

Vol. 35

No. 4

ST. LOUIS ARMY ENGINEER DISTRICT **ESPRIT**

GATEWAY TO EXCELLENCE

April 1998

In this issue...

Wappapello
award

... page 6

Coakley award

... page 6

Team

... page 6

Suggestions

... page 8

Tope award

... page 9

Wetland bank

... page 10

Park Service

... page 12

Resolution
Program

... page 13

An example of partnering

River industry's prototype mooring buoy

On April 1, 1998, the Corps of Engineers placed a buoy in the Mississippi River about a thousand feet below Lock and Dam 25, near Winfield, Missouri. The Corps has placed buoys by the thousands over the years, but none like this one. This buoy may have more environmental impact than all the others combined.

The genesis of this buoy goes back to 1991 when the Corps of Engineers, St. Louis District, instituted a new program. It's called the Avoid and Minimize Environmental Impacts Program, or A&M for short. The objective was to reduce the environmental impacts of commercial traffic on the river. When the A&M team, consisting of the U.S. Fish and Wildlife Service, U.S. Coast Guard, Illinois Department of Natural Resources, Missouri Department of Conservation, River Industry Action Committee (RIAC) and the Corps, began to review alternatives proposed by the natural resource agencies, one of the first items of concern was the random mooring of tows adjacent to the locks and dams.



The mooring buoy sits at the Service Base awaiting transport to Lock and Dam 25.

One of the first things the team decided to do was to make available on-bank anchor points and floating mooring buoys as permanent points for tows to tie off to while waiting to lock through. This would alleviate the damage to trees caused by tows tying up to them as well as reduce turbidity along the banks and in the

(continued on page 4)



National Volunteer Week: April 19-25, 1998

Giving helps young people grow

These are excerpts from an article by Gen. Colin Powell, Ret., chairman of America's Promise - The Alliance for Youth:

One of the most frightening scenes in Charles Dickens' *A Christmas Carol* occurs when the Ghost of Christmas Present reveals to Ebenezer Scrooge two ragged children cowering in the folds of his robe.

"Spirit," he asks, "are they yours?"

"They are Man's," the ghost replies. "And they cling to me, appealing from their fathers. This boy is Ignorance. This girl is Want. Beware them both, and all of their degree, but most of all beware this boy, for on his brow I see that written which is Doom unless the writing be erased."

As chairman of America's Promise - The Alliance for Youth, I see angels enthroned and devils lurking every day that I deal with this country's young people. I never cease to be amazed at how little it takes to turn one into the other.

America's Promise was created to give these kids a better chance at life. By the end of the year 2000, we aim to provide at least two million of them with five basic resources: An ongoing relationship with a caring adult; safe places and structured activities from which to learn and grow during non-school hours; a healthy start and a healthy future; a marketable skill through effective education; and an opportunity to give back through community service.

Time and again I have been heartened by the willingness of so many young people to embrace an ethic of citizenship that includes service to community and nation. In response to the call issued by America's Promise, the Boy Scouts and Girl Scouts of America have pledged millions of additional hours in service projects, as have youth affiliates of the Kiwanis and Rotary Clubs.

Giving to our youth, and helping them learn the joys of giving back, could literally transform America. We should be willing to involve ourselves in this effort.

Those interested in volunteering should call 888-55-YOUTH.

Giving to our youth, and helping them learn the joys of giving back, could literally transform America.

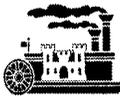


US Army Corps of Engineers
St. Louis District

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.

District Commander.....Thomas J. Hodgini
Chief, Public Affairs.....Sandra Clawson
Editor, Design, Layout.....Ken Kruchowski

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



News Briefs

Lake Shelbyville:

Fish structures

The Izaak Walton League of America, in cooperation with the Illinois Department of Natural Resources and the Corps, placed fish habitat structures in the lake at the Opossum Creek Boat Ramp area on April 4.

Center hours

The Visitor Center opened Saturday, March 21. Spring hours are 10 a.m. to 4 p.m. on Saturdays and Sundays. Beginning on May 22 the Visitor Center will open daily from 8:30 a.m. to 4:30 p.m.

While at the Visitor Center try out the new interactive touch screen computer display. This display allows the visitor to travel around the lake without leaving the Visitor Center. All kinds of information is available with just the touch of a finger - everything from what bait to use for catching crappie to construction of the dam.

The Corps will host traveling displays from other museums this year.

Craft show

The Corps of Engineers along with the Shelby County Office of Tourism invites you to participate in the 8th Annual Lake Shelbyville Craft Show. Only handmade craft items or historical reproductions pertaining to this area will be accepted.

The show will be held on Saturday, June 20, at the Dam East Recreation Area. The hours will be 8 a.m. to 4 p.m.

Contact Park Ranger Leanne Cruitt at the project office for information or an application.

Beaches to open

On April 18, the beaches at the lake will open for the season. There are beaches at Dam West, Wilborn Creek and Sullivan Recreation Areas. They open at 8 a.m. and close at sunset. Day use fees are \$1 per person or up to \$3 per vehicle. The Illinois Department of Natural Resources will open the beach at Wolf Creek State Park on Memorial Day weekend weather permitting. Hours of operation are from 10 a.m. to 8 p.m. Alcohol is prohibited at the beaches.

