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U.S. Rep. Carnahan, Corps host Levee Summit



Colonel Lewis F. Setliff III (left) and U.S. Representative Russ Carnahan meet with reporters prior to the Missouri Levee Summit. *USACE photo by Alan Dooley*

STORY BY *NICOLE DALRYMPLE, PA*

Months of planning came to a successful conclusion as the St. Louis District Army Corps of Engineers and U.S. Congressman Russ Carnahan (D – Missouri 3rd District) hosted a Missouri Levee Summit November 26 at the South County Holiday Inn.

The summit included presentations from District experts, the Federal Emergency Management Agency, local partners including East-West Gateway Council of Governments and a panel discussion that included a representative from the City of St. Louis and a local lawyer who represents 20 levee districts in the region.

The summit was fashioned similarly to the August 15

Illinois Levee Summit hosted by the District and U.S. Congressman Jerry Costello (D – Illinois 12th District) aboard the Motor Vessel Mississippi.

District Commander Col. Lewis F. Setliff III explained the summit as an opportunity to communicate risk to the public, specifically the levels of risk associated with area levees. It also provided an opportunity to engage the levee districts, elected officials and stakeholders in a dialogue about the path forward on repairing the system's deficiencies.

"We are trying to minimize the risk up and down the river," Col. Setliff told Mike Garrity of KSDK-TV. "We have a pretty robust system, one that provided protection

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Commander's Perspective



Col. Lewis F. Setliff III

After weeks of waiting – or actually it has been seven years since the last WRDA – the Water Resources Development Act for 2007 became law recently. This authorization legislation doesn't provide any money. That process requires appropriation bills.

But this is a long awaited first step. Work must be authorized, either by existing legislation or new legislation, and this addresses such new work as the Navigation Ecosystem Sustainability Program (NESP), with new 1200-foot locks and multiple projects to sustain the critical ecosystem of the Mississippi River.

We are awaiting implementation guidance from Headquarters. This legislation has been contentious and much work is still ahead. But WRDA is definitely good news for the District, the Division, the Corps and the nation.

Switching directions, elsewhere in Esprit you will see an article on retaliation for seeking answers to work issues through EEO processes.

I want to ensure that everyone, from the most senior manager to the newest employee, understands my position on this subject. I have not, do not and will not tolerate retaliation against any employee who asks questions about equal treatment. There are laws against so doing and there is my personal assurance. Accept either or both. Again, I will not accept any retaliation.

This also goes beyond legal and regulation issues. It's quite simply the right way to do the right thing. The end goal of the process is to ensure that we all enjoy a good – no, make that great – work situation.

One more bounce on this: I signed out my EEO policy statement on 19 November. Look for it on your bulletin boards. Read it and take it to heart for everyone's benefit.

Looking across the District, we've been busy and are staying that way. We hosted the USACE National Small Business Conference in St. Louis earlier this month. Last year was the first time this meeting was held outside of Washington. The only small part of this conference is in its name. It's a "must attend" event for virtually the entire senior cadre of the Corps and hundreds of individuals representing a multitude of businesses from across the nation came as well.

The District, the Division and the Corps do a lot of business with these firms and I assure you, the event impressed a lot of people.

We also finished work on the scour holes on the upstream side of the Melvin Price Locks and Dam, Thursday, Nov. 1. It took awhile to negotiate a contract to perform that exacting task, but once it got started it went extremely well. Throughout the District and the summer, there's been an unrelenting pace, and it's not slowing.

I want to thank everyone who is carrying this work out. We look good collectively because you are performing well both individually and in teams.

Finally, you are not just performing well, you are working smartly. By that I mean the smartest way to work: safely.

We have had a small number of injuries through the summer and while we have been striving to reduce and eliminate them, our Corps leadership has been raising the bar by reducing the numbers of injuries they want to accept.

I'm concerned about statistics. But more importantly I am more concerned about individuals and their health and welfare. Nothing, absolutely nothing, is more important. Time gained by cutting safety corners is eventually time lost.

I know you hear about safety from me often. The reason is

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US Army Corps of Engineers® St. Louis District

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SUMMIT, FROM COVER

during the 1993 flood, but there are some unacceptable areas, and during a flood all it takes is one hole or weak section in the system.”

Emphasis is on providing an accurate assessment of the system, prioritizing the needed repairs and getting the levees fixed. When asked by Garrity what the top concerns are for levees, Col. Setliff said replacing old infrastructure and addressing underseepage concerns.

It takes a team effort though.

Col. Setliff started the levee summit by saying, “These aren’t my levees, and they’re not yours. They’re ours.”

Rep. Carnahan described levees as a “vital issue” and one that we need to succeed in. He told the 150 attendees that we need to be proactive and work together. Carnahan explained that the summit was a good opportunity to get the dialogue going but it is critical that the communication continue.

Three presentations were given by District employees all of whom were introduced as veterans of the 1993 flood. Dave Busse, Flood Risk Management business line manager, gave an overview of the St. Louis District levee system within Missouri.

Mark Alvey, chief of the Geotechnical Branch, gave a presentation on the condition

of the system, and Matt Hunn, program manager for Inspection of Completed Works, discussed the District’s inspection program, as well as the upcoming requirement for levee certification.

A common theme at the summit was looking at all the levees as a system -- a system that is interdependent.

While discussing potential impacts of levees failing, Busse told not only of direct impacts to lives, homes and businesses but also the indirect impacts. Indirect impacts can include inaccessible roads, submerged highway approach ramps, flooded communication fiber optics and commercial issues, situations that impact everyone, not just those living behind the levee.

