

ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

Vol. 37 No. 9

www.mvs.usace.army.mil

September 2000

Madison Site Decontamination Completed Ahead of Schedule and Under Budget



Story on page 4

In this issue...

**-PAGE 3
NEWS BRIEF**

**-PAGE 5
PAM DOTTY
WINS AWARD**

**-PAGE 7
WELCOME, JAMES
WARD**

**-PAGE 10
THE CORPS'
EQUILIZERS**

**-PAGE 13
HONORED RETIREE**

**-PAGE 15
TO YOUR HEALTH**



Commander's Perspective



COL Michael R. Morrow

We are all members of the team.....

I have just finished my latest round of overnight weekend visits to all our lake projects. While at the lakes I spent time with the employees where they work and rode with the Rangers on patrols learning first hand what their duties and responsibilities are. These visits have been a hands on experience for me and a chance for the employees to spend some time with the DE one on one. I believe in leading from the front and setting the example. I have to see it in order to fully understand it. I have learned a great deal about our lake operations and this knowledge will enable me to better represent them at division and national meetings.

This summer I directed the senior leaders of the district to get out to the lakes and locks for the same type of experience. This month they have finished their overnight visits and we have wrapped up a lessons learned session on their experiences. The purpose of the senior leader visits was the same as mine, to learn first hand what the employees do on a daily basis. Our senior leaders rode with the Rangers on patrol on land and water, set marking buoys, interacted with the public, checked day use passes, inspected contractors, visited interpretive events, closed beaches at night and walked the camp grounds. Prior to their going out to the field I conducted a leaders class on leadership based on Army doctrine outlined in FM 22-100. Once all the visits were completed we conducted a lessons learned session with the lake managers in which we discussed our visits and what we learned. The emphasis was on mentoring and counseling. The lake and lock personnel greeted these visits with enthusiasm. They are proud of the work they do and were ecstatic to see the senior leadership of the district spend some quality time with them. Two-way communications were established and all parties walked away from the events with a new appreciation for each other's jobs.

I am pleased with the outcome of these visits. This type of interaction strengthens us by allowing us to share. We are all members of the same team and it takes all of us pulling together to make the St. Louis district great. Together we fulfill our obligation of service to the nation.



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.

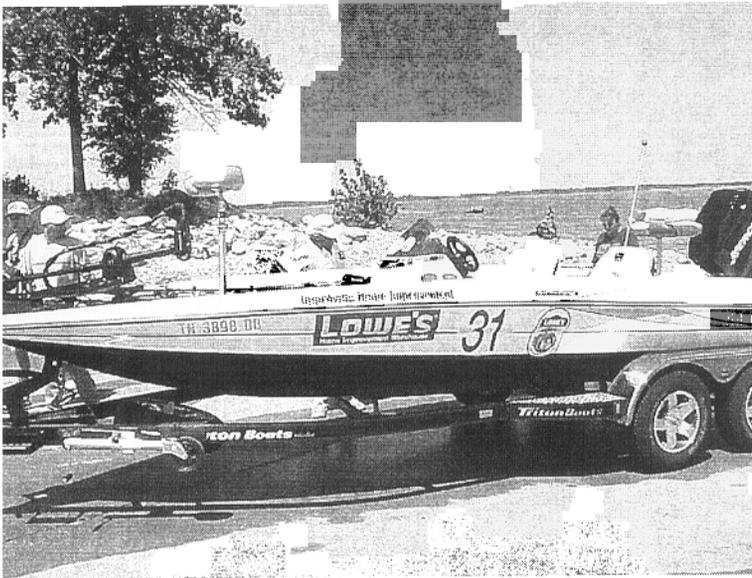
- District Commander.....Michael R. Morrow
- Public Affairs Officer.....Sandy Clawson Freeo
- Editor.....Terrie Hatfield
- Design, layout.....Lattissua Tyler

Address mail to: U.S. Army Engineer District, St. Louis, ATTN: CEMVS - PA, 1222 Spruce, St. Louis, MO 63103-2833. Phone: (314) 331-8000. E-mail: Sandra.Clawson@mvs02.usace.army.mil



News Briefs

Carlyle Lake:



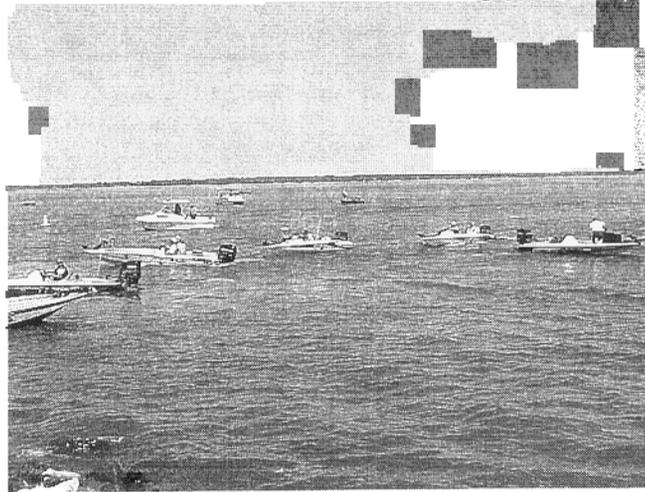
Boaters preparing for the fishing tournament at Carlyle Lake

Dredge Potter Employees

Five Dredge Potter employees: Elvis Cargill, Mike Carrillo, Marty Seger, Robert Thompson, and Billy Voyles are working at the Carlyle Lake Project during the downtime of dredging on the Mississippi River. They began on 31 July and will work until the end of the fiscal year. They are working at our Coles Creek Campground on flood repairs to new electric with full hook-up sites in loop one and on general maintenance.

Partnership Meeting Kaskaskia Lower Stakeholders, Inc.

On 23 August the Corps hosted the monthly meeting of the Lower Kaskaskia Stakeholders, Inc with special guest Congressman Jerry Costello. Colonel Michael Morrow, Wally Feld, and other staff from the District, Robert Wilkins and other staff members from the Carlyle Lake/Kaskaskia Navigation



took numerous pictures of the area. She also interviewed our partner Ric Golding, Manager of West Access Marina, who gave her a tour on his "Spirit of the Lake" tour boat. The article will be published in the July/August 2001 issue coming on the stands in May 2001. The Southwestern Illinois Tourism and Convention Bureau is selecting certain tourist attractions to be highlighted in the magazine.