Hunter course

Twin Oaks Sporting Clays and the Corps of Engineers will conduct a hunter safety course on April 18 from 8 a.m. to 4:30 p.m. and April 19 from 1 p.m. to 3 p.m. at Twin Oaks Sporting Clays in Mode, Illinois. Included in the course is instruction in wildlife management, firearm safety, hunter ethics, game identification, hunting regulations and survival techniques. Class size is limited and pre-registration is required. To register contact Park Ranger Pam Doty at the project office.

Erosion work

The next phase of work on shoreline erosion at the lake is about to begin. The contract has been awarded to Schaefer Contracting, Inc. of Carlyle, Illinois. The work

will begin soon. They have about 1 1/2 years to complete the work in Eagle Creek State Park, Bo Wood, Dam West and Lone Point Recreation Areas.

Career panel

Park Rangers Pam Doty and Maria Shafer were part of a non-traditional career panel at the 6th Annual 8th Grade Career Conference at Lake Land Community College in March. The students had to guess the career from a "teaser" statement and yes or no questions. The participants were then asked to reveal what their career was and talk briefly about it. The event was coordinated by Eastern Illinois Education for Employment System. About 2,000 students attended.

Wappapello Lake:

Dickson award



Staff member Kathy Dickson won second runner up in the National Wild Turkey Federation's Grand National Art Print competition. Kathy was one of the 40 entries competing for this prize. Kathy

(Continued on page 5)



Buoy (cont.)

main channel border areas. Anchor points would help, but midstream mooring buoys would be the best answer to the problem. They would keep the tows away from the banks and thus not only save the trees and eliminate turbidity, but save the time and effort of backing away from the bank, which in turn would save fuel and reduce locking time, reducing air pollution as well. A double win situation.



The Crane Sewell lifts the 15 ton buoy into position.

The first buoys were placed below Locks and Dams 24 and 25 in 1992. These buoys were also placed below old Locks and Dam 26 while Melvin Price Locks and Dam was under construction. The buoys were round, with no keel, sat low in the water and had a ring on top for a tie off point. They were attached to a 100 to 180 foot chain and a ten ton sand anchor. The towboat captains didn't like them because they were almost impossible to tie off to from an unloaded barge because of the distance from the top of the barge to the buoy ring. The buoys shifted position in low water and were hard to catch, and were not located in the normal waiting areas used by tows.

About a year ago, Dr. Ron Yarbrough of the St. Louis District's Environmental Planning Branch, who heads the District's A&M program, asked the Chairman of RIAC, Tommy Seals, why the towing industry wasn't using the mooring buoys. Tommy explained to him the drawbacks.

When asked what the industry needed, Tommy sketched out his idea of a usable buoy on a napkin. Ron let some of the District's engineers look at it. Would it work? Probably. They improved the design some-



A five ton anchor will hold the buoy in place.

volunteered to deliver the buoy to St. Louis District's Service Base. The District attached a chain and anchor and set the buoy.

RIAC has assisted in developing a questionnaire for the towboat captains who use the buoy. This questionnaire will determine if they like it or if modifications will be needed. RIAC will process the questionnaires and report the results to the District staff and the A&M team. The towing industry has requested that if the buoy design can be agreed upon, the same type of buoy be made available throughout the Up-

what. Then Ron asked the third question, would the industry be willing to have one built. On a trip to New Orleans Tommy asked the owner of Bollinger Shipyards, Inc., of Lockport, Louisiana, if they would build a prototype. Bollinger said yes. Orgulf Transport Company of St. Louis



Col. Hodgini receives a plaque lauding the Corps' placement of the prototype mooring buoy from MARC 2000 president William Schmidt, Jr. at a recent navigation conference.



Buoy (cont.)

per Mississippi River system as funds become available.

The buoy itself looks like a small white boat. It is constructed of three quarter inch steel plate. It is partly filled with concrete for ballast and blocks of Styrofoam for buoyancy. It weighs 15 tons. It's held in place by a five ton ship's anchor and 180 feet of chain.

The potential environmental impact of these buoys is tremendous considering there are 29 locks and dams and millions of tons of commercial shipping on the Upper Mississippi River system. The Corps will continue to work closely with its partners in the river industry and other federal and local agencies to improve the ecology of one of the country's most important river systems. The mooring buoy is an important step in that improvement.

News Briefs (cont.)

has won first place in this competition twice, in 1991 and 1993. She has been recognized as a professional artist since November 1988. Kathy uses her talent to assist with many projects at the lake including all the artwork for the Ranger Willie B. Safe Activity Book.

Workshops

The Corps, in cooperation with the University of Missouri Extension Service, Missouri Department of Conservation, Mingo Wildlife Refuge, Mingo Job Corps and Missouri Department of Natural Resources will provide two days of environmental educational workshops for about 800 local 8th grade students as part of the 28th annual Earth Day celebration.

Annual rendezvous

The 20th Annual Old Greenville Black Powder Rendezvous will be held April 18 and 19 at the Greenville Recreation Area. Walk back into history and enter the reen-



actment of a pre-1840 fur trapper rendezvous. Walk among Native American lodges, look at the trader's goods, and speak to woolly fur trappers. Watch as they test their mountain man skills as they compete in shooting, fire starting and hawk throwing competitions. The primitive camp will open to the public Saturday morning and about 4 p.m. on Sunday. This two-day event is partnered with Crowley's Ridge Black Powder Club and the Corps of Engineers.

Center to open

The Bill Emerson Memorial Visitor Center is scheduled to re-open May 2. The center will be open 10 a.m. to 4 p.m. Saturday and Sunday through May 17. It will open daily starting May 22 from 10 a.m. to 6 p.m. Sunday through Friday and 10 a.m. to 9 p.m. Saturdays and holidays.

