



US Army Corps
of Engineers®
St. Paul District

Crosscurrents

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**District gives time, toys to
Neighbor-to-Neighbor non-profit**

Teamwork and coordination create synergy

By Col. Robert Ball
District Engineer

One of the big concepts of USACE 2012 is that we are all members of a team of teams. If you updated your performance objectives recently, you were asked to add an objective that dealt with you being a member of a team of teams. If you are like me, you struggled with what that meant. Let me share with you what it means to me.

First, none of us does our jobs in isolation. Each of us is a member of some team, whether it is a product delivery team or a dive team or the graveyard shift at Lock and Dam 9, Lynxville, Wis.

Most of us are members of several teams, and we need to coordinate our actions with other team members. No news there – coordination is part of our project management business process training.

Second, there are lots of teams within what you and I call the St. Paul District. Within some teams, there are other teams. An example would be the environmental team working within the navigation study project delivery team.

It's common sense if a team that is part of another team does not coordinate its efforts, the product of the larger team will suffer.

Third, no matter where we are in the organization, we depend on other team members to deliver a product or service. I cannot command this district without Brig. Gen. Don Riley's help, the assistance of the "gang of five," and the calm advice of Mary Kay Linder (to name a very few.) Of course, Riley commands Mississippi Valley Division; the gang consists of the chiefs of engineering, construction-operations, office of counsel, the deputy for programs and project management and the executive assistant. Linder is administrative assistant in the executive office.

To command the division and his staff, Riley depends on the six district engineers and Army Corps of Engineers headquarter's staff. If you think about it, the interdependency is true for you as well.

The point is that the Corps of Engineers is made up teams that are nested within other teams. We need to realize that our actions not only impact ourselves but also other teams throughout USACE.

Learning to thrive in such an environment of interdependence is going to be our challenge for the future and I look forward to learning what skills you find helpful.

Cover photo



Photo by Mark Davidson

From left are Aaron Snyder, Dan Yang and Matt Pearcy. They were among 22 from the district to present gifts donated by St. Paul District employees at Neighbor-to-Neighbor in St. Paul, Minn., Dec. 19. Gifts included \$220 in cash, 125 toys and 263 lbs. of food.

Participants:

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Richard Beatty
Nan Bischoff
Mark Davidson
Stephanie Ehnstrom
Robert Engelstad
Tim Fell
Carol Johnson
Michael Knoff
Jodi Kormanik
Molly McKegney
Darrell Morey
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Alberico assures data quality for Iraqi contracts

By Shannon Bauer

Teri Alberico, project management, stayed on in Baghdad another month-and-a-half after her team left, helping to orientate a new Corps' team to the mission.

"It was a great place to be, and a great time to be there," she said. "Progress was really being made in terms of getting Iraq back on its feet."

Alberico served in Baghdad from June 22 to Nov. 24. She was supposed to leave Oct. 12 but volunteered to stay on to provide institutional knowledge to the next team of Corps' civilians.

With a background in emergency operations, readiness, geographic information services and database management, as well as environmental, the Corps selected Alberico to fill the "power engineer" slot at its Iraqi Reconstruction Office. No actual power engineers availed themselves. She was to help set up and maintain a database to manage the government's billion-dollar reconstruction contract with Bechtel.

She said Bruce Boldon, St. Paul District construction chief and then chief of party in Baghdad, asked her team leader to get her to Baghdad as soon as possible, so she and two others were secured passage on a Chinook helicopter and arrived earlier than the rest of her team. The database, she explained, needed to be up and running as soon as possible to help the U.S. Agency for International Development, or USAID, monitor the Bechtel contract.

For the first half of her tour, she provided quality control for the information being added into the database by Corps' engineers serving in Iraq. She made sure they put in the right kind and the right amount of data. She also served as the telecommunications



St. Paul District photo

Teri Alberico pauses on the retaining wall at the entry of the convention center in Baghdad in August.

sector manager, which required her to work with USAID and Bechtel to monitor the progress of the telecoms job orders.