The entire system in Missouri within the St. Louis District has the appropriate height for design floods but there are underperformance and design deficiencies. “During 1993, the urban levees did provide protection,” explained Busse, “but that was largely due to the people who flood-fought and closely monitored the system for weak points.”

“Prevention is far better than reaction,” Busse said. “We want to solve problems before they become disasters.”

Of the 39 levees in Missouri, the District has a detailed understanding of the condition of four of them: St. Louis Flood Protection, Festus

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Crystal City, Monarch Chesterfield and Cape Girardeau Floodwall. All four are authorized to provide 500 year flood protection but research and studies show that they currently do not. Each levee is in a different phase of plan, design and construction but the combined cost to restore authorized protection to just these four levees is estimated at \$70 million.

Communication was repeatedly emphasized at the summit. When

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simply that it’s so important. Like buildings are built one brick at a time, safety is built one person, one action, and one moment at a time. Don’t let your guard down. Don’t take safety short cuts. Watch out for your fellow workers. That way, in order of importance, the statistics get better, the job gets done and best of all, you all stay safe.

Lest you think that everything has to be serious, don’t forget the upcoming holiday party. Your CAC

sought recommendations and in the end, the top vote getter was a return trip to the bowling alley and its food and fun. Catch up with one of our “CACers” and get your tickets. They are available until December 7. If you’re new to St. Louis, or missed this event last year, ask someone who went. They will tell you: it’s more than just eating and bowling. And nobody has to sing! I’ll see you there December 13.

**Essayons. Hooah!
Col. Lewis F. Setliff**



Mark Alvey took the floor to explain the current condition of the system and the risk and reliability of the system, he listed “uncontrolled underseepage” as one of the most alarming conditions impacting area levees.

Alvey likened underseepage to heart disease -- a “silent killer”. For instance he explained that the devastating sand boils that collapsed the Kaskaskia Island Levee surfaced just the day before the levee’s failure. Deterioration and foundation integrity was compromised through piping and underseepage that probably was occurring undetected for days or weeks, he said.

Other items of concern, according to Alvey, are deteriorating corrugated metal drain pipes, scour and wave wash, and structural



Dave Busse, Flood Risk Management business line manager for the district, answers questions during the panel near the end of the summit. The meeting was designed to be interactive with the stakeholders, allowing them to ask questions directly to the panel, which also included representatives from the City of St. Louis, FEMA and a law firm that represents 20 levee districts.

USACE photo by Alan Dooley

instability. He applauded the levee districts for their good work operating and maintaining the system, as well as their passion and commitment to protecting the levees during flood events. He instructed levee district representatives to call if they see anything questionable on their levees, and District engineers would come out to investigate and give them ideas on how to address the issue.

Also giving a presentation at the summit was Rick Nusz from the Risk Analysis Branch of FEMA Region 7 based out of Kansas City. Nusz discussed FEMA’s multi-year, \$1 billion map modernization project and the National Flood Insurance Program. FEMA Region 7 is responsible for the mapping of four states: Iowa, Kansas, Missouri and Nebraska.

Most of the nation’s Flood Insurance Rate Maps, completed in the 1970s and 80s, are outdated. FIRMS are used to manage development with the goals of reducing risk and accurately mapping flood risk. FEMA’s intent behind the map modernization is to provide up-to-date, accurate flood risk information to the public, provide data so individuals and communities can make informed risk management decisions and promote and enhance public safety.

FEMA relies on the Army Corps of Engineers to say whether there are any known deficiencies or concerns that would prevent levees from providing base flood (100 year flood) protection. Matt Hunn, from the District’s Readiness Branch, explained that the Corps responds with a “yes” or “no” answer.

In his presentation, Hunn discussed how the rating and condition of the levees interact with FEMA’s map modernization initiative. Levees that provide 100 year level of

protection, or greater, have to have at least an acceptable or minimally acceptable rating in the PL 84-99 program and provide certification to be show on the new maps.

An interim step in getting certification is a PAL, or Provisionally Accredited Levee. After FEMA issues a PAL, the levee district has two years to get its certification. The levee districts are required to compile and submit full documentation to show compliance with 44 CFR 65.10, which outlines the federal requirements for mapping areas protected by levee systems.

During this two-year period of provisional accreditation, “the area behind the levee will be mapped as a moderate-risk with no mandatory flood insurance purchase requirement,” said Nusz.

There are two ways to get certified: either by the Army Corps of Engineers or a registered professional engineer. FEMA uses this certificate to accredit the levee and it is shown on the maps as providing flood protection and the purchase of flood insurance is not required.

“Those levees that can not be certified and meet the requirements of 44 CFR 65.10 can not be accredited on a FIRM,” explained Nusz. Areas behind the levee and at risk to base flood inundation are mapped as high-risk areas subject to FEMA’s minimum floodplain management regulations and mandatory flood insurance purchase requirement.

Clearly, while the summit meeting was the culmination of months of hard work and preparation, the closing gavel heralded months and years more of hard work and coordinated effort. As District Commander Col. Setliff has said repeatedly, “In the end, it’s not about flood insurance, it’s about reducing risk. And that means fixing the levees.”

IN THE BUSINESS OF REGULATING

STORY BY NICOLE DALRYMPLE, PA

The St. Louis District Regulatory Branch is only 16 people strong and yet has jurisdiction over 28,000 square miles, divided between Missouri and Illinois, and completes between 1,500 and 2,000 permit actions a year.