Drag Boat Race

The St. Louis Drag Boat Association will be conducting the 10th Annual Silver Bullet Drag Boat Race on May 16 and 17. This event will

be at the Redman Creek Recreation Area from 10 a.m. to 6 p.m. each day.

Four more songs

Donna Adams, Project Office Administrative Assistant, is on a roll. In addition to the Ranger Willie B. Safe song, she has composed four more, which will be professionally arranged and produced according to Lynda Nutt, COE National Water Safety Advisory Committee Chairperson. The songs have such catchy titles as "You Can't Keep A Good Life Jacket Down," "Play It Safe," "Hypothermia Blues" and "For You."

Mark Twain Lake:

Tree planting

If you have been to Mark Twain Lake since the 1993 and 1995 high water you undoubtedly noticed the newly established water line. Although nature is beginning to reclaim this area, park rangers and Hannibal Area Vo-Tech students are attempting to speed up the process. As part of the student's outdoor classroom they are planting water-tolerant trees in areas prone to high water. The Corps of Engineers and the National Wild Turkey Federation (NWTF) sponsor an outdoor classroom in an effort to teach students resource management techniques. By April 1 park rangers, volunteer groups and the NWTF will have planted more than 11,000 trees on project lands.

(Continued on page 7)



Wappapello gets Award of Merit

The Corps at Wappapello Lake has received a National Water Safety Congress Award of Merit for Region 6 for its outstanding contribution to Public Safety Education (water safety). The lake revolutionized the effectiveness of its Public Safety Education Program by incorporating a humanistic approach to water safety (development of Ranger Willie B. Safe), increasing water safety partnerships from 10 to 35, reshaping culture by targeting youth and diverse groups in the bootheel area, developing a partnership with the Missouri State Highway Patrol Troop E to promote wearing seatbelts and life jackets and conducting many on-site and off-site water safety programs.

The Lucy Lee Healthcare System also received an Award of Merit for providing the East Wayne County Rescue Unit (a medically equipped pontoon boat) on the lake

on weekends throughout the summer. This vessel is staffed by volunteer trained emergency medical technicians.

The National Water Safety Congress is a non-profit organization dedicated to promoting recreational water safety in the United States. It is comprised of eight regions and many agencies such as the Corps of Engineers, National Park Service, Coast Guard, Red Cross, local water safety councils, power companies and others.

These awards are presented annually to individuals, organizations, firms, or agencies that have made a significant contribution or an outstanding effort go enhance or promote water safety at the community or state level. The awards will be presented during the International Boating and Water Safety Summit in Hollywood, Florida, in May.

Coakley wins Willems Award

Lloyd Coakley, a River Engineer in the Potamology Section, has won the United States Section of the Permanent International Association of Navigation Congresses' (PIANC) Gustave Willems Award. This award is presented for engineering excellence in port and waterway development. PIANC is a worldwide organization interested in the improvement of navigation. Lloyd won this award for his paper entitled, "R.A.P.I.D., Engineering, Design and Management on the Mississippi River.

Lloyd is an East St. Louis native and graduated from the East St.

Louis Lincoln Sr. High School in 1986. He received his Bachelor of Science degree in construction engineering (with a minor in business). Lloyd was employed by the Corps of Engineers initially as a summer employee. He later entered the "COOP" program and worked part-time while he was attending college. After graduation he was converted to an engineering position in the Potamology Section of the Hydrologic and Hydraulics Branch. (The Potamology Section has had two previous Gustave Willems Award winners: Rob Davinroy in 1991 and Dave Busse in 1993.)

Great job TEAM

"Great job" honors are bestowed on the following team members who displayed the Corps' vision to "Build the Team" by working together in a true team spirit to complete major repairs and annual maintenance to the Kaplan Unit 1 at Clarence Cannon Power Plant: John W. Hickam, Martin D. Lincoln, Sr., Kevin P. Long, Terry L. Oltman, Joe W. Rodenbaugh, and John A. Stone.

The activities of these team members required close ALIGNMENT FOR SUCCESS and coordination with many customers/contractors involved with various aspects of the repairs. Outage with the customer originally was scheduled for a duration of eight weeks. Because of their conscientious and determined efforts to accomplish multiple tasks with in-house labor and coordinate their efforts with contractors, the outage was reduced to less than five weeks resulting in early ability to SATISFY THE power CUSTOMER and production of additional revenue for the U.S. Treasury.

These team members were recognized with cash awards for this accomplishment. GREAT JOB, TEAM.

Lloyd was presented his award by the Director of Civil Works, MG Fuhrman, at a ceremony in Long Beach, California. Congratulations Lloyd for winning this prestigious award.



News Briefs (cont.)

Carlyle Lake:

Tree placing

Over 50 volunteers braved the damp, cold weather on March 7 to place over 1000 Christmas trees in the lake in the South Shore area to provide fish breeding and protection areas.

Jackie marries

Jackie Brachear married Mark Taylor of Carlyle on March 24 at the Westmoreland Parish in Jamaica. After the wedding/honeymoon the newlyweds plan to reside in Carlyle.

Earth Day

To encourage children to make wise decisions on issues concerning wildlife and the environment, local school children have been invited to the lake to participate in the Earth Day even on April 17. Speakers will present programs on topics such as Endangered Species, Fisheries Management, Forestry, Recycling Wetlands, Wildlife Management, Soil Management and Water Quality. About 1,000 students are scheduled to participate.