For the second half, she helped to improve the database outputs. She served as a liaison between those in Baghdad and the Corps' Cold Region Research and Engineering Lab, which manages the database and provides programming support. She would explain to CRREL staff what they needed in the field.

While in Baghdad, she watched conditions improve for the Iraqis. With an office in the

Alberico, continued Page 10

Peak retains lasting images of children in Iraq

The following article first appeared in Alabama Alumni Magazine, winter 2003. Reprinted by permission.

By Anna Thibodeaux

It was not Iraqi President Saddam Hussein's numerous, lavish palaces that stood out in Jim Peak's mind, but rather the sight of them standing near so many neglected schools.

"They were tired of giving to Saddam," Peak observed of the Iraqis nearly six months after the U.S. government invaded their country and deposed Hussein. "They were just looking for some help basically. The people were very hardworking and were looking for the same things we look for – a

good education for their family and to make a good living."

Peak, 51, is a 1975 civil engineering graduate from the University of Alabama and 28-year civilian employee of the U.S. Army Corps of Engineers who now works in St. Paul, Minn. as the assistant chief of engineering. The Double Springs, Ala., native recently returned from a near three-month mission to help restore schools in northern Iraq.

"The idea of helping restore freedom to an oppressed people appealed to me... appeared to be a very noble cause," he said of volunteering for the mission. Peak also felt it was answering destiny's call, offering his experience from earlier working in Saudi Arabia and Japan, as well as with the contractor. "It was a little like the Forrest Gump movie... all these seemingly unrelated events seemed to be converging toward a destined purpose. And I felt it was the right thing to do... spiritually, morally and idealistically."

As expected, it was hot as Peak's four-member team entered southern Iraq's flat, desolate region on June 25. As they traveled further northward, the terrain got slightly greener and more so as they made way into the river valley. Villages lined the way with a few camels crossing the road and lots of goods for sale. Baghdad was more modern than Peak anticipated, although he observed some sites bombed by the U.S. military in the war and others simply in need of ordinary maintenance. Peak observed that Hussein apparently didn't spend much money on public facilities.

After a short stay in Baghdad, the team continued north until they reached their destination of Mosul, the country's second or third largest city of about 1.5 million people. Work began there and extended into four surrounding major, northern cities: Dahuk, Arbil, Kirkuk and Sulamaniyah.

"It was so hot," he recalled. "The military was out there with battle gear. Those guys were cooking, and they never really flinched. They were always out there doing



U.S. Army photos

Jim Peak (center) visited at a school in Arbil, Iraq, to determine whether it qualified for renovation under the U.S. Agency for International Development criteria. It did. Children gathered around Peak and the assessment team during their visits to schools.

what they needed to do.”

Peak’s team, of which he was project manager and team leader, assisted the U.S. Agency for International Development in its \$680 million reconstruction contract with U.S.-based construction contractor, Bechtel National, for the Quick Fix Program. His team’s mission was to serve as a technical arm in arranging minor restorative work on about 150 schools to reopen them for the new school year around Oct. 1.

At last count, some 1,595 schools nationwide had been restored in the program. Overall, the government contract also included public buildings, bridges and roads, railroads, utilities and transportation.

On an average day, Peak said, they accompanied Bechtel employees to assess schools. They met with local Iraqi officials who provided a list of candidates and with education groups located by the U.S. military. Only schools (kindergarten through secondary) requiring basic work like clean up, re-plastering, interior or exterior repainting, installing light fixtures or ceiling fans or plumbing qualified for the program. Most college facilities were still usable.

“I was impressed with local Iraqi people, some areas more than others,” he said. “A couple of cities we dealt with had their stuff together with engineering staff who knew what they were doing with plans, knew the schools and demand, and just needed some help and money.”

Bechtel hired Iraqi subcontractors for the work to put money into the local economy, Peak said. “They’d go the extra mile to make sure they got the work accomplished,” he observed of them.

Non-governmental organizations like UNICEF and World Vision were also there helping children.

