nine lesson plans, books, maps, posters and an award winning video. This trunk will help educators teach students young and old about the spread of this harmful invasive species.

Busy locks

Kaskaskia Lock and Dam has been busy in June, locking 325 pleasure craft through in just the first two weekends of June. The lock and dam made possible four bass tournaments and hosted tours by Boy Scouts and gradeschoolers.

Wappapello Lake:

Waterfest '97

The staff at Wappapello Lake hosted Waterfest '97 on July 5 and 6 at Redman Creek Beach. The purpose of the event was to promote water safety awareness through games and activities such as sand sculpture contests, Family Jeopardy, Water Wheel of Fortune, Ultimate Frisbee, the PFD dizzy, ring buoy tossing contests, watermelon eating contests and more.

Rend Lake:

Computer donation

The project office recently donated 10 used computers to a local elementary school. The Akin Grade School received the 286 computers, which were replaced by more powerful computers at the office. They will be used to teach keyboarding, reading, writing and other basic computer skills to students in grades kindergarten through third grade.

Wildlife camp

Rend Lake is the site of the 11th Annual Illinois Wildlife Endowment Camp being held in the Dale Miller Youth Area July 6-12. Thirty young campers, ages 10-12, from across Illinois are attending.

(Continued on page 5)

Workshop (cont. from page 1)

curation of archaeological collections and compliance with the Native American Graves Protection and Repatriation Act.

The workshop provided the St. Louis District another forum to highlight its low cost, fast delivery, and quality service to customers. More importantly for the Corps, the St. Louis District is showing a balanced approach to exceed customer expectations by maintaining organizational competencies and sufficient technical and management in-house capability.

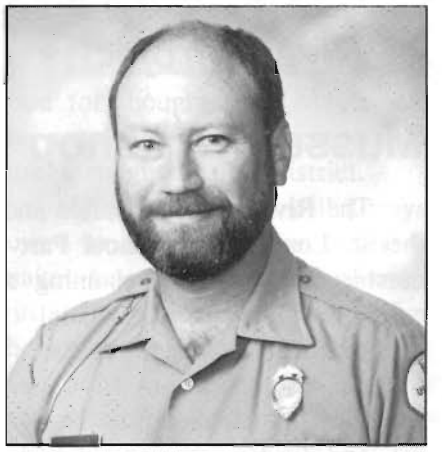
Marzec speaks at EPA meeting

Karon Marzec, CO-F, was the featured speaker at the Environmental Protection Agency's Fourth Midyear Missouri Clean Water Act Coordination Meeting on May 8th in Kansas City, Kansas.

Karon was invited to speak on the success of the District's Regulatory Enforcement and Compliance program.

This meeting was sponsored by Region 5, U.S. EPA to improve cooperation and coordination with agencies that are involved in Clean Water Act review, evaluation and enforcement in Missouri. Participants included representatives from the five Corps districts with Section 404 jurisdiction in Missouri, the U.S. Fish and Wildlife Service, Missouri Department of Conservation, Missouri Department of Natural Resources, the Sierra Club and the Missouri Coalition for the Environment.

Lookofsky gets Coalition award



Al Lookofsky, park ranger at Lake Shelbyville, was honored recently in Washington, D.C. He received the American Recreation Coalition Legend Award for outstanding efforts to enhance outdoor recreation experiences on Corps of Engineers lands and waters. Employees from each of six federal land management agencies received similar honors. The awards are presented during the Coalition's Great Outdoors Award Celebration, five days of special events designed to increase awareness and understanding of recreation issues.

During his 22 year career with the Corps of Engineers, Al has worked to improve the quality of recreation at three Corps lakes, while protecting the water resources there. He has consistently searched for ways to improve the design and accessibility of visitor facilities and initiated more conscientious inspections of service contracts. Al has worked with volunteers to build and maintain trails and improve the quality of recreation areas.