Inmate workers

On March 16 federal inmates from Greenville Federal Correction Institute began working at Carlyle Lake. Bill Finley and Norma Hall are coordinating this program. Currently, five inmates are working, with intent to have 10 by the end of the year. Their first projects are

very labor intensive, preparing the campgrounds and day use areas for the recreation season.

Rend Lake:

Turkey release

The Illinois Department of Natural Resources, in cooperation with the Corps of Engineers, has recently released several "jake" or male turkeys in the North Marcum recreation area. With the goal of the release program to establish a sustainable population of turkeys on public land, the IDNR will continue an ongoing trapping program to obtain some "hen" or female turkeys, which will also be released in the North Marcum area. Such programs have resulted in the successful establishment of a sizable turkey population on the west side of the lake.

Bike trail

Phase I of the Rend Lake Bike Trail is slated to begin this summer. Plans show a five mile section of trail, one mile of existing trail converted for bicycle use, two and a quarter miles of newly constructed trail and about one and three quarters mile running along the existing campground access roadway. It will meander gently through the Wayne Fitzgerald State Park. In addition, six miles of trail will be developed to connect various access points to the state park. This will complete the 11 miles planned for Phase I of the three phase project.

Faced with an ever growing problem of congestion at boat ramp parking and maneuvering areas around the lake during large fishing tournaments, the Illinois Department of Natural Resources has submitted a proposal to the Corps to expand the sailboat harbor boat ramp and recreation area. The expansion of the area will improve boater access and will augment parking areas for vehicles towing trailers. An additional two-lane boat ramp, hand-capped accessible courtesy boat docks, asphalt vehicle maneuvering areas, staging areas with connecting roads to the main parking lot, additional security lighting and a concrete sidewalk leading to a newly constructed 30 by 60 foot picnic shelter are all in the plans for the rehabilitation of the area. The IDNR estimates construction costs for the project at \$560,755 and the proposed completion date in late FY99.

Christmas trees

Park Rangers and volunteers provided the fishes in the lake with new homes, in the form of Christmas trees. Maps are available in the project office or the Visitor Center for the avid fishermen who want to locate the fish shelters.

Rivers Project:

Duck nests

The Louisiana Junior High Eighth grade shop class recently volunteered to assist the Corps with the construction and placement of 30 wood duck nest boxes. The Corps provided the materials. The shop class built the boxes and assisted in

(Continued on page 9)



Are you interested in improving the quality, efficiency, and accuracy of a District program, service, operation, regulation, or procedure? Do you have an idea you've been meaning to suggest, but just haven't taken the time? Would you like an opportunity to present your ideas to improve District operations? Then, the Army Ideas for Excellence Program (AIEP) is for you! And, during the month of May, adoption of your ideas could earn you a day off with pay!! How? Just submit your ideas during the Suggestion Campaign, 1-31 May 1998. As an incentive to get your creative juices flowing, the District Staff has offered to grant two 8-hour Time-Off Awards: one to the Suggester who saves the District the most money in terms of tangible benefits, and one to the Suggester who submits the most suggestions that are adopted. Pretty cool, huh?

Want to know more about the program? Here are a few of the most asked questions.

1. Who can submit suggestions? Anyone, including family members, contractors, retirees, private citizens, etc. BUT....ONLY direct-hire St. Louis District civilian employees and military personnel are eligible to receive a monetary award for an adopted suggestion.

2. Can I submit a suggestion on any subject? No. Under the guidelines of the AIEP, your suggestion cannot be accepted for evaluation if:

- * It proposes changes to house-keeping practices or is concerned with personal comfort or convenience.



- * It is simply a complaint and does not identify a problem and offer a detailed, workable solution to the problem.

- * It duplicates an idea already accepted for evaluation which still has valid proprietary rights. (NOTE: Proprietary rights last for two years after an idea is evaluated.)

- * It falls under supervisory or management purview or control (i.e., rotational assignments within an office, the cleaning or straightening of a storage area, minor safety-related matters, etc.)

- * The problem can be solved by submitting a routine work request, i.e., building maintenance.

- * It calls attention to a word omission or typographical error in a regulation or directive.

- * It proposes enforcement of an already established procedure or requirement.

- * It recommends improvements to CEFMS.

3. What are some examples of ideas that would be accepted?

- * Ideas showing how to accomplish a job better, faster, more efficiently, or less expensively.

- * Ideas to simplify or improve operations, services, support, procedures, or quality.

- * Ideas to conserve materials, time, money, or manpower

- * Ideas to substantially reduce or

eliminate the likelihood of serious accidents

- * Ideas to avoid wasted time or eliminate duplication of effort

- * Ideas that offer an alternate procedure to a regulatory requirement that impairs efficiency, slows down progress, or keeps you from doing your job faster and more effectively.

4. What conditions must be satisfied by a suggestion to be accepted in the AIEP? All of the following must be included in your suggestion.

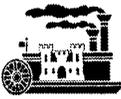
- * The idea is submitted in writing on DA Form 1045.

- * The idea benefits the District, Army, or other U.S. Government activity.

- * The idea presents a problem or situation and proposes a solution with sufficient rationale to support the requested new procedure.

5. How do I submit a suggestion? Simply complete DA Form 1045, AIEP Proposal (dated Aug 90). Please explain your idea clearly and with enough details and facts to fully explain the problem and your solution. "Sell" your idea! The more you can explain about how your solution benefits the District, the better chance your idea has of being adopted. Submit your ideas to CEMVS-RM, ATTN: Debby Trimble. For more information on the AIEP, to include an example of a completed suggestion, check out DR 5-2-17, dated 20 Jan 95, or call Debby at 314-331-8072.