Project were in attendance. Colonel Morrow welcomed everyone to include Congressman Costello, Representative Reitz, Nate Newcomb from Congressman Shimkus' Office, Jerry Beverlin and Bill Schuck from IDNR Water Resource Office, Springfield and other staff from IDNR and the Corps. Several presentations were given by Corps personnel: Norma Hall, Kaskaskia River, the Importance of

Fishing Tournament

This was the second year for Lowe's Home Improvement Warehouse to host a World Championship Fishing series and the first year Carlyle Lake was in the competition. Gary Klein won both years with winnings of \$75,000 overall for leading the boating competition and for fish caught. Roland Martin came in sixth and stated they plan to return to Carlyle Lake next year. Rend Lake came in first with 115 lbs. 6 oz. on Sunday, Carlyle Lake 112 lbs. 2 oz. on Saturday and 82 lbs. 12 oz. was caught at Crab Orchard for a three-day total of 310 lbs. Hundreds of spectators watched from the shoreline and on the water.

Midwest Living Magazine Visits Carlyle Lake

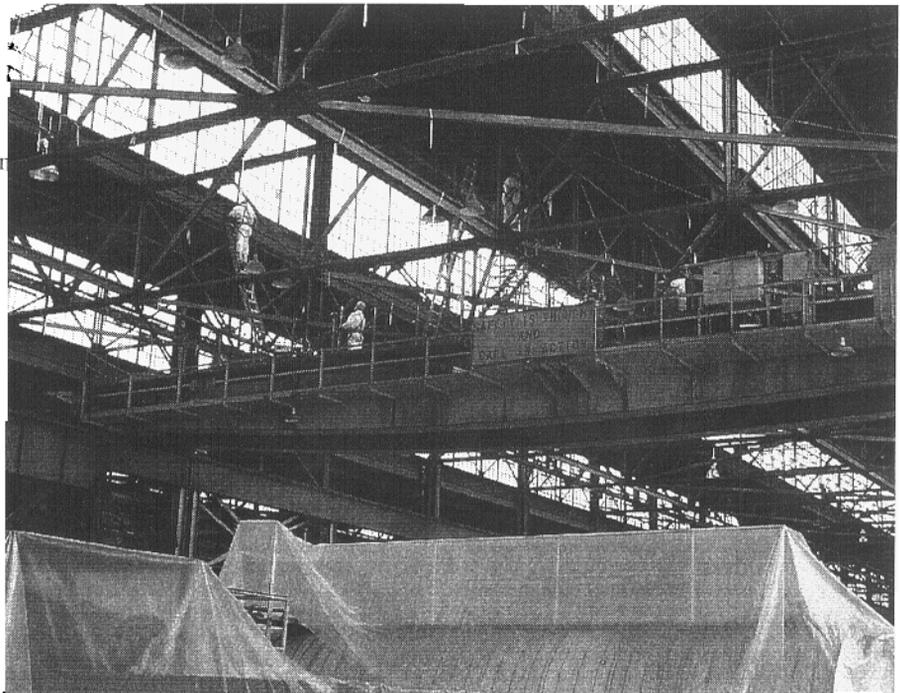
On 10 August Ms. Pam Henderson, Midwest Living Magazine interviewed Norma Hall, Park Ranger of the Carlyle Lake/Kaskaskia Navigation Project and



by Lou Dell'orco

On July 14, 2000 the MVS FUSRAP team accomplished a significant milestone—the decontamination of the Madison, Illinois FUSRAP site one year ahead of schedule. This accomplishment was made possible by a total team effort, with each team player flawlessly executing his or her portion of the work. Notable contributions included: timely completion of numerous environmental documents by Science Applications International Corporation (SAIC), innovative in design and efficiency during the decontamination by Arrowhead Contracting, the prime contractor and the efforts of a dedicated MVS FUSRAP team. The facility decontamination, a culmination of the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA) process, was completed 12% under budget and one day ahead of schedule. This percentage alone results in a six figure savings for the taxpayer. As a direct result of Arrowhead's performance, similar scale savings were also captured for USACE labor and SAIC, who were respectively performing oversight and independent verification of Arrowhead's decontamination efforts.

This achievement was the product of one and a half years of hard work by a dedicated project team. MVS FUSRAP and contractor personnel repeatedly overcame seemingly endless obstacles and persevered to obtain resolution of numerous issues, ensuring the project could meet its aggressive schedule. First, several key environmental documents had to be published to complete the CERCLA process. A joint effort between USACE and SAIC, these documents defined the nature and extent of the contamination, determined the presence of risk for utility workers and developed the criteria to be used by USACE during decontamination. The documents consisted of: the



Remedial Investigation, Feasibility Study, Proposed Plan, Public Meeting and the Record of Decision (ROD). Extensive coordination to obtain concurrence on the environmental documentation, took place with HQUSACE, MVD, the HTRW-CX, the site regulator, the Illinois Department of Nuclear Safety (IDNS) and the site owner.

After the final remedy for the site was determined, Arrowhead, a small business contractor, developed the Facility Decontamination Plan (FDP). The plan was required to be accomplished during a 14 day window starting in late June. To accommodate the production schedule of the facility owner and minimize the economic impact the work would have on the contractor's normal operations. Timing was critical as the next available timeframe from the owner was FY01. The FDP called for Arrowhead to access affected overhead portions of the facility to remove uranium dust on beams. To complicate matters, these beams were located 25 to 60 feet above the

facility's main production line. The uranium dust had been generated during the Atomic Energy Commissions (AEC) weapons program in the 1950s.

The scope and timeframe restrictions of the dust removal called for an aggressive, around the clock operation. Arrowhead's decontamination strategy consisted of using High Efficiency Particulate Air (HEPA) vacuums to remove the contaminated dust from approximately 60,000 linear feet of overhead beams. Upon visual inspection of the facility, it was apparent that access to these beams could prevent completion the decontamination within 14 days. Using value engineering, Arrowhead, deviated from the original FDP and developed an innovative approach using existing overhead cranes in the facility. These cranes were stabilized for decontamination workers by placing decking across the open 12' gap on the crane. This deck allowed the workers to expedite the decontamination of a significant portion of the site. The

(Continued on page 6)



News Brief (continued)

Partnerships and Communications; Dave Busse, C-2000 Bank Erosion Study, and Tamara Atchley, Kaskaskia Lock & Dam Automation.