Al also has spent many hours working in the local community as a volunteer with a variety of civic organizations on community events, including the Boy Scouts, the public school system, the Lions Club, the Illinois Association for the Advancement of Archaeology, the Kaskaskia Archaeological Society and the National Wildlife Federation. He has also aided in providing education and training to other recreation professionals as an instructor for the O&M Contracting course and the North American Park and Recreation Workshop.

Schaumburg is Senior Olympian

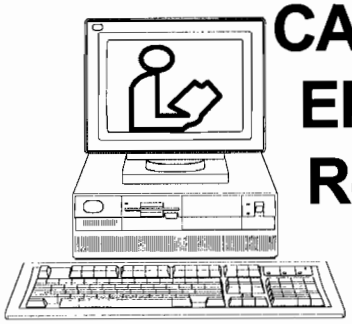
Our Security Officer, Dick "Crazy Legs" Schaumburg, competed in the JCCA Senior Olympics held in St. Louis at the Mary Institute/Country Day School on Memorial Day. Didn't know he was that old?

Dick finished fourth in the 200 meter run in the 55 to 59 year old age group with a time of 30.72 seconds. The first place time was 26.49 seconds.

Since he had torn cartilage in his left knee, he was unable to compete in the 50 and 100 meter events scheduled for the next two days.

Congrats to Dick for doing so well - for an old fud.

Look at that kick. Dick heads for the finish line.



CASU Electronic Reference

Self serve features

Need to find... the day of the week 14 February 41 occurred? ... define and pronounce "patois"? ...the address of a professional engineering society? ... nearby college to brush up your calculus? ...find a phone number for the party that lives at 1600 Pennsylvania Ave, Wash DC? ...a back issue of PC Magazine?

The answers to all these questions and many, many more can be found at the "Electronic Reference" workstation at your CASU Information & Library Services center on the first floor of the RAY Building. A newly activated printer means you can take the answer(s) with you!

Here is a list of the current electronic reference materials you'll find.

World Almanac & Book of Facts
- 1997 edition

Encyclopedias:
- Encyclopedia Britannica, 1997 Edition (complete 33 vols on one disc)
- Concise Columbia Encyclopedia

Dictionaries:
- American Heritage
- Merriam-Webster
- Quotations

Directories:
- All USA Phones (Business & Home)
- Five-Digit Zip Codes
- Professional Associations
- Internet Directory 96

Resources:
- All USA College Catalogs (Under & Grad)
- PC Magazine (2/96 -01/97)
- Dr. Dobb's [Computer] Developer Resource
- Roget's Thesaurus
- Concise World Atlas

CASU's library staff is ready to assist you in using these quick reference tools. Hours are 0730 to 1530 Mon-Thu, 0730 to 1300 on Friday. This electronic reference collection is growing. Suggestions are most welcome to make this electric information

News Briefs (cont.)

Staff members of the Corps and Illinois Department of Natural Resources are introducing the youngsters to resource and wildlife management issues such as wildlife and tree identification, safe boat operation, safe hunting and gun handling skills and wildlife management techniques. The campers learn by participation, actually going with rangers and conservation officers to the field to perform tasks such as building and installing bluebird nesting boxes, performing a creel census, seining ponds and identifying wetland plant and animal species, setting and checking fishing trot lines and going to the field and forest to identify various trees and wildlife species.

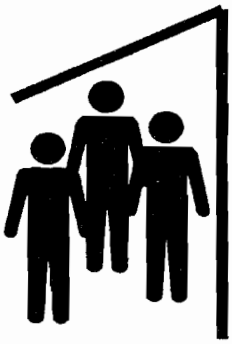
For the first time, the Illinois Wildlife Endowment will offer a scholarship to two minority campers. The scholarship will cover expenses for the week. It is being offered to encourage minority students to seek out career opportunities in outdoor related fields.

Freedom Festival

On July 4th and 5th, local businesses in Benton, Illinois, sponsored the first Taste of Freedom Festival featuring food, music and fireworks. The Festival committee, in cooperation with the Corps, held an All American Expo/Big Boys Toys display on both days, featuring a variety of goods and food. A 5-K run started off the day on the 5th. A boat parade was a prelude to the fireworks display, which was choreographed to the music of the Centralia, Illinois, Philharmonic Orchestra.