Remember--YOUR ideas CAN make a difference....and during the month of May, they could even result in a day off!



News Briefs (cont.) Tope gets scholarship award

their placement. The boxes were placed along sloughs on public land near Willow North, Two Rivers North and Gosline accesses in Illinois and near Lock and Dam 25 near Winfield, Missouri. Wood duck boxes have proven very successful and have helped bring wood duck numbers back from a critically low level.

The Riverlands Clarksville Office is currently looking for groups, such as biology clubs, Boy Scout troops, 4-H clubs, Ducks Unlimited chapters or interested individuals to help survey and maintain the boxes.

Two students from the Louisiana High School welding class recently volunteered to assist the Corps with the construction of five mallard tunnel stands. The tunnels placed on stands are constructed of a four foot wide roll of one inch by two inch wire mesh with straw rolled between the wire.

The tunnels will be placed along sloughs and marshes on public land near Two Rivers North and Gosline accesses in Illinois and near Lock and Dam 25 near Winfield, Missouri. The tunnels will provide nesting sites that are essentially free from predators. Each summer the tunnels will be maintained and surveyed for usage.

District headquarters

Marzec speaks

Karon Marzec, Regulatory Branch, spoke to those attending the 7th Annual Urban Erosion and Water Management Conference held at SIU-Edwardsville, about the purpose and provisions of the Clean

Brenda Bienkowski-Tope, a Student Career Experience Program (SCEP) employee, has recently received the prestigious IAPA Scholarship Award. This Illinois Asphalt Pavement Award is presented annually to an outstanding civil engineering student.

Brenda works 20 hours a week in the Geodesy, Cartography and Photogrammetry Section of the Hydrologic and Hydraulics Branch, Engineering Division. At the same time she is taking 18 semester hours at SIU - Edwardsville. She is carrying a 3.7 GPA while majoring in civil engineering with an emphasis in environmental engineering.

Receiving honors awards is not a new experience for Brenda. She was Valedictorian of her high school class and graduated with a 4.2 GPA. Brenda took college credit classes in high school, which were weighted such that a grade of A was worth more than a normal class. Included among her many high school awards was a Bausch and Lomb Science Award and a listing in Who's Who

Among American High School Students.

Despite her schedule, Brenda makes time for relaxation. Her hobbies include rock climbing, ice



climbing, hiking and biking. She also enjoys reading science fiction.

Brenda is on track to graduate in May 1999. She hopes to be offered a full-time position with the Corps upon graduation. She also plans to continue her education by pursuing a masters degree in environmental engineering.

Congratulations, Brenda.

Water Act, Section 404 of the Act, its focus and benefits, and the Inter-agency Coordination Agreements for Soil and Water Conservation with seven local counties.

This conference is held annually to provide education and avenues of discussion between state and federal

agencies, consultants, engineering firms and the general public on urban erosion and water resources challenges in the local area.



The "catch phrase" of the 1990s

Wetland Mitigation Banking

By Phil Brown, Environmental Protection Specialist, Regulatory Branch

Wetland Mitigation Banking aroused my interest about four years ago while searching for a thesis topic. At the end of my graduate school tenure, my conclusion was that Banking was a good concept, but not a panacea.

Just when I thought I had had enough wetland mitigation banking to last a lifetime, I was hired by the Regulatory Branch. During my brief fourteen-month career as a regulator, the topic of banking has been buzzing around the office like a swarm of bees, and the questions from the public sector have been melting the phone lines. What is a mitigation bank? How does it work? What is mitigation? Is the concept of banking similar to a checking account? These are just a few questions commonly asked, and here are, hopefully, a few answers to them.

A wetland mitigation bank is, "the restoration, creation, enhancement and, in exceptional circumstances, preservation of wetlands and other special aquatic resources expressly for the purpose of providing compensatory mitigation in advance of authorized impacts to similar resources."

Directed by Federal Guidance, the U.S. Army Corps of Engineers, the Environmental Protection Agency (EPA), along with the Fish and Wildlife Service (FWS), National Marine Fisheries Service (NMFS), and the Natural Resource Conservation Service (NRCS) is-



Wetland mitigation site Sauget, Illinois, in mid-winter.

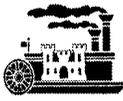
sued policy guidance that established the role of mitigation banks. These agencies serve as the primary signatory participants on the committee for the negotiation of the mitigation banking instrument. This committee is referred to as the Mitigation Banking Review Team (MBRT). Also included on the MBRT are state and local resource planning agencies, and the bank sponsor. Under the guidelines of the 1995 Federal Register, the Corps is assigned to chair the MBRT committee, except in cases where the bank is proposed solely for the purpose of complying with the Food Security Act (FSA) of 1985, in which case the NRCS will be chair.

Any department, agency, entrepreneur or group entity may request to sponsor a bank. The party requesting sponsorship must comply with the MBRT Banking Instrument (BI). The information provided in the instrument serves as the basis for establishing the bank. The instrument should describe in detail the physical and legal characteristics

of the bank, and how the bank will be established and operated. Information that is to be contained in each individual agreement according to the guidelines of the November 28, 1995 Federal Register.