Congressman Costello announced the grant award from the Department of Commerce, Economic Development Administration to the Kaskaskia Regional Port District for \$630,000 for construction of rail access to the Baldwin Industrial Park. He stated recreation would be added as a purpose under the Water Resource Development Act as soon as congress brings the bill up. He also stated he will support funding for dredging and resolving the headcutting problem between New Athens and Fayetteville.

Mark Twain Lake:



Col Morrow and Wally Feld visit Mark Twain

Colonel Morrow and Mr. Wally Feld took the opportunity to visit informally with Clarence Cannon Dam and Mark Twain Lake personnel at the lake's

annual summer picnic at the Boudreaux Group Camp on August 11, 2000. After learning a little about the staff, the Colonel and Mr. Feld got to see NRRS, camper registration procedures, campground compliance and customer care first hand, at the Indian Creek Campground. Colonel Morrow even got to do a little recruiting by encouraging a ten year old to consider "early delayed enlistment".

On Saturday, Park Ranger Steve Wagner gave a quality assurance contract inspection briefing to Colonel Morrow and Mr. Feld. The team also assisted in minor facility repairs before attending an open town meeting, at the Boudreaux Visitor Center. The open forum gave customers and local business operators the opportunity to discuss fishing at Mark Twain Lake. The meeting was a joint effort

between the U.S. Army Corps of Engineers and the Missouri Department of Conservation. The trys concluded with a visit to the 20th Annual Salt River Folklife Festival. This is a historical event made possible through partnerships between the U.S. Army Corps of Engineers, the Department of Natural Resources and the Friends of Florida.

Lake Shelbyville:

Pam Doty Wins Award For Interpretive Excellence

Pamela J. Doty, Park Ranger at Lake Shelbyville has been selected by the Chief of Engineers, Lieutenant General Joe N. Ballard, as the 2000 Winner of the Hiram M. Chittenden Award for Interpretive Excellence.

In 1999, Ms. Doty was responsible for the day-to-day operation of the Interpretive Services and Outreach Program at Lake Shelbyville. She oversaw on- and off-site programs, special

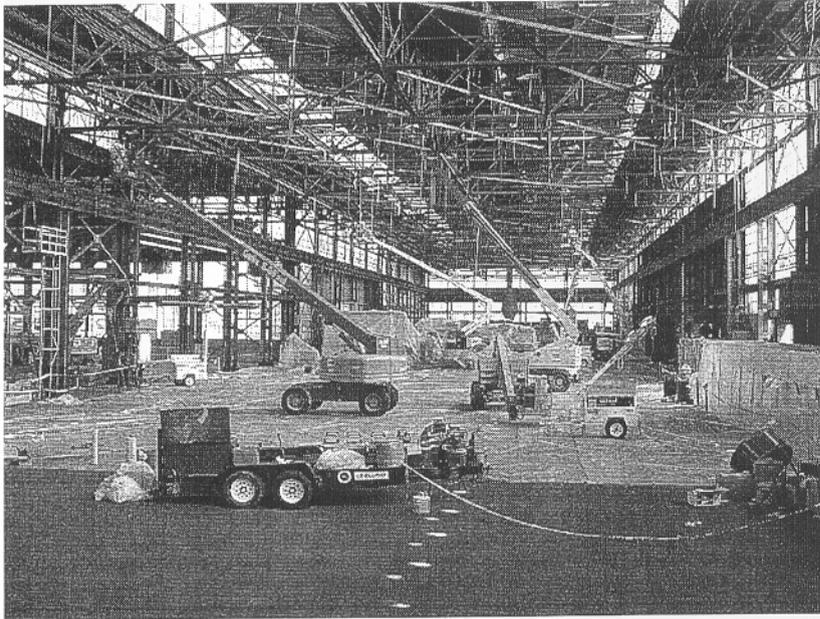




alternate approach, using manlifts to maneuver around the network of overhead power lines and beams, was extremely time consuming and labor intensive. The decking approach provided the workers two 1600 square foot platforms for work, vs the 25 available in the manlift. Higher areas were then accessed and decontaminated using ladders on the decking. This procedure was highly effective, as it allowed more workers (5 on the decking vs. one in the manlift) to conduct decontamination activities simultaneously. Through great teamwork, they modified their schedule so that the verification contractor, SAIC, was able to expedite verification activities on the platform. SAIC also developed and implemented



had it been done by hand. This method of scanning the decontaminated areas to ensure they met the criteria in the ROD resulted in SAIC accomplishing its verification one day ahead of schedule. These innovations not only ensured the work was completed during the required timeframe, but also allowed both contractors to finish ahead of schedule and under budget. To their credit, all Arrowhead and SAIC workers continued through intense heat of summer, working in a enclosed warehouse with no air conditioning, at great heights and in Personal Protective Equipment (PPE) to maintain a flawless safety record during the contract. During the decontamination, 40 cyds of contaminated material, primarily uranium contaminated dust and PPE were collected. This material was sampled, packaged and placed in a rail gondola and shipped to an out of state licensed landfill disposal facility. After this successful facility decontamination, team personnel have now begun the task of preparing the Post Remedial Action Report (PRAR), which documents the effectiveness of the decontamination effort against the



an innovative approach to verification by placing rollers on the verification instrumentation and attaching them to extension

poles from a local pool supply house. This allowed them to traverse the beams from the decking for lengths of 20 feet at a time rather than the 3 feet



District Coming Events

Carlyle Lake

- Oct. 20-21 - Haunted Trail
- Nov. 5 - IDNR Youth Pheasant Hunt
- Dec. 1 - Christmastown USA & Lighting of the Visitor Center

Wappapello Lake

- Sept. 16-17 - 9th Annual Old Greenville Days
- Nov. 25 - Dec. 25 - 8th Annual Festival of Light Christmas Auto Tour

Rend Lake

- Sept. 23 - Rend Lake Cleanup

Lake Shelbyville

- Oct. 7-8 - Fall Colors Hike
- Oct 28 - Lithia Springs Trail of Terror
- TBA - Vitorian Splendor Light Festival

Mark Twain Lake

- Sept. 22 - Environmental Education Fair
- Oct. 7-8 - Missouri Mule Days

Welocme Mr. James O. Ward

by Lattissua Tyler

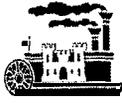
On September 11, 2000 there was a



new Chief in town, of Programs and Project Management that is. James O. Ward, Jr., the Mississippi Valley Division's Chief of Technical Engineering Branch supplanted Mr. Jerry Barnes as Acting Deputy District Engineer for Planning, Programs and Project Management. He will be replacing Jerry, who is on long term training with the Center for the Defense Leadership and Management

Program (CDLAMP), for three months.