“I really felt good about the work I was doing,” he said. “I felt we were directly helping the people. They were enjoying being able to decide things for themselves.”

Although the people’s initial response was mixed, Peak said he was shown appreciation

overall. However, on Sept. 17, Peak and his team narrowly missed injury when eight 107 mm rockets were fired at the Nineveh Hotel where they stayed.

American soldiers – many of them in reserve units – were acutely aware they were there uninvited and went to great lengths to deal with Iraqis, he said. Many of the soldiers that worked with Peak were teachers in the U.S. and additionally lent their expertise toward restoring the schools.

“They would take extra time to talk with the schoolmasters to help them prepare for the coming school year,” he said.

As they toured the schools, Peak mused of Hussein, “I kept looking for him.” Anytime they found a locked door in the schools, he said they joked that Hussein might be behind it. “I didn’t find anybody, but I didn’t look either.”

What was found were many rooms filled with arms, apparently hidden there by Hussein’s military after learning schools were not among U.S. military targets.

“Life there is much different than what you see on TV,” Peak said. “The average day is very peaceful. For the most part, people are going about their business everyday. It’s just like any major city. It’s just a typical Middle Eastern city, and occasionally there’s violence – just like any major U.S. city.”

Peak said he hopes people come from his story with the same vision he had of the Iraqi people.

“There are so many positive things going on over there,” he said. “The negative totally overshadows what’s going on there. There is so much good being done that far outweighs the bad that’s never talked about, and I think the Iraqi people have gotten a bad rap.”

Media coverage plays up the violence there, but so much else good happens there and it’s never reported, Peak said. It is true that Hussein’s picture appeared on all school walls and in all earlier school texts, which has

“It was a little like the Forrest Gump movie ... all these seemingly unrelated events seemed to be converging toward a destined purpose.”



Jim Peak inspects the leaky roof of a school in Dahuk, Iraq.

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WAT's next?

By Mark Davidson

The St. Paul District will have a new dredge in the spring of 2005, replacing the then 67-year-old William A. Thompson, better known as the WAT.

The new dredge fleet will consist of three separate boats: a tow (or push-boat), a quarters boat and the dredge itself, which was typical of the district dredging fleet prior to the WAT.

The dredge will cost \$9.8 million, the towboat will cost \$5.6 million and the quarters boat has an estimated cost of \$10 million.

"The William A. Thompson has been working for 67 years and is basically worn out," said Marc Krumholz, the district's new dredge project manager. "The WAT has long outlived its projected useful life of 50 years," he said.

Ken Buck, chief of construction-operations division, said, "The need for a new dredge is strong because the Corps does not see its mission of

maintaining the Upper Mississippi River nine-foot navigation channel disappearing in the near future. Extensive dredging will be needed in the future, even with the work being done to improve and add structural measures, such as wing dams and moving the channel," said Buck. "Plus, commercial dredging equipment on the upper river is already being utilized within operating limits, leaving a niche role for a 20-inch dredge."

The new dredge offers the following cost-savings and operating efficiencies.

'Traveling spud'

A current technology, called the "traveling spud," will likely increase job production by 30 percent as the dredge is mechanically advanced into the material, or dredge face, in the corner of each swing of the dredge.

The current spud system of alternating the working pivot point results in dredging each swing

corner twice, while only picking up a little bit more of material.