The inception of wetland mitigation banking developed in the late 1970's as a response to two important concerns. First, a number of requests were made on behalf of environmental concerns that regulatory agencies consider mitigation banking as a management instrument for future developmental plans. Second, there was a need for a simpler way to mitigate the loss of wetlands caused by development projects. Typically, developers had neither the expertise nor the incentive to mitigate for the impacts on wetlands. Using a market approach, however, a third party (i.e. mitigation banker) could restore, create, or enhance wetlands to establish a bank of wetland credits that could be sold or conveyed to a developer, who could then use the credits to

(Continued on next page)



compensate for the adverse impacts caused by the project. The banked lands would continue to be held and operated by the banker, or its successor, to conserve the wetlands in perpetuity, with appropriate assurances to this effect provided to the agencies.

The first mitigation bank was established in 1975 and was sponsored by the North Dakota State Highway Department. However, this is not recognized as the pilot of mitigation banks in the nation. Initial acknowledgment for the idea of banking is credited to Congressman John Breaux of Louisiana, where the establishment of the Tensas River National Wildlife Refuge (TRNWR) in 1980 was intended to act as a mitigation bank for a number of public works projects. Under the terms of the agreement, each preserved acre in the Refuge was traded for an acre of lost wetland habitat. However, except in extraordinary cases where the preserved habitat is in imminent danger of destruction, preservation of this type is not considered a mitigation bank since it violates the very goal of mitigation which is to offset environmental impacts while maintaining the productive capacity of the nation's wetlands. The TRNWR did, however, act as a springboard for the concept and the implementation of mitigation banks.

The Tenneco Corporation in Louisiana is the first true bank. Michael Zagata, a representative of the corporation, presented the "bank" idea to the Corps in 1982. To follow was the establishment of the Fina LaTerre Mitigation Bank in 1984. Gradually, the concept has filtered across the country. For the most part, the establishment and use of wetland mitigation banks is a re-

cent phenomenon, with only thirteen banks existing in 1988, 46 existing in 1992, 68 in 1995, and 108 through 1997. The acreage of banks range from one (e.g. the Sea World Eelgrass Mitigation Bank in Florida), to over 7,000 (e.g. the Fina LaTerre Mitigation Bank in Louisiana).

Typically wetland mitigation banks are large blocks of wetlands, or in some cases a complex of wetland sites with estimated tangible and intangible values termed "credits." These credits are based on the appropriate functional assessment methodology. The "currency" of the bank must be measurable to the extent that wetland functions and values credited and debited are comparable. If it is impractical to do a functional assessment, an acreage basis can be used to represent credit. As the anticipated development takes place, credits equivalent to the estimated unavoidable wetland losses are withdrawn or debited from the bank to compensate for the losses incurred. A debit is thus a unit of measure for quantifying wetland losses. The bank's available credits are progressively debited as development occurs. When credits are reduced to zero, the bank's ac-

count is exhausted and considered defunct. However, a wetland mitigation bank is not like a checking account. Credits placed in deposit by a sponsor can only be used or spent once sequencing has occurred, followed by regulatory approval.

What is sequencing? Section 404 of the Clean Water Act (CWA) assigned responsibility to the Secretary of the Army to administer a permit program to regulate filling, dredging and excavating activities in waters of the United States. Section 404 specifically requires sequencing consideration for impacts submitted to the Corps. Defined, sequencing is mitigation. In part, applicants applying for a permit to impact waters of the United States must avoid to the fullest extent possible all impacts. If the proposed project cannot avoid, then the project must minimize impacts to the fullest extent possible. Compensatory mitigation is appropriate and accepted for projects that have no practical avoidance alternatives and all appropriate minimization measures have been met. However, the end product, which is compensatory compensation, is typically referred to as mitigation, whereas, in fact, mitiga-



Wetland proposed for development in southern part of Jefferson County.

(Continued on next page)



Banking (cont.)

tion includes sequencing through avoidance, minimization and compensation requirements. Adhering to the sequential criteria, it is a goal of banking to offer a potential tool of compensation under the existing mitigation procedures.

However, there are impacts contained within the regulations of the CWA that cannot be avoided or minimized. The nationwide permit program is an example. There are currently 40 nationwide permits established for minimal impacts, conditioned with minimal review and little resistance with respect to small, incremental losses. For example, associated with linear development, such as highway construction, are many tributary crossings. These crossings will usually have small impacts in terms of acres, but cumulatively are numerous. Feasibility of compensation on-site for every individual impact is impractical; thus most impacts are not compensated. This is the failure of the regulatory process, with regard to cumulative impacts. This is where the concept of banking wetlands for the small, incremental impacts shines.

Current literature on mitigation banking often characterizes the practice as a solution for the current wetland regulatory program. Maybe, maybe not. However, most regulatory and resource agency personnel are enthusiastic about the prospects of mitigation banking. It is the conception that, "if properly implemented, mitigation banking can be an innovative mechanism to obtain compensation for unavoidable habitat losses primarily associated with regulated wetland development projects."

Park Service meets the Corps

The expertise of the Corps of Engineers is becoming well known by other agencies. Pat Sacks, a landscape architect with the National Park Service, recently visited Lake Shelbyville to become better acquainted with the campsite design process. Pat is part of a multi-disciplinary team re-designing campgrounds in Yosemite Valley, California.

In 1997, the Merced River and its tributaries flooded the valley severely damaging campgrounds. At the time of the flood, the National Park Service was engaged in a planning process to implement goals of a 1980 General Management Plan for Yosemite National Park. These goals have never been fully realized in the years since the completion of the plan. A Valley Implementation Plan was drafted to provide specific steps for carrying out the goals of the 1980 plan.