Mr. Ward is a registered professional engineer who holds a Master of Science in Civil Engineering and is a graduate of the Army Management Staff College. He began his career with the Army Corps of Engineers in 1973 as a hydraulic engineer at the Waterways Experiment Station and served in a number of positions in the Vicksburg District before moving to the Division Office in 1991. During his career, he has been a project manager, section chief in the Project Management Branch and Special Assistant to the Chief of Hydraulics Branch. In addition, he has been involved in Army Corps of Engineers civil works technical assistance activities in West Africa and Southeast Asia, making him fully equipped with the knowledge and expertise to take over a position that aids in the St. Louis District continuance of excellence. Please join me in welcoming Mr. Ward by showing him our St. Louis District hospitality filled with smiles and friendly hellos. Mr. James O. Ward, we wish you the best during your tour in the St. Louis District.



News Brief (continued)

events, volunteers, workshops, and publications. Her innovative interpretive techniques made it possible to contact and satisfy our customers more efficiently. In 1999, the number of off-site direct interpretive contacts increased by 8,200 over 1998. This is a direct reflection on the outstanding job that Pam does in promoting the Corps of Engineers and its missions.

She exceeded her job responsibilities in many ways, both on a project and District level. Pam's dedication shows in her work, but she will be the **first** one to admit that some things just cannot be accomplished alone. She established a great working relationship with people throughout the St. Louis District. Ms. Doty coordinated the District's representation at the St. Louis Boat and Sports Show and the District's interactive area at the Illinois State Fair. She also served as a mentor at the District's summer interpreter training. After Wappapello Lake created the Ranger Willie B. Safe (WBS) campaign, Pam took the initiative to organize a Ranger WBS Discovery Packet to provide rangers and educators information on how to implement this national campaign.

Lake Shelbyville hosted one of seven Personal Watercraft workshops that were held nationwide. This workshop was part of a Challenge Cost-Share agreement between the Personal Watercraft Industry Association and the Corps' National Water Safety Products Advisory Committee. Pam was instrumental in ensuring the success of this workshop.

Ms. Doty is always coming up with new and creative ways to encourage our customers to use basic water safety principles. She created and coordinated the activity "Water Safety

Messages for Shoppers" by partnering with local schools and grocery stores. Stores provided paper bags and students decorated them with water safety messages. The Lake Shelbyville Aqua-fest Carnival and Kids Fishing Tournament were coordinated by Ms. Doty. Both of these events emphasized basic water safety principles in a fun and creative way. She implemented a "Size It Right" life jacket loan program and a year round life jacket recycling campaign at Lake Shelbyville. The life jackets that were collected during the recycling campaign were used in the loan program.

The use of volunteers enhanced the interpretive services program at Lake Shelbyville in several different ways. Volunteers helped present and coordinate programs and events, worked on trails, and performed other routine duties. Pam implemented an Adopt-A-Trail program and coordinated a volunteering partnership with an organization that helps kids get back in school.

Ms. Doty is a valuable asset to the Corps of Engineers. When it comes to creating an interpretive activity, program, or event, she is an artist in the way that she weaves information, entertainment, and excitement together to inspire her audience. She will be recognized for her accomplishments in October in Norfolk, Virginia, during the Senior Leaders Conference. In addition, she will be recognized by her peers during the National Interpreters Workshop to be held in November in Tucson, Arizona.

Wappapello Lake:

National Public Lands Day

The Wappapello Lake Staff is in the process of making final preparations for hosting a National Public Lands Day on 23 September 2000. Several coordination meetings have been held with the U.S. Fish and Wildlife Service and U.S. Forest Service. All volunteers will be assigned specific tasks on public lands that are administered by each agency. They will all meet at Wappapello Lake at the conclusion of their assignments and receive lunch courtesy of the Wappapello Lions Club.

Interpretive programs will be conducted by a representative of each agency and door prizes will be awarded.