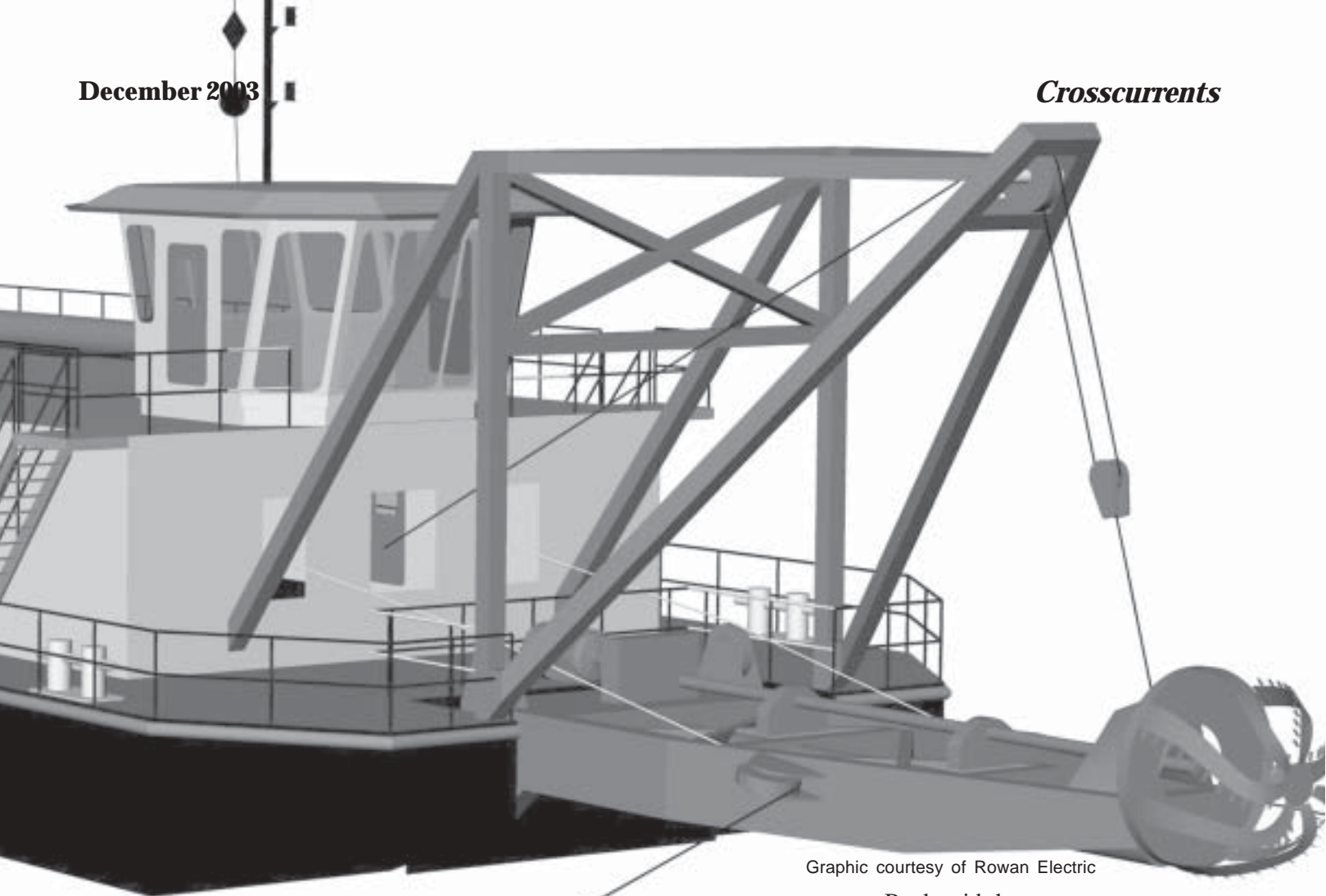
Reliable, steady power

All the winches, the dredge pump drive and the cutterhead drive will all be powered with by low-emission Caterpillar 3516 engines running at a steady rate. The benefits are low-maintenance costs and improved reliability. The engines generate alternating current similar to household electricity.

"This improved engine technology should provide a dramatic reduction in fuel consumption," said Krumholz. "AC electric parts also do not require the periodic and labor-intensive maintenance of replacing motor brushes that direct current parts require.

Off-the-shelf parts

"Current parts often have to be fabricated because the original companies no longer exist. Some



Graphic courtesy of Rowan Electric

parts were even made in Germany before World War II," he continued.