(Continued on page 7)

Human Resources



Did you know ?

Tapes

Frequently asked questions

by Jeff Wiehardt, HR-M

Anyone who has completed a performance appraisal knows the complicated nature of the performance appraisal forms. I am often consulted for the "correct" or "proper" way to fill them out and to clarify myths and misunderstandings associated with the appraisal system. In an effort to reduce some of the ambiguity associated with the appraisal system, I have compiled a question and answer sheet. I hope this article proves beneficial to all of you who must conduct and process performance appraisals.

Q: "How do we define an engineering SCEP, and what is their rating period?"

A: An engineering SCEP is defined as any Student Career Experience Program employee who is currently working in Engineering Division.

The rating period for engineering SCEPs runs from 1 September through 31 August. This means all engineering SCEPs must have their performance appraisals sent to the HRO by no later than 30 September provided they meet the 120 day criteria. All other SCEPs follow the same due dates as base system employees (i.e., based on their birthdates).

Q: "When can a performance appraisal rating be extended?"

A: Rating periods are usually extended to allow a Ratee to work the 120-day minimum in a position under an approved performance plan before being appraised, or the Ratee was on long-term training in a classroom environment and did not work under an approved performance plan for 120 days by the end of the cyclic rating period, or the Ratee was on extended sick leave and did not complete 120 days of the cyclic rating period under an approved performance plan, or the Ratee is in a Performance Improvement Plan (PIP), or a supervisor failed to rate a former employee who is no longer working within his/her department.

Q: "Must an appraisal be conducted if an employee leaves their position to accept another federal position after completing at least 120 days under an approved performance plan?"

A: The Rater should conduct a Special "close-out" appraisal on the Ratee to provide to the gaining supervisor. (Note: Special and annual appraisals are not required if they would serve no purpose to Army or the Ratee; e.g., the employee is accepting employment in private industry or is retiring).

Q: "If an employee is serving on a detail and the rating period ends, who should conduct the performance appraisal?"

A: A Ratee on detail still officially occupies their former position, thus the Rater for the former position is responsible for preparing an annual rating. The Rater should consider input from the Ratee's detailed position supervisor when preparing the performance appraisal. As a reminder, if an employee is detailed away from their normal duties for 120 days or more during their annual rating cycle, they should receive performance plans and Special appraisals. The information provided in the Special appraisal should be given consideration by all of those in the rating chain when preparing the annual rating.

Q: "If an employee is temporarily promoted to a higher grade and the rating period ends, who should conduct the performance appraisal?"

A: The supervisor for the position to which the Ratee is temporarily promoted should prepare an Evaluation Report if the Ratee has served 120 days or more in the higher grade and the rating period ends during the temporary promotion. Much like a Ratee on a detail, employees temporarily promoted or assigned away from their normal duties for 120 days or more during their annual rating cycle should receive performance plans and Special appraisals.

Q: "Under which appraisal system should trainees (career interns) be rated?"

A: Any trainee in a 2-grade in-

terval occupation should be rated under the Senior System regardless of their entry grade. Single grade interval positions are rated under the base system. If the full performance level of a 2-grade interval job is at the GS-9 level or above, the employee should be in the senior system from the start of their training period. Please note, career interns under the formal Department of Army Civilian Training Education Development System (ACTEDS) are rated 6 months after their entry into the position and again at the end of 12 months. The first rating (at 6 months) is considered a Special Rating. The first annual rating is rendered at the end of 12 months. Interns continue on their unique annual rating cycles (based on their entry into the positions) until they complete the Intern Program-at which time they are phased into the Department of Army cyclic rating periods.

Q: "What is the maximum dollar amount I can give a Ratee on a performance award?"

A: The amount that may be awarded to an employee on a performance award varies according to the rating. If the Ratee received a Level 1 rating, he/she may be given a maximum award up to 6 percent of their base salary at the time of the rating (Note: base salary does not include locality pay). If the employee received a Level 2 rating, he/she may be awarded up to 3 percent of their base salary. Any other rating disqualifies the employee from receiving a performance award.