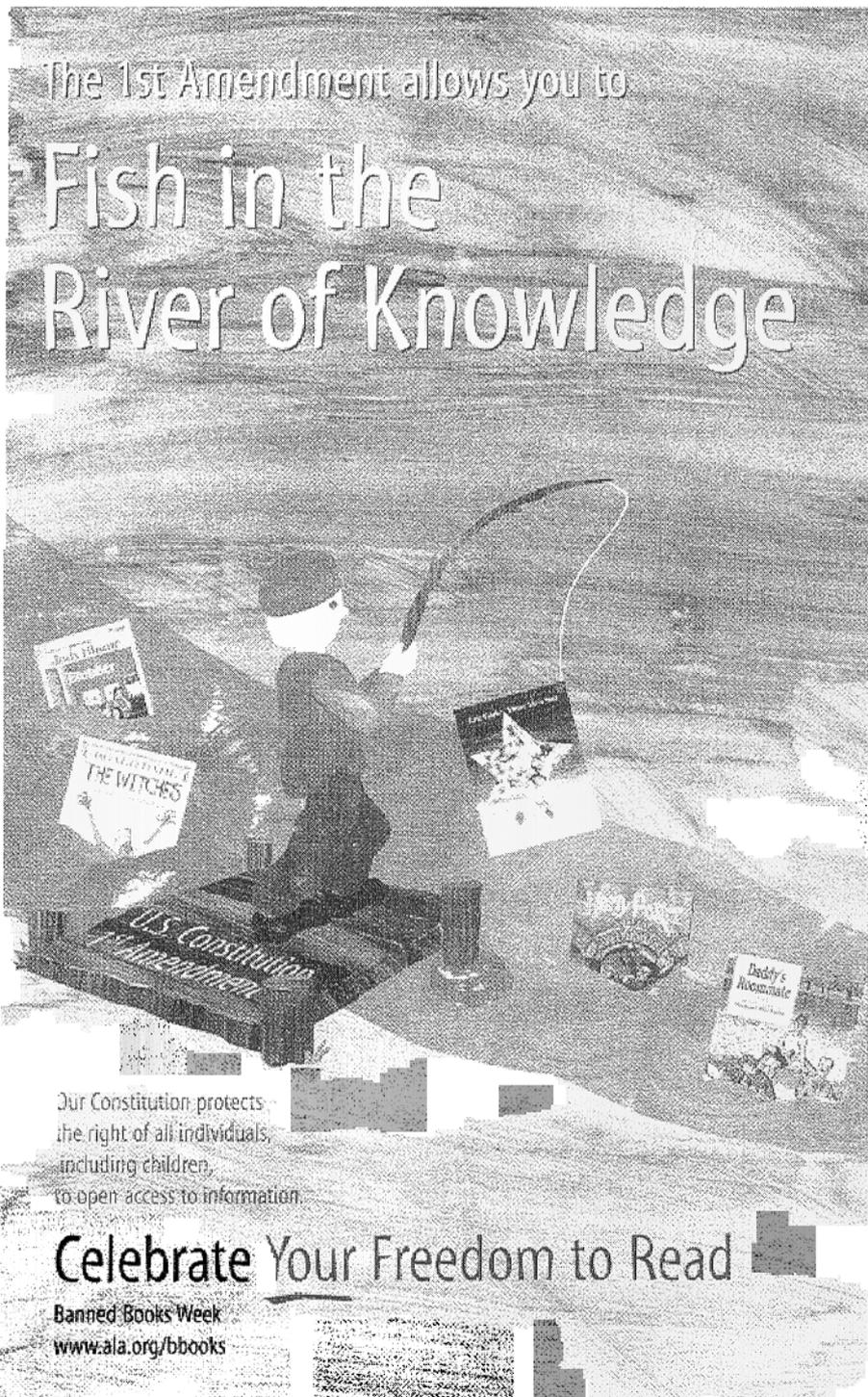
Buckle Up

In an effort to get the safety message Buckle Up to the tough age group of 10- 18 the staff at Wappapello Lake sent letters to area schools inviting them to join the Ranger Willie Safety Team by placing safety banners in their gymnasiums during the school year. The vinyl banners are provided by the Corps of Engineers and are various sizes. There are three different banners which are a scaled down version of the billboards that were placed throughout the state of Missouri for the past three years. The objective is to replace the banners at the participating schools with a new banner every three months in an effort to keep the message fresh. These safety banners will not only get the message out to the students, but also to the visitors to their school functions.



“Celebrate Your Freedom to Read” 23-30 September

Information Contributed by Art Taylor



The Corps is becoming better known for its ecologically sound rivers and streams policies. So to encourage another portion of that “green” feeling the Technical Information & Library Services (TILS) at the St. Louis District’s offices in the Ray Building, Rm. 4.202, is sponsoring an “Awareness Week” of another area: The River of Knowledge found by one’s “fishing” through local libraries and coming up with good reading. Posters, bookmarks, and tee-shirts with a child fishing will be posted in TILS to bring the “Celebration of your Freedom to Read” week to mind.

- * Your TILS library focuses on mission-related publications.
- * Books and tapes related to professional development are included.
- * Magazines and newspapers covering information for decision making can be read all during the week at TILS.
- * **FOREVERYTHINGELSE:**
- * A reminder that any current full time employee working in the RAY Building , no matter where one resides, can get a library card from The Saint Louis Public Library (SLPL), 1300 Olive Street. (Information: 314-241-2288)
- * The downtown SLPL branch is a good place to borrow children and young adult books for your family. Why? Those titles are often still on the shelves since the other branches get the young ages in droves!
- * Books and CDs can be checked out for 3 weeks instead of two before renewal at SLPL.
- * **FINALLY:** It’s a great time to fish in the river of knowledge - Fall is the biggest time of year for release of new

(Continued on page 12)



The Equalizers' Wins Again

by Lattissua Tyler

For the last 5 years the Corps Women's Softball Team, the Equalizers, has been holding the title for 1st place. On Saturday, August 26, 2000, they once again had to defend it. The 8:00a.m. opening game, delayed by a rain storm, gave their competitors four and a half hours to ponder their defeat because the rain didn't stop the Equalizers' enthusiasm or urge to win. Being part of the elite, they were scheduled to battle three of the most talented softball teams in their league. As the start of the first game neared, the team members gathered together to exchange words of encouragement.

Their first competition was the Exxon Women's Team, formerly Group Effort, whom they beat 9 to 1. The second game began at 4:30p.m and again the Equalizers pulled it off by beating the Mavericks with a victory of 6 to 0. The third, final and most exciting game was played at 9:00p.m against the Triple S Women's Team. The Equalizers crushed their opposition after five innings and a 10 run lead making the final score 17 to 7. Although the Sunday championship games were cancelled because of inclement weather conditions, the only undefeated team on Saturday, the Equalizers once again retained the 1st Place Championship title for the sixth consecutive year. Congratulations Ladies



Team members from top to bottom and left to right: Latisha Jones, Pat Love, Sissy Burnett, Tammy Keen, Dorris McGhaw, Greta Leaks, Brenda Hamell, Troy Dailey, Vernice Evans, Mikki Jackson, Dana Harris, Mamett Shead and Ruthie Valencia





St. Louis District Retiree Honored for Hospitality at Arch



Even after retirement, Corps of Engineers employees do not stop striving for excellence in all they do. Joe Bisher, a St. Louis District retiree, can not seem to stop working. The following article was taken from the Southwest County Journal written by Brian Hoener

Standing in front of tram four at St. Louis' Gateway Arch, Joe Bisher grabs the public address system microphone. It's only four minutes up and three minutes down," says the 72-year old Affton resident. As visitors prepare to head to the top of the landmark, Bisher belts out in his charming and peppy voice, "Now boarding. All aboard, all aboard."

Bisher, who is spending his second summer as an employee at the St. Louis landmark, was recently honored as the 2000 Hospitality Hero for the St. Louis

Arch by the St. Louis Convention and Visitors Commission. He received the honor primarily for his assistance to a nervous Tennessee tourist. Last year, a woman from Tennessee became overwhelmed by the tight space on the elevator ride to the top of the Arch. Bisher helped the woman out of the elevator and calmed her down and then put her in an elevator with only one other person," Bisher said. He said when the woman came down, she couldn't stop thanking him. The woman wrote rave remarks about Bisher on a courtesy card at the Arch. "The best thing about working here is meeting people from all over the world," Bisher said. "I really enjoy talking to the people." Bisher works with his wife, Elle, at the Arch. They are employed by the Bi-State Development Agency, which operates the Arch trams. He said nervous

visitors are a common occurrence. As part of his award, Bisher got a prize package that included \$200 cash, two free tickets to Six Flags, two tickets to a St. Louis Cardinals baseball game, dinner for two at Dierdorf and Hart's Steakhouse, an overnight stay for two at the Corner George Inn Bed and Breakfast and two tickets to the top of the Gateway Arch.