State-of-the-art technology

New technology allow for automatic control of systems, with manual-backup available if the technology fails, according to Krumholz. "For example, the dredge material slurry content will be programmed into a computer," he said. "The swing speed, injection of water and other functions will automatically be regulated, thus reducing the risk of plugging discharge lines, breaking swing wires and other problems that deckhands hate to see happen."

Better radar, more power

The new towboat will have improved radar, more power and thus be safer than the present

dredge. "The 3,000 horsepower of the new tow boat is triple the power of the current dredge, which is self-propelled," said Krumholz. "The present dredge is hard to navigate in high water or non-pooled areas; and by purchasing a separate tow boat, we have latitude to use it in other channel maintenance or towing operations."

Creature comforts

The new dredge components will include a separate quarters boat which can be separated from the noise and jostling of the dredging operation. One- and two-person berths each with a separate toilet will be the rule, as opposed to the present four- and six-person berths. "We will be able to hire more women who also might care to spend their work life on the river," said Krumholz.

Buck said the separate quarters boat also allows the district to use it for winter de-waterings at the locks, as an on-site warm-food provider and for meeting facilities.

Satellite communications with telephone, network connectivity and computer cabling will be put into all of the berths, as well as an adaptive training room, will enable the employees to communicate with their families and take part in periodic virtual training on the internet.

Krumholz said the galley will have warming ovens, adequate storage space, modern appliances and the ability to improve on the meals being served. Self-serve refreshment dispensers will be on board for use by the crew on a 24-hour duty schedule. There will also be plenty of seating space to allow efficient

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Crandon Mine produces tons of controversy

By Matt Percy, historian

Few environmental controversies tested the St. Paul District's ability to exercise its regulatory authority more publicly than a proposal to develop Crandon Mine, located near the headwaters of the Wolf River in northern Wisconsin. Exxon discovered an estimated 55 million tons of zinc, lead, copper, gold and silver ore near Crandon, Wis., in 1975, putting it among the 10 largest ore bodies of its type in North America.

The mining proposal attracted controversy from the outset and stirred up a classic confrontation between business interests hoping to develop the mineral wealth and environmental interests seeking to preserve the environmental integrity of the remote setting.

The proposed project area contained wetlands, which put the Army Corps of Engineers in the middle of the controversy. The Corps exercises regulatory authority of wetlands under Section 404 of the Clean Water Act. A Corps' permit is required to discharge dredged or fill material into waters of the U.S. "Wetlands were the reason the Corps was involved all along," said Jon Ahlness, an environmental protection specialist in district's regulatory branch. "The watershed of the Wolf River would have been affected."

The Wisconsin location also assured that the proposed mine fell squarely within the regulatory purview of the district. Exxon applied to both the Wisconsin Department of Natural Resources and the district in 1982 for permits related to the mine. The company proposed a \$540-million project that would involve daily production of about 10,000 tons of mostly zinc and copper ore.

Located a few miles south of the city of Crandon, the



Photo by Jon Ahlness

The above sign marks a site of mineral wealth at the proposed Crandon Mine.