Q: "Should I complete a performance appraisal on an employee that has been on Long Term Training (LTT)?"

A: Yes, Ratees on Long Term Training (LTT) in academic environments or work related assignments should have performance plans based on their course curriculum or position descriptions. It is recommended developing objectives related to the LTT, emphasizing how the training will add to the Ratee's contributions to the organization.

Q: "Should I counsel the Ratee during the midpoint review?"

A: Yes, the Rater and Ratee should discuss the objectives listed on the Support Form during the midpoint review. Raters should also remember the Support Form is a working document that may have performance objectives deleted, altered, or added. It is during the midpoint discussion the Rater and Ratee should review the objectives and accomplishments, making notes of the discussion on the Support Form, and verify expectations are being met.

Q: "Upon receiving my rating I noticed how my rating chain used virtually the same verbiage as last year. I documented significantly different accomplishments from the previous year. Is using the same language considered appropriate?"

A: It is important for the rating chain to understand that along with providing feedback to the rated individual, the Evaluation Report can be used to support other personnel processes, e.g., merit promotion and certain types of centralized selection boards. Each year brings new challenges and new accomplishments or levels of achievement. Each appraisal should speak to the most noteworthy accomplishments for the cycle and should never be taken so lightly as just copying words from one appraisal to another. The impression of those who read several years of reports for the same person and see the exact same language is that the rating chain cared little about distinguishing the Ratee's achievements.

If you have any questions you would like answered regarding TAPES, or other HR issues, please forward your questions to me through e-mail or fax - Jeff Wiehardt, CEMVS-HR-M, 314-331-8539 or (fax) 314-331-8331.

News Briefs (cont.)

Mark Twain Lake:

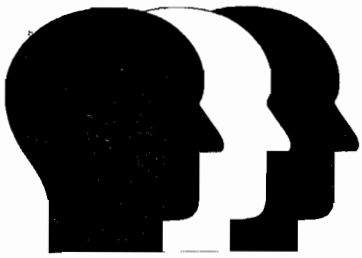
Free fishing day

In celebration of National Fishing Week, the project office hosted a free fishing day on June 8th for children 5 to 12. Fishing equipment was provided by the Missouri Department of Conservation. Prizes were furnished by area businesses.

Waterfest

The Mark Twain Lake Waterfest was held June 28th. Water safety demonstrations were given throughout the day. The Waterfest featured a beach volleyball tournament, sand castle building contest, water balloon toss, crafts and more.

(Continued on page 9)



EEO matters

Sexual and non-sexual harassment

Sexual harassment is a form of sex discrimination but is unique in that it covers a range of behaviors deemed as harassment. These behaviors identify sexual harassment as a special kind of sex discrimination.

The Equal Employment Opportunity Commission defines sexual harassment as "Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when:

* Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
* Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
* Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment falls into two categories. The first type constitutes what is known as "quid pro quo" harassment, literally "this for that". Usually these cases are fairly straightforward, such as when a supervisor offers a promotion as a reward for sex or when a raise is withheld for noncompliance. The second type of harassment is known as "hostile working environment". Examples of this type of illegal conduct include cases where an individual constantly pressures a co-worker for dates or continually touches a co-worker without permission. The important thing to remember in both types of sexual harassment is that the conduct is unwelcome. Also, remember that there are no stereotypical recipients of sexual harassment and there are no stereotypical sexual harassers. They are all ages and include females and males.

NOTE: Sexual harassment should not be confused with sex harassment type discrimination.

"Each individual deserves to be treated with dignity and respect. Any perception of unfair treatment, unequal consideration or sexual harassment detracts from individual effectiveness and mission accomplishment."

Joe N. Ballard
Chief of Engineers

Harassment on the basis of sex can occur without involving behaviors of a sexual nature deemed as unwelcome.