"It is out of this world," Bisher said. "I've been on cloud nine ever since I learned that I was being honored. It's fantastic." By winning this award at the Arch, Bisher is nominated for the overall Hospitality Hero award in the St. Louis area. Bisher who lived in Affton for 40 years, won the same award several years ago while working at Grant's Farm. During one of his five summers at the Farm, Bisher turned in a woman's lost handbag and a diamond ring. Both items were returned to their owner.



TIPS FROM THE RM TEAM

by Christiane Bonucchi

Payroll and Electronic Leave and Earnings Statements

In February of this year the Defense Finance and Accounting Service (DFAS) notified civilian employees by mail that Phase I of their Employee/Member Self Service (E/MSS) system had been implemented.

Phase I of E/MSS is now operational and allows employees to make changes to their federal taxes, direct deposit, financial allotments, and home address. This system is voluntary and employees may continue to contact the Customer Service Representative in Finance and Accounting (Pat Wohlschlaeger) for any of their payroll needs.

DFAS has advised us that civilian employees will be able to print their Leave and Earnings Statements (LES) by accessing the DFAS secure E/MSS website. This service will allow civilian employees to review and print their electronic LES for the current pay period. The electronic LES will mirror the present hard copy LES sent to employees to the address on file.

DFAS expects to have this option available late summer 2000. Hardcopy distribution of the LES will continue, however, employees will be given the opportunity to stop the hardcopy if desired.

For additional information you may visit the DFAS website at <http://www.dfas.mil/emss/>

DFAS has also published frequently asked questions and answers regarding this new service on their website. Please visit their website if you would like more information.

Reading (continued)

non-fiction as well as fiction books.

Why Celebrate Your Freedom to Read During Banned Books Week? When books are challenged, restricted, removed, or banned, an atmosphere of suppression exists. An author may make revisions, less for artistic reasons than to avoid controversy. An editor and publisher may alter text or elect not to publish for economic and marketing reasons. Staff in bookstores and libraries may find published works too controversial and, fearing reprisals, will choose not to purchase those materials. The fear of the consequences of censorship is as damaging as, or perhaps more damaging than, the actual censorship attempt. After all, when a published work is banned, it can usually be found elsewhere. Unexpressed ideas, unpublished works, unpurchased books are lost forever.

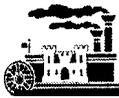
Banned Books Week celebrates the freedom to choose or the freedom to express one's opinion even if that opinion might be considered unorthodox or unpopular and stresses the importance of ensuring the availability of those unorthodox or unpopular viewpoints to all who wish to read them. After all, intellectual freedom can exist only where these two essential conditions are met. "Freedom to express oneself through a chosen mode of communication becomes virtually meaningless if access to that information is not protected." Intellectual Freedom Manual (ALA, 5th edition)

Although they were the targets of attempted bannings, most of the

books featured during Banned Books Week were not banned, thanks to the efforts of librarians to maintain them in their collections. Imagine how many more books might be challenged-and possibly banned or restricted-if librarians, teachers, and booksellers across the country did not use Banned Books Week each year to teach the importance of our First Amendment rights and the power of literature, and to draw attention to the danger that exists when restraints are imposed on the availability of information in a free society. Whatever the censor's motives, attempts to suppress certain library materials may also stem from a confused understanding of the role of the library and of the rights of other library users. The censor's concern about library materials is based upon a view of the library as an important social institution. But the censor may fail to see that the library fulfills its obligations to the community it serves by providing materials presenting all points of view and that it is not the function of the library to screen materials according to arbitrary standards of acceptability. Would-be **censors** may think that it is the role of the library to support certain values or causes-which are, of course, their values and their causes. Censorship can be subtle, almost imperceptible, as well as blatant and overt, but, nonetheless, harmful.

Often challenges are motivated by a desire to protect children from "inappropriate" sexual content or "offensive" language. Although this is a commendable motivation, Free Access to Libraries for Minors, an interpretation of the Library Bill of Rights (ALA's basic policy concerning access to information)

(Continued on page 14)



Use the Web or phone to change your benefits

by Barbara Filbert (South Central CPOC)

Civilian employees serviced by the South Central Civilian Personnel Operations Center will soon be able to change their benefits, such as health and life insurance, over the phone or on the Web, as the local advisory centers transfer many services to the Army Benefits Center for Civilians, or **ABC-C**.

The benefits center, located at Fort Riley, Kan., begin providing automated services for retirement, life insurance, health benefits, survivor benefits, and the Thrift Savings Plan to civilian employees throughout the South Central Region on September 11.

The ABC-C opened for **five** of the seven stateside regions earlier this year and currently services more than 115,000 Army civilians. With addition of the South Central region, it will add to its service area more than 30,000 employees working at installations and activities from Missouri to northern Alabama to Louisiana.

The ABC-C will open for Northeast Region, the remaining stateside region, on Oct. 11. Army officials hope to start servicing the three overseas CPOCs - Pacific, Korea and Europe- next year. Once they open, the center will service more than 180,000 civilian employees throughout the world.

"The ABC-C is an effort to maximize the use of technology and promote efficiency through the consolidation of resources," said Kathy Cole, chief of the center. "It uses state-of-the-art technology similar to automated systems used by banks, colleges and health insurance carriers."

The new system, which replaced the face-to-face benefits counseling offered to civilian employees, offers personnel

two ways to access personal and general information and process benefits transactions.

The Interactive Voice Response System (IVRS) allows customers to access the system through a touch-tone telephone; and the Employee Benefits Information System (EBIS), a customized Web application, allows customers to access the system via the Internet.

Both systems are designed to guide employees through their benefit and entitlement needs. Each of the areas has general and personal information regarding one's benefits, and allows employees to explore their options and make elections.

Employees may use either system from any location to access information and process transactions. People needing assistance can transfer to one of the benefit counselors at Fort Riley via the telephone system. They will walk employees through any troubles they may encounter.