Branch Chief Danny McClendon considers the team's work some of the most visible in the District and oftentimes some of the most criticized. In 2005, the projects being permitted by the St. Louis District were valued at a combined \$3.5 billion. McClendon explained that contributing to that large number was the \$600 million Holcim cement plant and the \$300 million St. Louis Mills Mall that were both being scrutinized at the time.

The Army Corps of Engineers is involved in granting permits in two areas. Under Section 10 of the Rivers and Harbors Act of 1899, the Corps regulates actions that impact the navigable waters of the United States, such as the Illinois and Mississippi rivers. Regulated activities include marinas, building piers, locating fleeting areas and building electric and pipeline structures across navigable waters.

With the passage of the Clean Water Act in 1972 and amendments in 1977, Section 404 of that law gave the Corps jurisdiction over placing fill material in the waters of the United States to include creeks, streams and wetlands. The main federal agency that oversees the overall Clean Water Act is the U.S. Environmental Protection Agency.

While the Corps does have



Alan Edmondson (right), Regulatory Project Manager, discusses a permit applicant's proposed project along the Illinois River with Regulatory Chief, Danny McClendon.

USACE photo by George Stringham

regulatory authority over the placement of fill material into the waters of the United States, McClendon is quick to add that the Corps does not regulate development in the floodplain.

The Corps' Regulatory mission is to protect, maintain and restore our nation's water resources through balanced regulatory decisions.

Regulatory is a constantly evolving program, McClendon

said while explaining some of the nuances and recent court cases that are changing the definition of what the Corps has regulating authority over. A recent Supreme Court decision has created a \$20 million backlog impact on the program, mostly due to the way the Corps has to determine whether a wetland or stream is legally jurisdictional.

McClendon is not only the branch

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chief but he is also the District's Regulatory Business Line manager. He is responsible for overseeing the office, its nearly \$2 million annual budget and establishing office goals and objectives.

Each project manager has between 20 and 35 permit applications under examination simultaneously, and they are responsible for the projects from cradle to grave, including compliance and enforcement, explained McClendon. Only if a project manager changes jobs or responsibilities does the project or permit get transferred to someone else.

There are two main types of permits: nationwide permits and individual permits. Fifty different nationwide permits address common reoccurring actions that have limited environmental impacts. Individual permits are for projects with specific or larger impacts.

Currently the office is divided into three teams: Missouri, Illinois and Rivers Corps, which includes navigable projects and authorization for any of the District's civil works projects.

The work of the office is complicated by the presence of several Corps districts within both the states of Missouri and Illinois, creating consistency and geographical issues. While Corps districts are organized along watershed boundaries, regulatory issues tend more to follow geopolitical divisions, including state boundaries.

In response to this phenomenon, which exists in many places across the nation, lead districts were established in states with multiple Army Corps districts. The Kansas City District is the Missouri lead and in Illinois it is the Rock Island District.

The lead districts are responsible for ensuring consistency in regulatory decisions. They also serve as a central entry point for the Corps, take the lead on regional and national issues impacting the state, and lead a Board of Directors, comprised of the Regulatory Chiefs from all the state's districts.

In Missouri one benefit of the improved coordination has been adoption of a common stream assessment methodology, written by the St. Louis District and adopted by all five districts in Missouri, providing consistency in jurisdictional determinations throughout the state. McClendon said there is discussion of a similar approach for Illinois.

The Regulatory Business Line has eight performance measures established by Headquarters. Five focus on compliance.

The Regulatory project managers are required to do compliance checks on 5 percent of the nationwide permits and 10 percent of individual permits annually.

Compliance checks are performed to make sure work is done in agreement with terms of the permit, including agreed mitigation.

In addition to the day-to-day responsibilities for permits, McClendon emphasizes community outreach, even making presentations a requirement on annual evaluations.

"The project managers give a lot of talks at schools and community groups," McClendon explained. "Second to the park rangers, the team is probably the second most visible in the District."

"Part of our vision for the Regulatory Business Line is to educate the public on the value and importance of our water resources," he said. "Most of the reported violations that come into the office are a result of people calling us. Education of the public is very important."

So why protect wetlands? Wetlands serve many functions, McClendon explained. Among them are flood reduction, storm water

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Amy Henke (center) and Alan Edmondson, Regulatory Project Managers at the St. Louis District, along with Tracy Knerrer, an Environmental Consultant for a local engineering firm, review aerial photographs of a proposed development site to determine if the onsite wetland falls under the jurisdiction of the Corps of Engineers.

USACE photo by George Stringham

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retention, pollution filtration, fish and wildlife habitat and recreation. Wetlands are deemed so important that the President of the United States has a no net loss of wetlands policy.

“There is an enormous amount of attention on our office and the permits that we issue,” McClendon said. “It is vital that we work transparently and execute the program in accordance with all laws and regulations.”

“This is the hardest working groups of biologists, and I don’t think they get a lot of recognition for the important work they do,” McClendon said, referring to his diverse staff that includes soil scientists, a forester, biologists, an environmental engineer, a physical scientist, wetland biologists and former park rangers.

“I am proud of the work the team does and their professionalism in balancing the community’s desire

to see economic development and growth with the need to protect the environment for future generations.”

It has been said that the nation’s waters provide three things. They provide sustenance, transportation and have a spiritual value for those who live by them and depend on them. Their protection is one of the critical functions of the U.S. Army Corps of Engineers – the St. Louis District Regulatory Branch reaffirms that every day of the year.

The 35th Anniversary of the Clean Water Act... ...Successes and Future Challenges

Editor’s Note: The following excerpt was taken from a statement the Honorable John Paul Woodley, Jr., Assistant Secretary of the Army for Civil Works made before the Committee on Transportation and Infrastructure U.S. of House of Representatives on October 18, 2007.