Sexual harassment cases fall into four broad categories: (a) those which allege "environmental harassment," often typified by group indiscriminate joke telling of a sexual nature, display of objectionable pictures, "catcalling" and the like; (b) objectionable activity of a sexual nature by a specific individual or individuals, such as touching, sexual suggestions, or pressure for sexual favors; (c) Action or inaction taken against an aggrieved that was motivated by rejection of sexual advances by a management person; or (d) action adverse to an aggrieved which was taken in favor of a third party because that person did respond favorably to a supervisor's sexual advance.

Any employee who believes he or she is a victim of sexual harassment has the right to seek redress without fear of reprisal or retaliation. It is the responsibility of managers to expeditiously investigate any report of sexual harassment and take immediate and appropriate action to remedy the matter.

Our District Commander, Col Thomas J. Hodgini is counting on each of us to uphold the integrity of the St. Louis District work force by keeping it free of biases, prejudices and sexual harassment."

Coming Lake Events

Carlyle

July 25-26	Keyesport Fun Day/Water Safety Carnival
August 9	Settler Days
Sept. 13	Conservation Day/Indian Pow Wow
Oct. 17-18	Haunted Trail
Dec. 5	Christmas Town USA Visitor Center Lighting

Shelbyville

July 26-27	Aqua Fest/Sport Show
Aug. 16	Okaw Indian Festival
Oct. 2	Eco-Meet
Oct. 25	Trail of Terror

Rend Lake

July 26	Beach Blast
Sept. 13	Rend Lake Cleanup

Wappapello Lake

Sept. 27-28	6th Annual Old Greenville Days
Nov. 29 - Dec.21	5th Annual Festival of Lights Auto Tour

Mark Twain Lake

July 12-13	Primitive Artifacts Weekend
Aug. 9-10	17th Annual Salt River Folklife Festival
Aug. 30-31	North American Bullriding Assoc. World Championship finals
Sept. 19	Environmental Education Fair
Sept. 27	An Adventure in Astronomy
Oct. 4-5	Missouri Mule Days

Rivers Project - West Alton Office

Aug. 4-16	Conservation World State Fair Exhibit

Rivers Project - Clarksville Office

Sept. 20-21	Big Rivers Day

News Briefs (cont.)

Photo exhibit

The Corps hosted a prize winning photo exhibit from the 1996-97 Outdoor Writers Association of America (OWAA) during the month of June at the M.W. Boudreaux Visitor Center. The photos showcased the outdoor world. The OWAA is an organization of more than 2,000 professional photographers, writers, editors, lecturers, artists and radio and television broadcasters.

Lake Shelbyville:

Aqua-fest carnival

Lake Shelbyville will host the annual Aqua-fest Water Safety Carnival on July 26 & 27 at the Dam West Beach. Park rangers will explain how to use life saving equipment through events such as Sink Fast, Ranger Shoot Out, Aqua Obstacle Course, Flotation Fashion Show and many more.

Best bulletin

Park Ranger Jerry Parker will receive the award for Best Club Bulletin for clubs with less than 50 members from the National Exchange Club for his NEWSVIEWS bulletin for the Exchange Club of Mattoon, Illinois. He's been the editor for the past 18 years. He will receive the award this month in New Orleans at the Exchange Clubs national convention.

Cell-phone stats

A Canadian study reported in the *New England Journal of Medicine* shows drivers using car phones are four times more likely to be involved in an accident than those who are not. That's about the same rate found among motorists driving at the legal blood-alcohol limit. (Those using speakerphones fared no better.)

A researcher with the U.S. National Highway Traffic Safety Administration suggests that the nature of a call, like an argument, could be more distracting than the call itself.

To your health

Fitness is the key factor in health

It's good news for people who are overweight (according to the charts), can't seem to lose, but are active and generally fit: It's fitness that counts most, not body weight.

Many health authorities agree with Dr. Glenn Gaesser, an exercise physiologist at the University of Virginia, who says that their studies show poor diet and lack of exercise are the primary culprits in heart disease and cancer, and those habits exist right across the spectrum of weights.

In another recently-released study, the Cooper Institute for Aerobics Research in Dallas followed 25,000 men for eight years. In the beginning each had a physical exam and a treadmill test to establish their overall health and fitness.