Personnel can access the Web application at <http://www.abc.army.mil>; and the call center with a touch-tone telephone by calling the toll-free number 1-877-ARMY-CTR (1-877-276-9287). For TDD (Telecommunication Device for the Deaf) assistance, call the toll-free number 1-877-ARMY TDD (1-877-276-9833). Employees will need to input their Social Security Number and personal identification number (PIN) to access both systems.

"A Point-of-Entry (POE) module to enhance the security of personal data

on the Web was recently added," Cole said. "Personnel will create a user identification and an eight character password to get into the EBIS system." Employees will find the instructions on creating the new POE account on the ABC-C home page and the individual screens as they move through the process. They will need certain personal information when navigating through the screens, but the information is readily available on their latest SF-50 or Leave and Earnings Statement.

"Now, employees will need a user ID, a POE password, their Social Security Number and a PIN to gain access to the Web system," she said.

Initially, the PIN will be a four-digit number equivalent to an employee's month and year of birth (MMYY). For security purposes, once the system is accessed, an employee must change his/her PIN to a six-digit number of his/her choice. The use of one's SSN and PIN constitutes an electronic signature and should be safeguarded.

ABC-C replaces the old way of doing personnel business, where employees often made several trips to the CPAC to change their benefits. Now, most benefits transactions will be processed overnight, and employees can verify their transactions by revisiting the automated systems or checking their Leave and Earnings Statement.

"Our goal is to give the civilian work force quality and timely customer service," said Cole. "The center streamlines the benefits and entitlements function, eliminates manual processes, and assists us in providing better and more convenient service to

(Con tin ued on page 14



Reading (continued from page 12)

states that, "Librarians and governing bodies should maintain that parents- and only parents-have the right and the responsibility to restrict the access of their children-and only their children-to library resources."

Censorship by librarians of constitutionally protected speech, whether for protection or for any other reason, violates the First Amendment. As Supreme Court Justice William Brennan, in *Texas v. Johnson*, said most eloquently: "If there is a bedrock principle underlying the First Amendment, it is that the Government may not prohibit the expression of an idea simply because society finds the idea itself offensive or disagreeable." If we are to continue to protect our First Amendment, we would do well to keep in mind these words of Noam Chomsky: "If we don't believe in freedom of expression for people we despise, we don't believe in it at all."

Notable Quotes

"Congress Shall Make No Law Respecting an Establishment of Religion, or Prohibiting the Free Exercise Thereof; or Abridging the Freedom of Speech, or of the Press; or the Right of the People Peaceably to Assemble, and To Petition the Government for a Redress of Grievances." - US Constitution, First Amendment

"Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment."

- American Library Association (ALA) Library Bill of Rights

"We uphold the principles of intellectual freedom and resist all efforts to censor library resources." - ALA Code of Ethics

"If there is a bedrock principle underlying the First Amendment, it is that Government may not prohibit the expression of an idea simply because society finds the idea itself offensive or disagreeable."

Benefits (continued)

our customers."

The Web application has the same transaction capability as the call center but the Web page offers a fast, convenient and easy-to-use application with features not available through the call center, Cole added.

A major advantage to using the Web application is the ability to navigate to the different programs, receive more detailed information, and process the same transactions as over the telephone.

Both systems are available seven days a week, 21 hours a day, and will be down from midnight- 3 a.m., central time, for systems maintenance.

Benefits counselors will be available Monday-Friday, 7a.m. - 5 p.m. central time.

"Since the center opened in January, the staff has taken more than 31,000 calls and spoken to more than 23,000 employees regarding their benefits," Cole said.

"Once an employee decides to retire, a benefits counselor will provide personal voice-to-voice retirement counseling," she said. "The employee will then complete the retirement forms down-loaded from the systems, and mail the package to the center, where it is processed."

As of Aug. 11, the center had received 790 retirement packages and 535 were completed, Cole said. The center's goal is to process a retirement package in 10 workdays if they receive the completed package 45 days or more prior to the effective retirement date.

Fusrap (continued)

standard set forth in the ROD. After the PRAR, MVS will begin site closeout procedures to remove the Madison Site from FUSRAP.

It is important to note the dedication and contributions of the MVS FUSRAP team throughout the entire process. Team members set and achieved ambitious goals. Listed below are just a few of the accomplishments. First, the contract was developed and awarded by NWK in less than a month, an unheard of timeframe. Second, the entire MVS FUSRAP team spent numerous long nights, weekends and holidays answering questions to publish documents. Third, team personnel took on additional roles to facilitate completion of environmental documents and the decontamination. Examples include obtaining authorization from Congress for an increase in funds in record time, a dual hatted Project Manager as Resident Engineer, an Engineer taking on the site in addition to her primary duties, a Health Physicist took over responsibility for radiation issues after another team member unexpectedly changed, an Industrial Hygienist assisted in safety, transportation and disposal matters while on maternity leave. Real Estate gained access and Office of Counsel facilitated a quick resolution to all legal issues.

A very successful total team effort at the Madison Site was orchestrated throughout all phases of work at the Madison Site. These impressive accomplishments reflect a classic case of the dedicated team members from MVS FUSRAP and its contractors, doing whatever it takes to get the job done.



To your health

Take your best shot against the flu

That great time of year is about to begin. Halloween the first holiday celebration, followed by Thanksgiving, Christmas, and New Year's Day. But one thing occurs at this time that is not fun. It's the flu season. The flu is a highly contagious disease. Doctors at Rose Medical Center in Denver give an example: Among the passengers of one airplane flight, a woman with influenza infected 70 percent of other passengers during a four hour ground wait.

Up to 55 million Americans will come down with the flu this year. As they speak, cough or sneeze, they will release microscopic droplets carrying the virus which will be inhaled by someone else. Droplets stay airborne for up to two hours. Flu Symptoms appear after two to four days. The flu is contagious to your co-workers, family and others for three to four days after that.

Now is the time to get protection. When flu shots are offered, don't wait to get yours. It takes about two weeks for immunity to develop. It's true that you will have protection for part of the season even if you are immunized on December 1, but you would miss out on six to eight weeks of protection. More than 10 million Americans will take their best shot against the flu this year. These immunizations can be given to you by your physician or some organizations even offer them at the job site. One city has a drive-through clinic where people don't even have to get out of their cars.