A primary goal of the Clean Water Act is “to restore and maintain the physical, chemical, and biological integrity of the Nation’s waters,” including wetlands. Wetlands are among the Nation’s most valuable and productive natural resources, providing a wide variety of functions and services. They help protect water quality, store flood waters, support commercially valuable fisheries and migratory waterfowl, and provide primary habitat for myriad wildlife and fish species.

In the 35 years since its enactment, the Clean Water Act, ...has helped to prevent the destruction and degradation of hundreds of thousands of acres of wetlands and similar impacts to thousands of miles of rivers and streams. The average annual net rate of wetland loss, from development and natural causes, such as subsidence, has been reduced from about 460,000 acres per year between the mid 1950s to the mid 1970s to 60,000 acres, of annual net loss, between 1986 and 1997.

The Corps of Engineers Clean Water Act section 404 program has played an important role in maintaining the Nation’s aquatic resources by encouraging people to avoid them if possible, minimizing their involvement if necessary, and by compensating for unavoidable impacts to aquatic resources, including wetlands.

The Corps and EPA work together to administer the Clean Water Act. The Corps has the primary, day-to-day

implementation responsibility for Section 404, which covers discharges of dredged and fill material into waters of the United States, including wetlands.

Any person planning to discharge dredged or fill material into certain waters of the United States first must obtain authorization from the Corps (or a Tribe or State approved to administer the section 404 program) in the form of an individual permit or a general permit before undertaking the activity.

In practice, the vast majority of projects (92+% in 2006) are authorized under general permits, which require less paperwork by the project proponent and the agencies than an individual permit application, because the activities authorized by these permits have no more than minimal effects on the aquatic environment.

Individual permit applications receive a more comprehensive review, because, for the most part, these projects are larger, more complex, or involve a greater potential effect to significant aquatic resources.

The Corps reviews permit applications and decides whether to issue or deny authorizations for proposed activities. The Corps also initiates compliance and enforcement actions.

EPA’s role under the Clean Water Act’s Section 404 includes coordinating with States or Tribes that choose to administer the Section 404 program, determining the geographic scope of jurisdiction, interpreting statutory exemptions from

the permitting requirement, and sharing enforcement responsibilities with the Corps.

The no-net-loss goal is accomplished in the Section 404 program by working with applicants and resource and regulatory agencies to avoid, minimize, and compensate for unavoidable impacts to aquatic resources. For the last ten years, Corps’ data show an overall no net loss of wetlands for the 404 program and that lost aquatic functions are being replaced.

I have personally visited each of the 38 District Regulatory Programs, and I have found Corps of Engineers Regulators to be very professional individuals, committed to the goals of the National Program. I am proud of their accomplishments, and feel we are very fortunate to have this dedicated workforce, who have earned and deserve all of our support.

In conclusion, the Corps and the EPA have a long history of working together closely and cooperatively in order to fulfill our important statutory duties on behalf of the public. We remain fully committed to protecting America’s waters, as intended by Congress and expected by the American people. Although there are certain legal and policy challenges facing the Army’s Regulatory Program, the 35th anniversary finds the program operating robustly, supporting over \$200 billion in economic development annually, while protecting the aquatic environment.



Record setting USACE Small Business Conference held in St. Louis

STORY AND PHOTOS BY ALAN DOOLEY, PA

The 11th Annual USACE Small Business Conference drew a record-setting crowd to St. Louis, November 5-7. Some 944 people signed up for the second-ever such conference held outside of Washington, DC, pushing the attendance number to the top.

In addition to the official conference sessions, several Corps, Division and other side sessions, as well as technical training opportunities filled out the week. Attendees came from the Army and USACE, other Federal agencies, as well as from large and small businesses nationwide.

This year also was the first for new Chief of Engineers, Lt. Gen. Robert L. Van Antwerp, who threw his support solidly behind the Corps small business program and the businesses that are critical to its success. He told an opening day audience that the Corps was unable to do its work – at home or around the world – without the expertise and hard work of the small businesses of this country.

Assistant Secretary of the Army for Civil Works, the Honorable John Paul Woodley, served as the keynote speaker after lunch on the conference's second full day.

Other speakers included Ms. Tracy Pinson, who heads up the small business program for the entire Army, and Anthony Bell, who assumed duties in charge of the Corps Small Business Program only last year.

A busy display hall served both as a place for critical networking and to display capabilities and work of various firms as well as Corps Divisions and Districts.



A record registration of government and business representatives filled convention facilities at the Renaissance Grand Hotel in downtown St. Louis to discuss and learn more about small business opportunities with the U.S. Army Corps of Engineers.



Col. Jeffrey Bedey, who heads up the Hurricane Protection Office in New Orleans, was one of the key presenters in a session focusing on small business participation in providing goods and services to U.S. Army Corps of Engineers civil works projects.



USACE Small Business Chief, Anthony Bell, and Chief of Engineers Lt. Gen. Robert L. Van Antwerp meet briefly in the exhibit-networking area of the 11th Annual USACE Small Business Conference in St. Louis, November 5-7.

Break out sessions featured multiple opportunities to learn about specific programs such as military and civil works programs. One focused on the large volume of work in New Orleans. But a common thread was an open dialog focusing on helping small businesses to find ways either to capture work themselves or to partner with large firms as subcontractors. Several road blocks to better success were discussed openly and attendees on both sides of the issues – businesses and the USACE – left with ideas for the road ahead.