With goals of the Valley Implementation Plan in mind, the first step is to develop a program for Yosemite Valley Campgrounds that includes an approach to accessibility, types and mixes of camping scenarios, how to deal with existing Yosemite Valley campsites (rehabilitation, relocation) and resolution of a 50 and 75 meter management zone setback in existing campground areas.

Several staff members at Yosemite had attended a campsite design workshop conducted by Dick Cottrell, a private consultant on design of

parks and recreation facilities, and were impressed with the course and the camping facilities at Lake Shelbyville. The class offered hands-on training in campsite design and a look at state-of-the-art campsites.

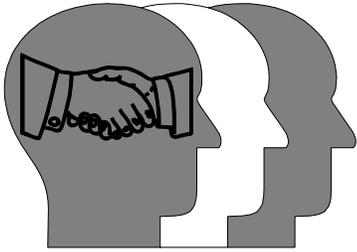
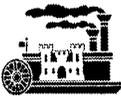
Pat Sacks came to the lake to see the campsites and visit with Recreation Resource Ranger Al Lookofsky. Pat worked with Al to set up a tour of Shelbyville's campsites with some open dialogue on design and impact. She spent three days talking with Al and exploring the lake's campsites.

"I'm leaving here with a good understanding of the problems that can be corrected with good site design," she said. "Seeing sites laid out has been beneficial." Everyone agreed that communication between the two agencies is necessary and that each could learn from the other.

One day in the future when you are exploring Yosemite Valley and come upon some new, nicely designed campsites, you will be among the few who know that seed for some of the design of those campsites came from the St. Louis District in the far away flatlands of Illinois.



Pat Sacks and Al Lookofsky discuss camp site design.



E E O matters

Corps of Engineers Early Resolution Program

The Corps of Engineers Early Resolution Program is the conciliation and mediation techniques used to resolve problems raised as EEO precomplaints.

Conciliation is an initial effort by the EEO Officer to reduce tension, clarify facts, improve communications, and quickly resolve the problem. The use of conciliation is at the discretion of the EEO Officer.

Mediation involves the intervention of a neutral and impartial third party. The mediator assists in clarifying issues, identifying underlying problems, developing options, and arriving at appropriate remedies to resolve the dispute. The mediator cannot impose a resolution on the parties, and will protect the confidentiality of the mediation process. A mediator has no authoritative decision-making power.

WHY MEDIATION? While no dispute resolution procedure can guarantee specific outcomes, there are some trends that seem to be characteristic of various methods. While the resolution of particular disputes may not involve every one of the benefits listed below, many of them are often present. Below is a list of some of the benefits that often result from the use of mediation:

ECONOMICAL DECISIONS - Mediation is generally less expensive

in terms of dollars when contrasted to the expense of protracted litigation or other forms of fighting.

RAPID SETTLEMENTS - In an era when it may take as long as a year to get a court date, and multiple years if a case is appealed, the mediation alternative often provides a more timely way of resolving disputes. When parties want to get on with business or their lives, the dispute process that they select needs to product rapid results.

MUTUALLY SATISFACTORY OUTCOMES - Parties are generally more satisfied with solutions that have been mutually agreed upon then with those that imposed by a third party decision-maker (judge, arbitrator, or administrator).

HIGH RATE OF COMPLIANCE - Parties who have reached their own agreement are generally more likely to follow through and comply with its terms than those whose agreement has been imposed by a third party decision maker.

COMPREHENSIVE AND "CUSTOMIZED" AGREEMENTS - Mediated settlements can address both legal and extra-legal issues. Mediated agreements often cover procedural and psychological issues, which are not covered by the law.

The parties can tailor the settlement to their particular situation.

PRACTICE IN AND LEARNING OF CREATIVE PROBLEM-SOLVING PROCEDURES - Mediation teaches people practical problem-solving techniques that can be utilized to resolve future disputes. The educational component of mediation contrasts sharply with dispute resolution procedures, which are exclusively outcome-oriented such as arbitration or a judicial decision.

PRESERVATION OF AN ONGOING WORKING RELATIONSHIP OR TERMINATION OF RELATIONSHIP IN A MORE AMICABLE WAY

Many disputes occur in the context of relationships that will continue over future years. A mediated settlement that addresses all parties' interest can often preserve a working relationship in ways that would not be possible with a win/lose decision-making procedure. Mediation can also make the termination of a relationship more amicable.

WORKABLE AND IMPLEMENTABLE DECISIONS - Parties who mediate their differences are able to attend to the fine details of implementation. Negotiated or mediated agreements can include specially tailored procedures for how the decisions will be carried out. This fact often enhances the likelihood that the parties will comply with the terms of settlement. **DECISIONS THAT HOLD OVER TIME** - Mediated settlements tend to hold over time, and if a later dispute results, the parties are more likely to utilize a cooperative forum of problem solving to resolve their differences than to pursue an adversarial approach.



To your health

How to shape up for spring

If you are a little rounder and a little softer than you were last fall, now's the time to shape up.

You can lose those pounds and get those muscles back into shape for summer sports. Here's how to start:

* Drink a glass of water before meals. Proper water intake is a key to weight loss, according to the Southwest Bariatric Nutrition Center in Scottsdale, Arizona.

* Try eating four to six small, healthful meals a day. It boosts metabolism so you burn more calories.

* Start a food-and-exercise diary. See the facts about what you actually eat. When shopping, check food labels for fat content.

* Get moving if only for five or ten minutes a day. Walk, ride a bike, dance to the music, but move.



* Make fresh fruits and vegetables convenient and inviting. Prepare them in advance for snacks.

* Skip all finger foods other than fruits and vegetables. Focus on your lifestyle changes.