By the end of the study, sure enough, the fatter men had the highest death rate. But when participants were grouped by fitness category, it was clear that those who did best on the treadmill test, no matter what their weight, had the lowest risk of death. Even men who were physically fit and obese did better than unfit men of normal weight.

Doctors are certainly not saying that being overweight is not a health hazard. What they are advising is that staying fit through proper diet and exercise is the most important health factor, regardless of what a person weighs.

Drs. John Foreyt and Ken Goodrick, quoted in Newsweek, have this message for diet-crazed adults: "Get a life. Focus on healthy eating and more physical activity. Don't worry about your weight so much."

Fat is still the most powerful risk factor for adult-onset diabetes, says the Harvard Medical School. Yet people also risk their health by dieting in an attempt to achieve thinness that is not in their genetic code.

Oral insulin for diabetics

Because insulin is too fragile to pass through the intestinal wall into the bloodstream, diabetics must take daily injections. Researchers are rushing to solve the problem. One approach is to coat the drug with biodegradable polymer, which breaks down in the small intestine and can be absorbed. Experiments by Brown University were reported in Nature.

The University of Maryland discovered a bacterial protein called Zot that can open small gaps in intestine walls, creating a gate through which insulin can be absorbed. Drug companies are discussing further development and production of an oral insulin which will certainly be welcomed by diabetics.

Vitamin D and osteoarthritis

Although no one knows what causes osteoarthritis (the breakdown of joint cartilage), there is new evidence linking low levels of vitamin D with the progress of the disease.

Research reported in the Annals of Internal Medicine shows that people with osteoarthritis of the knee, who also had low vitamin D levels, were three times more likely to have a worsened condition over a period of years than those whose intake was adequate.

Researchers suspect that low levels of the vitamin harm the repair mechanism in bone. Although osteoarthritis has long been seen as a disease of cartilage, scientists now believe that changes in bone also play a role in its progression.

People with osteoarthritis of the knee who have low blood levels of D could benefit from increased dietary intake and exposure to sunlight. Good sources of vitamin D include milk, fatty fish, fish liver oils, and egg yolks.

Retiree Review

by the Retiree Correspondent

June, the first month of vacation, for the working people, brought out many of the "regulars" and the return of some of the "not so regulars."

The Wamplers were there and announced that they were celebrating their 59th anniversary. CONGRATULATIONS! Wow. They have been together about as long as some of the new retirees are old. Hope they have many more happy years.

Bill Hoff made his appearance with his "niece." Haven't quite figured out when she will be there and when she won't, but "uncle" Bill has a bigger and brighter smile on his face when she is there.

Ron Bockhorst and his wife are regulars and he is usually good for some bits of information about the latest at the District. Seems he has a good connection somewhere. He didn't volunteer anything this month.

Lou Scheuermann and his wife were in attendance. Lou provided the golfers with the latest information about the Division Tournament at Memphis. The latest count is 35 from the total Division. The new boundary does pose some travel difficulties. Lou felt that they should have a good time.

John and Elsie Kalafatich, Laurel Nelson and Lyle Forth were there to support their old boss - Elmer Huizenga. Seems that Elmer may be living somewhat in the past, and liking it a little. Elmer came up from Jackson, Missouri, with his grandson Rusty, in a completely restored yellow 1977 Cadillac. It was a beauty. Elmer had one of these many years ago, and he gave it to his grandsons. Well, he now has another one, in mint condition and with Virginia license plates. Elmer, having this car will not make you any younger, but enjoy man. Oh, by the way, Elmer had a birthday in June, maybe that's the reason for the car?

Charlie Denzel and Bob Lutz were the "Bachelors," this month. They must have earned some ataboys and were allowed to use them. Bob Maxwell was his usual quiet self, injecting comments when appropriate. Unfortunately, he didn't have any stories. Elmer and Bob Lutz supplied the stories for the group.

It was noted that a recent retiree, Phil Hasser, passed away in early June. Phil was a long time employee as a photographer and later worked in the Emergency Operations Office. Our condolences to his family.