The conference was administered and hosted by the Society of American Military Engineers. Next year's site was not announced, but the sessions will reluctantly leave St. Louis, perhaps for a southern or west coast venue in 2008.

District Employee is among Vietnam veterans honored by Missouri Governor

STORY BY NICOLE DALRYMPLE, PA

In a capitol rotunda ceremony in Jefferson City, Mo., September 4, Gov. Matt Blunt presented the first of a newly-created state medal, the Vietnam War Medallion to 21 veterans including Richard "Bucket" Hagan, from Lock and Dam 24.

"It is a great privilege to take this day to recognize the veterans of the Vietnam War who made such tremendous sacrifices while serving our nation," Gov. Blunt said in a press release issued that day.

"It was the hands of our veterans and soldiers, sailors, airmen and Marines that have built America into what it is today, the greatest nation in the world, a nation that rests on a foundation of hard work, decency, and love of country and liberty," he said. "Today we award the very first Vietnam Veterans Medallions, an honor I hope acknowledges in some small way our appreciation for all our heroes have done for us and our country."

It was a great day for the Hagan family, as his wife Janice and his two children were able to attend. His daughter Amber, 27, came in from Kansas City and his son, Joseph, 24, currently in the Army at Fort Irwin in California, was able to attend.

Joseph recently returned from a 16-month deployment to Iraq as a combat medic with a Stryker Brigade. He is now an eye care specialist and plans to make the Army a career, hopefully becoming an officer and a doctor, Hagan said.

"I was proud to have my son there in uniform," Hagan said. "The tradition of service has been passed on."

Reflecting on his service, Hagan explained that it was just two weeks

after turning 18 that he enlisted in the Coast Guard. He served four years, getting out in April 1976.

Growing up in Wellston, Mo., near the northern border of St. Louis City and County, he had a Coast Guard recruiter living next door. The recruiter encouraged him to enlist.

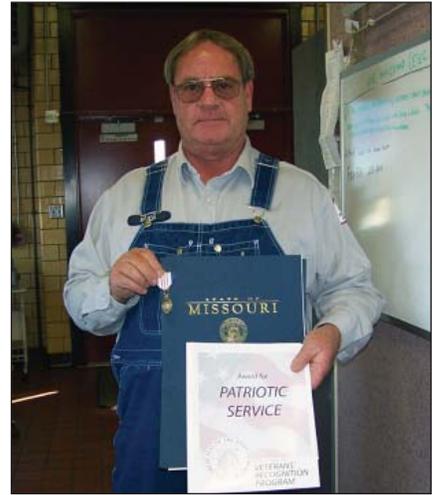
Hagan was shipped out to Alameda in the San Francisco Bay for basic training.

It was an intimidating experience Hagan recalls, saying he'd never left the state of Missouri and saw ships larger than he'd ever seen before.

Hagan volunteered to go to Vietnam on a patrol boat, but was selected to fill a different service need. Pre-boot camp application forms included questions about special skills such as playing musical instruments or interest in playing in the band. The band, comprised of about 25 to 30 members, was made up almost entirely of recruits going through basic training and only eight permanent members.

On the questionnaire, Hagan answered that he played numerous brass instruments but he had no interest in being in the band. Despite that note, he was told that he would be one of the band's permanent members, ultimately becoming the assistant band director and drum major half way through his four-year enlistment.

The band was for public relations, Hagan explained. He remembers performing in numerous events up and down the Pacific Coast. He knows this is service far removed from Vietnam, but a different war raged on the home front.



Bucket Hagan shows off his certificate and medal he was awarded by the State of Missouri for his service in Vietnam.

photo courtesy of Danny Lunsford

"It was a very difficult time to be in the military," he said, "regardless of your role." Hagan recalls having eggs thrown at him in parades in San Francisco and being spit at by people who opposed U.S. involvement in Vietnam.

After completing his enlistment, Hagan chose to get out and came home. Here he got work with the St. Louis District, working on the drill crew in Engineering. Thirty-five years later, Hagan is still working in the District, now at Lock and Dam 24 in Clarksville, where he's been since 2001.

It was a co-worker at the lock, Earl Traynor, who told Hagan about the new Vietnam War medal. In mid-August, Hagan was asked if he'd be interested in attending a ceremony in Jefferson City where the Governor would present his medal. He asked why he'd been selected. It was explained that the Governor wanted every service represented at the ceremony.

At the ceremony was Missouri

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NO FEAR

Report without fear of reprisal

STORY & PHOTO BY
ALAN DOOLEY, PA

One of Gary Larson's Far Side cartoons shows two deer standing in the woods. One's coat bears an unmistakable cross-hair target. The normally marked deer is saying, "Bummer of a birthmark, Hal."

Does going to see EEO about any issue make you a target for retaliation? Does it put "cross hairs" on you?

"Absolutely not," says Equal Employment Opportunity Office Chief, Catherine Cummings. "The same laws that protect individuals from being targets of discrimination protect them from retaliation," she added.

Applicable laws and regulations make this clear. "And Col. Setliff makes it equally clear," said Tandika Gates, of the St. Louis District EEO Office. "He won't tolerate it."

On May 15, 2002, the Congress saw this as an issue demanding its attention and passed the Notification and Federal Employee Anti-Discrimination and Retaliation (No Fear) Act. It went into effect October 1, 2003.

The goal of EEO is to build better communication and sustain a good work environment, Cummings and Gates both agree. Part of that process calls for EEO personnel to be sounding boards for people who feel that they may not have gotten equal treatment for hiring, promotion, pay decisions or work assignments.