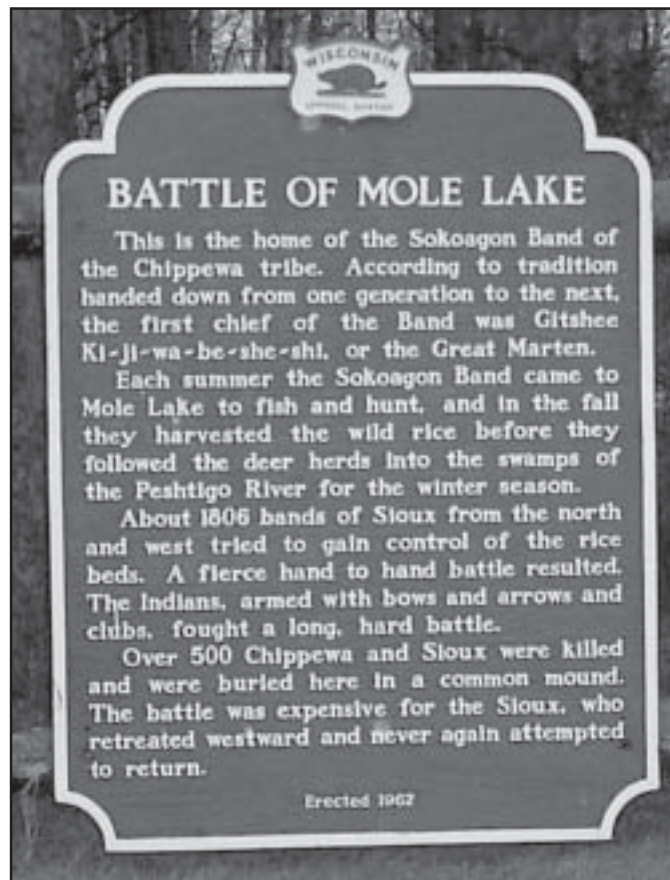


Photo by Jon Ahlness

The plaque at Mole Lake Sokoagon Chippewa reservation commemorates the importance of the historic wild rice beds to area tribes.

proposed mine also lay adjacent to the Mole Lake Sokoagon Chippewa reservation and five miles upwind of the Forest County Potawatomi tribe. Both tribes launched aggressive campaigns against the project. The Menominee Indian tribe of Wisconsin, about 30 miles downstream on the Wolf River, also opposed the proposed mine.

While the Corps reviewed the permit applications, metal prices fell. Exxon responded by withdrawing the applications in 1986.

The company resurrected the project on a smaller scale eight years later. However, environmental regulations had grown more restrictive. The company made further modifications in 1998.

Despite these modifications, the tribes stepped up their opposition. Ownership of the mine changed hands a number of times. The tribes continued to assert that groundwater draw down and toxic mine wastes would threaten their wild rice beds – an especially important

cultural and food resource for the Mole Lake Sokoagon Chippewa. Additionally, the Forest County Potawatomi raised concerns that dust generated by mining could affect their lands.

The district initiated the multi-year review of the permit application and began preparation of an environmental impact statement. Ben Wopat, the assistant chief of construction-operations, termed it “the granddaddy of all EISs.”

The project halted abruptly October 28, 2003, when the Mole Lake Sokoagon Chippewa and the Forest County Potawatomi paid \$16.5 million to purchase the mine and mineral rights. The purchase was meant, in the words of one tribal representative, “to protect our people and our resources.” The tribes withdrew all permit requests related to the proposed mine.

Disagreements lingered. The tribes and environmental groups celebrated. However, Gordon Connor, Jr., a project manager for Nicolet Minerals Company, the mine’s most recent owner, told the Associated Press “It is a sad day for economic development in northern Wisconsin.”



Photo by Jon Ahlness

Tamara Cameron visited the Swamp Creek riffle area as part of the St. Paul District’s regulatory review of the Crandon permit application. She was team leader for the Environmental Impact Statement.

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feeding of the already very busy crew.

Training for new skills

When the present dredge is operational and working five-days-a-week for 24 hours, the crew size is approximately 47 people. When the work goes to seven-days-a-week, according to Krumholz, the crew size increases to 56 people.

The new dredge will have approximately the same number of people but the new equipment is expected to have an impact on the skills required to operate it in the new modular configuration.

“It’s too early to tell if the crew organization on the new dredge will be slightly different, but required modern technology skills will increase the quality and capability of our crew,” said Buck.

Tom Oksness, physical support branch manager, said training to

operate the new dredge will be important and mandatory for present dredge workers. “The dredge levermen, or operators, will require extensive training on the new automated control features,” said Oksness. “Engineers and electronics people will also require extensive additional training in maintenance of the new equipment.”

Rowan Electric Company of Houston, Texas, with shipyards in Memphis, Tenn., and Vicksburg, Miss., will build the new dredge, probably at their shipyard in Vicksburg, Miss. The electrical and mechanical systems will be built in Houston, Texas. “Rowan Electric has included the use of a dredge simulator for one year as our levermen improve their skills,” said Kevin Baumgard, operations branch chief.