* Don't be frustrated by only small weight losses. Set small goals like ten or fifteen pounds in three months.

* Set a goal of keeping fat grams down and going to the gym three times a week. The director of Doral Resort and Spa says if you accomplish this, your goals will be reached.

* Be 90 percent good with your healthful diet. Doctors at Duke University Diet & Fitness Center say no food is forbidden. Quantity counts.

* Buy a food scale and learn what portion sizes really are.

* Exercise while you watch TV. Use hand weights, ride a stationary bike, or do floor exercises.

* Exercise for 30 minutes four times a week.

* Combine aerobic exercises and weight training. Do 15 minutes of cardiovascular exercise plus 15 minutes of weight training for maximum weight loss and muscle gain.

April is Cancer Control Month

When you hear about controlling cancer, your first thought may be that the topic is simply overwhelming.

That's true because there are so many different kinds of cancer. It may seem that there is little an individual can do to prevent it.

That is not true. Each person has certain risk factors that may be greater than someone else's. By determining what risks you carry, you can focus on reducing them as your best course of prevention.

Lung cancer is now the leading cause of cancer deaths in both men and women. Cigarette smoking is by far the most important risk factor. The American Cancer Society (ACS) estimates that in 1998 about 175,000 cancer deaths are expected to be caused by tobacco use.

Skin cancer will be diagnosed in more than one million people in the U.S. in 1998. Many cases could have been prevented by protection from the sun's rays.

Some 19,000 cancer deaths expected this year will be related to excessive alcohol use.

ACS predicts that up to one-third of all the 564,800 cancer deaths that are predicted in the U.S. this year are related to nutrition.

About 184,500 men will be diagnosed with prostate cancer this year. Early diagnosis is vital to survival. Ask your doctor for a PSA blood test when you have your annual checkup.

Cancers of the cervix, ovaries and uterus are easily detectable at early stages with the Pap test.

(Continued on next page)



Retiree Review

By the Retiree Correspondent

March 19th was a wet and dreary day, not fit for man or beast. However, there were some staunch retirees and their mates who ventured out to enjoy a luncheon together and to tell some stories about how things were when they were "working." Unfortunately, due to the weather, not many attended. It was in the single digits.

They came from afar. Gordon Davis and his lovely bride trekked in from the fastest growing county in the state - St. Charles. Bob Muffler and Don Wampler

traveled from the far North and the Puricelli's represented the South.

Since the group was so sparse, the normal sequence of events was dispensed with and everyone discussed what they remembered about work - the fun parts. After a few minutes there was total silence and the group left.

Hopefully the weather will be a little more cooperative next month. Let's try to mark your calendars for the third Thursday of April, the 16th, at the Salad Bowl about 11 a.m.

Cancer (continued)

Women should have one each year, or less frequently after three years of negative tests.

Breast cancer can be detected in the early stages with self-examination and mammography. Most breast lumps are not cancer, but only a doctor can make the diagnosis.

New study links fat, cancer

A new study published by the American Medical Association shows that women whose diets included polyunsaturated fats (found in vegetable oils) have a strongly increased breast cancer risk.

Epidemiologists at Harvard's School of Public Health, who participated in the study, say it also shows that eating monounsaturated fats (in olive and canola oils) significantly reduced the risk.

An important factor is still keeping total fat consumption under 30 percent of total calories, and many health authorities feel that is too high. It is more than

triple the fat intake of people in rural China where breast cancer rates are very low.

Growing new arteries

Doctors at St. Elizabeth's Medical Center in Boston are injecting growth genes near the clogged leg arteries of patients, triggering formation of new blood vessels to bypass the blockages. Similar techniques are used by Genentech, Inc. to treat clogged coronary arteries that are a major cause of heart attacks. And Warner-Lambert Company is backing work to deliver a blood vessel growth gene via a patented virus. All these techniques show promise as an alternative to angioplasty and heart bypass surgery. It will be some time before this promising research is concluded.

Quote of the month

Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work.

Vince Lombardi

Professional registration/certification form

Do you have a professional registration or certification? Are you on the professional registration/certification board in the hallway on the fourth floor? If not, do you want to be? If so, fill out this form and return it to Public Affairs and we'll see that you appear on the board.

Name _____ Organization _____

Registration or certification _____

Where the Easter Bunny comes

from

The Easter Bunny is part of Easter celebrations in North America, but its story is long and colorful.

There are many legends of how the bunny became associated with Easter. Here are some of them:

In ancient Egypt, people believed the rabbit was responsible for the new life that abounded in the spring. Later, early Christians saw the connection between the rabbit and new life as a symbol of the Resurrection.

An old European legend says that the hare, a relative of the rabbit, never closed its eyes. Soon the hare became the symbol of the moon. It was soon connected with Easter because the holiday's date was set by the full moon.

An old German story tells of a woman who loved giving them colored eggs. While the children searched for them, they saw a hare. They thought the hare had left the eggs.

The story spread. Children made nests of leaves and sticks in their gardens for the "Easter Hare." Some left nests made of clothes or a hat in quiet corners of their homes.

When European children came to the United States, they found that rabbits were more common. It was called the Easter Rabbit, and later it was called the Easter Bunny. Early American children built nests of leaves and sticks in their gardens or barns for the Easter Rabbit to fill with colored eggs. Today the Easter Bunny often brings his own baskets.



One Easter, a child searched for them in her garden. She thought the hare had

Children made nests of branches in their gardens for the "Easter Hare." Some left nests or a hat in quiet corners