"I think everyone knows that it's against the law to discriminate on the basis of disability, race, religion, sex, age, color or national origin. But it's also against the law to retaliate against someone for trying

to use the EEO process" Cummings explained.

Reprisal can take the form of restraint, interference, or coercion. It is any action that punishes an individual simply because they raised an issue of equal treatment.

Both Gates and Cummings are quick to point out that EEO is neither an advocate for the individual or for management. "We are neutral parties," they echo.

"Again, what we want is the best work environment possible. That requires good communication and fair treatment of everyone.

"If an issue is identified, we want to find the facts and help get it resolved. We are not seeking to pad our jobs by having a number of EEO complaints wending their ways through the system," Tan Gates

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Catherine Cummings, Chief of the District's Equal Employment Opportunities Office, along with other members of the EEO staff, strive to build better communications and sustain a good working environment for both individuals and management.

NO FEAR, FROM PREVIOUS PAGE

said. "A lot of what we do in fact is to listen, she said. "Even if a concern is not within our mandate, we're going to try to help them find answers. Another thing we do a lot of is education and training," she added.

"We have the lowest number of complaints in the Mississippi Valley Division. Hopefully that's a result of some of the things we do," Catherine Cummings said. "But I'm not going to assume that the low numbers of complaints means all is well," she countered. "The recent Army Civilian Attitude Survey here found that 70 percent of employees and 40 percent of supervisors were concerned that if they complained of discrimination, it might be held against them. So from the top down, we know we have an issue to deal with.

"I'd like to get people to understand that there is a zero tolerance for reprisal or retaliation."

So what can someone who has, or even thinks they

have an issue of discrimination to raise, expect?

"First of all they can expect us to listen to them," Tan Gates said.

"But we are not going to take sides," she pointed out quickly. "Our objective is to get the issue resolved, open the lines of communication and reach a resolution.

We do not determine whether discrimination did or didn't occur. That's a decision for an Equal Employment Opportunity Judge. Our efforts are focused on resolving issues before they reach that point. But retaliation simply isn't an option," Gates added.

Equal Opportunity is about fairness and sustaining the best work environment – for everybody.

But for that to be the case, employees, supervisors, everyone, has to be confident that they will not be the target of retaliation for raising issues.

"Just knowing you can raise an issue without fear of reprisal is a big part of achieving a successful EEO program," Catherine Cummings concluded.

Note: If you feel you have been discriminated against you must contact an EEO staff member within 45 days of first becoming aware of alleged discrimination. Your EEO staff includes:

Catherine Cummings	314-331-8060	Tan Gates	314-331-8059
Jeanne Campbell	314-331-8436	Paula Bell	314-331-8486

MEDAL, FROM PAGE 9

State Rep. Joe Smith, who co-sponsored the bill that created the Vietnam War Medallion. "It's an honor to pay tribute to these great patriots that made a sacrifice to ensure our freedoms," he said. "I believe we must also remember many of the men and women who fought for our country in Vietnam were volunteers who literally chose to serve; and their sacrifice came at a

time when some would not honor them. But today we want them to know, in Missouri, we are proud of our Vietnam Veterans."

There are close to 100 District employees who served our country during the Vietnam War era, and appreciation is given to all of them as we honor our Veterans this month of November.

The Vietnam War Medallion

Program, including a medal, medallion and certificate, was created during the 2006 legislative session by House Bill 978. This program was modeled after the successful state World War II and Korean Conflict award programs.

The Missouri Veterans Commission provided the design, and the Missouri National Guard is managing the program.

To be eligible for this special honor, the veteran must have been a legal resident of Missouri on August 28, 2006, or was a legal resident at the time he or she entered or was discharged from military service or at the time of his or her death.

The veteran must have served on active duty in an U. S. military force

any time during the period of February 28, 1961 to May 7, 1975. Applicants also must have been honorably separated or discharged or be in active service in an honorable status.

Vietnam War veterans, spouses or the eldest living survivor of deceased Vietnam War veterans may apply for the award. The award is authorized regardless of whether or not the veteran served within the United States or in a foreign country.

Along with the application, veterans will also need to submit a copy of their Record of Discharge or Separation from Service or DD Form 214 as documentation of active duty service dates and honorable discharge.

The key point for supporting documentation is that it clearly shows active duty, dates of service and the

type of discharge. Veterans should send only copies of supporting documentation as these will be retained in the Missouri State Archives.

Applications and a complete list of requirements for the Vietnam War, Korean Conflict and WWII awards are available on the Missouri National Guard Web site at: <http://www.moguard.com/ww2awards/MONG.ww2awards.asp>.

Veterans can also call toll-free 1-866-834-3431, or mail applications to: Office of the Adjutant General, Attn: Veterans Recognition Program, P.O. Box 1808, Jefferson City, MO 65102. Veterans may also contact their local Missouri Veterans Commission office for information.



LDP Class of 2008 Gets Off to Exciting Start

STORY BY NICOLE DALRYMPLE, PA

Less than two months into the program and the District's second Leadership Development Program class had an opportunity to meet with the Chief of the Army Corps of Engineers, Lt. Gen. Robert L. Van Antwerp.

Having just taken command this summer, the new Chief has yet to make his rounds to all the Corps' districts, but he has already been to St. Louis twice, once for the Program and Project Management Conference in July and in November for the USACE Small Business Conference.

It was during his November visit that he was able to sit down with the LDP Class of 2008 participants and share his perspective on leadership and his vision for taking the Army Corps of Engineers from good to great.

"I haven't been with the LDP class very long, but already it's been an awesome experience," said Dave Kreighbaum from the Geospatial Engineering Branch. "Some of the exercises and reading we've done have really opened my eyes as to qualities of a good leader.