The June luncheon had a few more attendees than May. Maybe July will bring out a few more. Let's mark the calendars for the third Thursday of the month - July 17, at about 11 a.m. at the Salad Bowl. Hope to see you there.

* * *

Mr. Eugene Baker, a construction representative with the District, who retired on May 13, 1969, after more than 33 years with the District, celebrated his 90th birthday June 8th. Congratulations Gene. Many more.

Condolences

Jake Baker, who retired from the District in 1970, passed away on May 16th.

Phil Hasser, who worked in what was then Administrative Services, passed away Thursday, June 5th, the victim of an aortic aneurysm.

Recycled wood makes news

The average new home requires the wood of 88 trees, according to the U.S. Department of Agriculture. But today, people can find builders who specialize in building with mostly recycled wood. It's a better product. New timber warps and shrinks because if may not be completely dried. That's not a problem with wood recycled from buildings.

Recycled wood from industrial pallets is also making news. There are 600 million hard wood pallets made every year. Recyclers process them for flooring and other uses.

Be part of CAC cookbook

The Civilian Activities Council is sponsoring a cookbook this year and would like everyone to donate their favorite recipes. We're looking for old family secret sauces, grandma's apple pie, Uncle Tex's chili and also new recipes, such as cooking with your bread machine, microwave, and cooking 30 minute meals.

We plan to do a "cooking with men" section. This includes barbecuing. We already have some recipes cooking with beer and making pasta and sauce.

We'd like any tips that would be helpful when cooking - like things you use for substitutes (i.e. apple sauce instead of sugar).

There are some rules. 1. Everything must be typed and spelling checked. 2. The deadline is July 31, 1997. 3. c = cup, T = tablespoon, tsp = teaspoon, pkg = package. 4. When stating a can of something (such as crushed pineapple) give approximate size (8 1/2 oz.).

The cookbook will be coming in out in late September or early October. Just in time for Christmas shopping. Mail your recipes to Corps of Engineers, 1222 Spruce St., St. Louis, MO 63103, attn: Dianna Pope, CT-Y, or E-mail to Dianna Pope.

If you have any questions please call me at 314-331-8526.

A 53-million-minute phone bill

by Jim Garamone, American Forces Press Service

Imagine calling a friend to wish him Happy New Year at 11:59 p.m. December 31, 1999. You watch the ball drop in New York's Times Square on the television and hang up at 12:01 a.m. January 1, 2000. You could receive a telephone bill listing that call as lasting 52.56 million minutes - 100 years. That's if the "Year 2000 Problem" isn't corrected or it's corrected imperfectly.

It sounds like a joke, but it's not. With two and a half years until the year 2000, scientists and technicians around the world are trying to teach computers how to tell what year it is.

Many computer systems and software applications cannot tell '00' means 2000, not 1900. The problem is most computers use only the last two digits when computing years. Things are fine through '97, '98, '99, but '00 means problems and money.

How much money? According to the Gartner Group, a research firm following this problem, it could mean $300 billion to $600 billion worldwide, and Gartner spokesmen say their estimate may be low.

"We will have to examine millions of lines of code," said Bob Molter, a computer scientist with the Office of the Assistant Secretary of Defense for Command, Control, Communications and Intelligence.

"Many people are in denial about this or believe we'll find a 'silver bullet,'" Molter said. "Denial doesn't work. There's a real problem here; automated tools will help, but there will be no tool that will solve every problem. Networks really add to the complexity of this. Your system may be safe, but another system you deal with may have the problem. This could affect your data."

Every automated system that's ever been developed now needs to be looked at to ensure the date codes are four digits, not two. The problem could affect every computerized activity from personal calendars on PCs to automated gate openings and closings at powerhouses.

What happens at 11:59 on December 31, 1999? At work, do you suddenly have zero hours of service? What about pay and annual leave and sick leave? Does it give you 400 years or does it take away everything you have?

"This is like a virus set to go off in the year 2000," Molter said. "Crazy stuff is going to happen if we don't do something."