The flu vaccine changes every year. It is made up of inactivated A and B flu viruses of which there are

hundreds of strains. The U.S. Food and Drug Administration determines the composition each year. Everyone who doesn't want a week of fever, aches and pains should be prepared to get the shot when offered. The American Academy of Family Physicians recommends that everyone over age 50 get a flu shot. People of any age who have heart or lung problems should certainly be immunized. Check with your local health center to inquire about the dates flu vaccines will be offered.

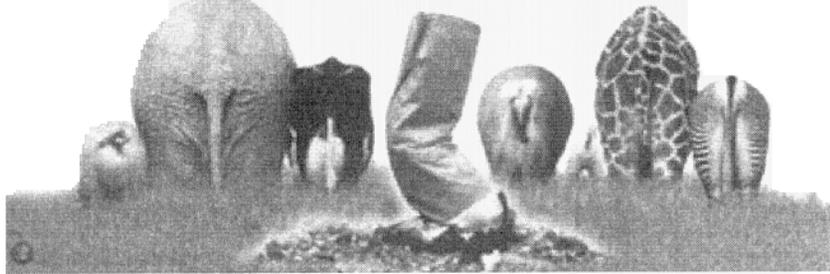
Relish life and joy will follow

What kind of pleasure have you denied yourself lately? Was it a weekend trip, a few bites of a fancy dessert, or enjoying the walk instead of rushing to get somewhere? Depriving yourself of simple daily pleasures reduces joy in your life and doesn't do much for your immune system either. A study in the *Journal of Human Stress* shows that a pleasurable event strengthens the immune system for up to two days. Psychologists say that people shouldn't let fear keep people from relishing their daily lives. If you do then you won't get pleasure from doing things

you should enjoy and the result can be a chronic guilt feeling. Psychologists from the Associates for Research in the Science of Enjoyment (ARISE) say such guilt can detract from your ability to concentrate and it can bring about stress and depression. An ARISE study of 4,000 people in eight countries shows that listening to music rated high on the pleasure index. But some people are so focused on efficiency, rather than enjoyment, that they just take these activities for granted. Dr. David Warburton, editor of the book *Pleasure and Quality of Life* (Wiley), says happiness is the result of pleasure a person experiences in each day. It can be from anything you enjoy including talking to friends or making people laugh.

When you relish life and recognize its joyful experiences, you set yourself up for healthy longevity, say doctors at Mayo Clinic. Moderation is the key. One piece of cake is a pleasure, eating the whole cake is not. One or two drinks in the evening are a pleasure, five or six are not. If you do too much of anything, it's no longer a pleasure. Relishing life and its moments and times of pleasure will make you more satisfied, more productive, and more likely to feel joyful. So take time and enjoy the beauty of life.

Butts Are Gross.





Retiree Review

August 17th was the hottest day of the year, according to the weather people. However, the retirees met as usual at the Salad Bowl at about 11 :00am. There was a fairly good number, considering the weather. There were some out of towners, all the way from Arizona. Marlene and Stan Wiseman were in the area and together with their guest, Betty Goekel, decided to visit with the retirees. Stan said that although the temperature in the St. Louis Area is lower than in Arizona, because we have much higher humidity, it is much more uncomfortable here than back home. That is why he doesn't think twice about playing golf in 100 degree weather in the Phoenix area.) The Wiseman's look great and are on their way to their granddaughter's wedding. (They don't look old enough to have a grand child of marriage age.) Jim Petersen said that he just returned from a two week trip to Nova Scotia. He and his wife together with another couple spent two glorious weeks just touring the area and enjoying the great sea food.

Lew Scheuermann said that Elmer Huizenga is still under the weather. Elmer is fighting the "bug", and at times he thinks that the "bug" is winning. Hang in there Elmer. There is no bug mean enough to whip an old real estate attorney. (They are the meanest, even meaner than a used car salesman.) Lew also mentioned that Dennis Gould's wife is under the weather, and that Dennis has taken a temporary leave from his part time job to be with his bride. Don Wampler mentioned that he heard that George Clapp has had some serious surgery and is in recovery. (George, you have to get back on your feet, we need some of your enlightening stories.) Mary Lou Lawson mentioned that there have been several retirements recently, and that several of the ladies mentioned that they intended to have lunch with the retirees. (Maybe they can help the wives of the male retirees in trying to raise the respectability of the group.) They will be a welcome addition to the group. Maybe next month they will be there. We were sorry to hear of the passing of Warren Hartke. He was formerly the head of the Reservoirs and then was the Assistant Chief of the Operations Division. Our condolences to the family. It had been mentioned in previous luncheons, that the District Engineer wanted to attend the August luncheon. The group was informed that he could not attend, due to the arrival of the MV Mississippi. It seems that the vessel is in the area for the periodic river inspection, and . . .well duty calls. He did send word that he has the retirees luncheon for September scheduled on his calendar. Hopefully nothing serious will prevent his attendance. The retirees have heard a lot about him. They are looking forward to meeting him. Gordon Davis brought news from the St. Charles County area. He said all is well and before long there will be very little open land in the county. Everywhere you look, there is housing construction. He feels that soon he will find himself in a city environment, the way they are building houses. Bob Maxwell was recognized as the SENIOR retiree, having been retired longer than anyone in attendance. Don Wampler was the story teller of the day, with his tale about an award winning motorist in California. Mark your calendar for September 2 1 st, at the Salad Bowl at 1 1:00am or there about. Remember, the District Engineer sent word that he intends to be there.

Are you prepared for retirement?

For people in their middle years, retirement may seem to be a lifetime away. But those years go by quickly. A survey by the Employee Benefit Research Institute (EBRI) shows that only half of the workers have bothered to analyze their retirement needs. People are saving, but they are saving blindly, according to EBRI. Even those who do work out a retirement budget tend to be overly optimistic.

Don Bladin, president of the American Savings Education Council, says 88 percent of those who have worked out a realistic retirement budget are setting money aside. Only 61 percent of those who haven't done the math are saving enough. People in their 50s have to replace rough estimates with detailed figures. The figures should account for inflation, taxes and other savings drains. Those could include the cost of health insurance to cover early retirees under 65 before eligible for Medicare. Even after that, will you have expensive drugs which are not covered by medicare? If you become disabled, what costs would not be covered by a long-term care policy (if you even have one)? Will your savings last to age 85+?

If you have projected retirement expenses at 70 to 80 percent of current income, that figure might not be enough. Advisors writing in *Fortune* say you should plan to spend the same amount you spend now, especially in the first ten years of retirement. That is when you will most likely want to travel.