Back row (L to R): Shawn Sullivan (Regulatory Specialist), Anne Kosel (LDP Champion), Katie Huff (Program Analyst), and Kip Runyon (Fishery Biologist). Front row (L to R): June Jeffries (Hydraulic Engineer), Brandon Lewis (Electrical Engineer), Susan Wilson (Project Manager), Dave Kreighbaum (Cartographer), Lee Mitchell (Natural Resource Specialist), Cathy Van Arsdale (Physical Anthropologist), Leonard Hopkins (Project Manager), Phil Manhart (Natural Resource Specialist), Darren Mulford (Civil Engineer) and Jim Lovelace (Appraiser). Not pictured: Kelly Bertoglio (Paralegal Specialist) and Steve Wagner (Natural Resources Specialist).

Meeting General Van Antwerp was a high point. The General has such energy and purpose, which he uses in a personable way to energize others."

General Van Antwerp was

described as "engaging" by Shawn Sullivan of the Regulatory Branch, and his speech was "influential, confident, and motivating." Sullivan recalls one of the General's key themes during the conversation being the necessity to have passion for what you do, whether career, hobby or other activities. General Van Antwerp asked the LDP class if they love and enjoy what they get paid to do.

The St. Louis District Leadership Development Program (LDP), established in October 2006, is a year long, multifaceted leadership and management development program.

The program progresses through three focus areas during the year:

The major activities of the LDP

- A one-day orientation and workshop with mentors.
- An initial two and one-half day offsite, including the Introduction to Strengths Workshop and feedback on various leadership assessments completed prior to the offsite.
- 64 hours of formal leadership and management classroom training.
- A two-day midyear offsite.
- 3 field trips.
- Monthly mentoring meetings and personal reflection journals.
- Attend six District meetings and conferences.
- Book readings.
- On-line class (through Army e-Learning Skillsoft website).
- 80 hours participating on team projects.
- Strengths coaching sessions (conducted quarterly).
- Year-end session for reflection, AAR and graduation.

— SEE LDP, NEXT PAGE

MVS PASSES 2007 CFC GOAL

**“GIVE FROM THE HEART
CHANGE SOMEONE’S WORLD”**

Once again, the St. Louis District met and exceeded both of its goals for the annual Combined Federal Campaign.

“This year’s goal was \$50,000 and we raised over \$52,000, plus made 100 percent contact with all employees,” said Catherine Cummings, CFC coordinator for the District.

“Thank you to all the key workers and people who donated-- because of them we made our goal and the money raised will help many national and local organizations.”

The St. Louis regional campaign (Gateway CFC) is still tallying the numbers for this year. Their goal for 2007 is \$3.3 million.



Mel Price Repairs Completed Early

Work to repair scour holes upstream of the massive concrete Melvin Price Locks and Dam structure south of Alton, Ill., was completed Thursday, Nov. 1.

According to the area engineer Mike Feldmann, this was accomplished in spite of 10 days being lost due to high water stopping work at the site.

The work was carried out by Columbia, Ill., contractor Luhr Brothers Inc., under a contract calling for about 16,000 tons of rock to be placed in eight scour holes in the river bottom. The holes were discovered in April during a periodic sonar survey conducted by the St. Louis District survey vessel, MV Boyer.

The contract, anticipated two more weeks possibly being required to complete work by Nov. 15.

The contract was let for \$1.6 million and work began October 2. According to Feldmann, despite the weather delays, it appears that the work was completed slightly under budget as well as ahead of schedule.

The scour holes did not pose a threat to the structure or to public safety but the Corps expedited repairs to ensure the holes did not enlarge or deepen, requiring potentially more expensive repairs in the future.

As a low water structure, the Melvin Price Locks and Dam ensures that a Congressionally-mandated nine-foot deep, 300-foot wide navigation channel is maintained upstream of the structure. The lock plays a significant role in the nation’s economy, annually locking through more than 70 million tons of commodities. The lock is the second busiest on the Upper Mississippi River and it is the newest, put into operation October 10, 1989.

LDP, FROM PREVIOUS PAGE

Focus I – Internal to the Individual

Focus II – Interpersonal among Classmates and Project Teammates

Focus III – Organizational Understanding (District, Division, and HQUSACE)

The St. Louis District LDP includes all of the required headquarters components, and additional segments specifically designed by the district. A contract facilitator implements the LDP throughout the year. Graduates of the district LDP are eligible for selection and participation in the MVD Emerging Leaders Program.

Twelve to fifteen employees, competitively selected from among field activities and the District Office, participate on a voluntary basis in the LDP. The program spans a 12-month period, from October to September. Employees participate on a part-time basis while assigned to their regular positions.

So far, the class has completed the orientation, mentor workshop, initial offsite and one classroom session. Several of them have also already attended several district meetings and served as panel secretary for selection panels.

“We are off to a great start this year,” said Anne Kosel, District champion for the program and Chief of the Real Estate Division. “We are taking the momentum created by last year’s inaugural class and building a better program based on their lessons learned. The new class is full of enthusiasm and I know we are going to have another great year.”

Joe Bisher remembers a great riverboat pilot

BY JOE BISHER, RETIREE

His name is Ruddle Spring – born and raised in the southern part of Illinois near Grand Tower. He is now 93 years young, three years younger than his old friend Dan Courtney.

When Ruddle started work for the Army Corps’ St. Louis District in 1931, he was 18 years old. The District’s Service Base fleet was much different then. There were four dredges: the Fort Gage, Fort Chartres, Selma and Thebes; and two steam tenders, Salvisi and Kaskaskia.

The dredges were ‘box dredges,’ which means they had no power of their own and had to be pushed around by tenders or push boats as we use to call them.

Also in the fleet were three tow boats: Minneapolis, Mamie Barrett and Tuscumbia. Later the fleet grew to include Dredge Ste. Genevieve, sister Dredge Grafton and the Mitchell. The fleet also included towboats: Guyandot, McAdoo and Del Commune. We also had many quarter boats, pile driving unites, and derricks for rock revetments.

In 1931 Captain Morey Brady hired Ruddle to work on Minneapolis and then Mamie Barrett, which was later renamed Penniman. In 1935 he started steering on Dredge Dundee, later renamed Dredge Kennedy.

In 1936 he worked as a deckhand on Dredge Ste. Genevieve. After the regular pilot was transferred to another floating plant, Ruddle, having obtained his pilot’s license in 1935, took over at the age of 22.

In 1937 he piloted the Minneapolis between St. Louis and Saverton, Missouri. In 1938



Ruddle Spring in the pilot house of the M/V Pathfinder, where he was made its captain in 1960.

photo courtesy of Joyce West

Ruddle was laid off following a reduction in force. He soon found other employment on the river, working on various towboat lines for the next 14 years.

Ruddle then received a call from John Gurley requesting his services as a Corps pilot. By then Ruddle had logged over 3,500 miles as a pilot on the Inland Waterways to include the Mississippi, Illinois and Ohio rivers and part of the Missouri River.

In 1960, thanks to his nearly 30 years on the river, Ruddle was made captain of the Pathfinder, which continuously assisted the U.S. Coast Guard in setting navigational markers to assist the towboats in their travels up and down the rivers.

As the nation’s bicentennial celebration neared, Ruddle retired from the Army Corps of Engineers in 1974, after spending 43 years working on the river. But it turns out he wasn’t done just yet. After retiring from the Corps, Bill Streckfuss hired him to pilot the

Admiral, which he did for four years.

It was well known and an old saying that Ruddle could make egg shell landings. What’s that you ask? An egg shell landing is if you placed an egg between the boat and the dock, Ruddle could land the boat without breaking the egg. Also of note, Ruddle had the great pleasure of making the first lockage on Lock and Dam 26 (the old one). In later years he assisted in placing the now new Lock and Dam 26 (Mel Price.)

Ruddle and his wife of 63 years, Louella, had two children, Joyce and James. Louella passed away in 2001. Their son James is a dentist in Warsaw, Mo. Their daughter Joyce retired from Kirkwood School District as the assistant superintendent, and is now a professor at Lindenwood College. Ruddle’s family also includes two grandchildren and two great grandchildren.

— SEE *RUDDLE*, next PAGE



RUDDLE, FROM PREVIOUS PAGE

I had the good fortune to begin my career with Ruddle, as a chief clerk and radio operator on the dredges for a few years. As our conversation continued, our memories faded back to the yester years – when we dredged on the Ohio River close to Evansville and in the evening we would visit a small place called Dog Town (Catfish, Hush Puppies) and enjoy some of the Growlers.

I am sure all of you are aware of what a Growler is – that’s a pitcher of suds and after you inhale a few of them you start growling. But of course Ruddle would never let us get to that point.

On departing, Ruddle said to me, “Joe, I don’t know what the Good Lord is saving me for.” I said, “Ruddle, some day when the Good Lord needs a good pilot up there He will call on you.”

I had the great pleasure of being associated with Ruddle a few years



St. Louis District’s Dredge Kennedy in action on the Mississippi River. She was previously named Dundee, of which Ruddle steered in 1935.

photo courtesy of USACE-MVD Historical Files

on the floating plant and one thing I noticed was how much he enjoyed his work as a pilot, which I’m sure is the reason he did it so well.

I know many of you will recall

none of the above, some a little bit and others quite a bit. Regardless, I hope it adds a little more to the great history of the St. Louis District.

Retiree Update by Paul Kornberger

Continued from the October issue...

Rickey Kemp-L-27, who retired to Louisville, reports that he had to move back to our metro area — Hillsboro, Missouri — after he had caught all of the fish worth catching in Kentucky and Barkley lakes.

Speaking of fishing, **Ed Rogers, L-27**, is a regular up at Mark Twain Lake.

Larry Stahlschmidt’s golf game has reportedly improved considerably since his wife began showing him how to play and not swing the clubs like he swung 16 pound sledgehammers down at the locks.

Vernon Drewes maintains his winning ways

out on the links by unnerving his opponents on the greens by his constant chatter while they’re trying to putt.

Jim Steele, L-27, is living in Southern Illinois and spends his time producing the most beautiful woodworking products you’ll ever see.

Joe McElligott retired from the service base, had some major health problems and is now taking it easy while he recovers.

Don Shrader, L-26, Mel Price, and wife Gerri have been traveling a bit after many years as caregivers.

Tom Johnson has begun inspecting houses and other structures after retiring from the rivers project navigation team.

That’s all of the retiree news on the navigation folks that this correspondent and humble scribe has available at this time. PK sends



Health Benefits Fair fills lobby



Dennis Stephens of Hydrologic Engineering gathers information on health care plans offered by one of several providers who manned tables at a health benefits fair, November 15, on the Ray Building's 4th floor.

Kudos from Commander for Costumes



District Commander Col. Lewis Setliff paused to commend two employees for their courage in dressing appropriately for Halloween. Shirley Bledsoe was decked out as a witch, while Janet Ulivi appeared as a tiger.

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