Sea trials

Rowan Electric will provide sea trials for the new dredge before the government accepts delivery of the dredge. “There will probably be a learning curve for the crew members for the first year of operation; therefore, the WAT will probably remain available in its’ usual, ready-to-respond condition for the first summer,” said Krumholz.

With plastic pipe much cheaper than steel and support pontoons not needed for plastic, the crew will be doing their usual highly adaptable transition in learning how to efficiently sink, refloat and transport the new technology plastic discharge piping. “The crew has already been experimenting with the use of plastic and has been very successful in decreasing the time it takes to set up a job,” said Krumholz.



St. Paul District photo

Teri Alberico examined a surface-to-air missile that was part of Iraq's war arsenal.

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Convention Center, the IRO was surrounded by progress. Iraqi police received training and graduated there; conferences were held every day, the Iraq Assistance Center was in the building and press conferences were held there. "I could see, right in front of me, things getting better. So many good things were happening," she said. "People from all different occupations and

nations were working together on an ongoing basis. Every day there was some conference or meeting or training going on.

"There's a whole generation of Iraqis that had never gone through the contracting process. They had to be led through making a bid," she continued. "They didn't want to make decisions. Before, during Saddam's reign, they'd been afraid – afraid that if they did make a bad decision, their families would get hurt. We had to spend a lot of time telling them it was OK to make a decision and that it was OK to fail."

Alberico said she felt safe the majority of the time. Soldiers from the Florida National Guard watched over them closely, as did Bechtel's security guards. "The thing that struck me the most is that the soldiers never complained," she said. "They were there all the time, so you could do your job, and they were getting shot at everyday, so you wanted to do what you were supposed to do all the more."

However, she warned those considering deployment, that Baghdad is still a dangerous place. "There's a lot of people trying to make you safe," she said, "but don't go thinking everything is safe."

She would do it again in a minute, though, she said, but her family doesn't want her to leave again so soon. "I'm going to go back as a tourist someday and keep in touch with the people I met over there," she said. "Iraq will be a fabulous tourist attraction one day. The weather is gorgeous, and the country offers a wealth of resources, especially culture resources."

Peak, continued from Page 5

changed since the war. Peak observed a much younger image of Hussein in the girls' schools.

On Sept. 22, Peak, as well as his team members, left Iraq with hope.

"I left thinking these people, for once in a long time, had some hope," he said. "In talking to local Iraqi engineers and people, you could see it. I think the parents of the

children seemed to realize there was more hope for their kids. In most cases I saw Iraqis trying to improve their lives and all they needed was a boost. I thought about the word, 'freedom' a lot."

Anna Thibodeaux is a freelance writer based in Tuscaloosa, Ala. She welcomes comments from readers at her e-mail: a.thibodeaux@comcast.net

No war trophies allowed from Iraq, Afghanistan

By Jim Garamone
American Forces Press Service

WASHINGTON, Dec. 11, 2003 – Do not even think about bringing back to the United States war trophies from your service in Iraq and Afghanistan.

With about 140,000 American service members due to rotate out of Iraq and Afghanistan, U.S. Central Command officials are very clear that service members cannot bring home weapons, ammunition and other prohibited items.

A few soldiers of the 3rd Infantry Division understand how serious the command is. Some soldiers tried to smuggle weapons back from Baghdad, and they have gone through courts martial. Others [active duty military] received Article 15 administrative punishments. “There is a whole spectrum of punishments, depending on the severity of the offense,” said Maj. Robert Resnick, an Army lawyer at Fort Stewart, Ga.

Army Gen. John Abizaid, the commander of U.S. Central Command, has put out the policy. Basically, under no circumstances can individuals take as a souvenir an object that was formerly in the possession of the enemy. The taking of war trophies goes against the coalition mission in Iraq and Afghanistan, officials said.

“We didn’t go into Iraq or

Afghanistan to conquer them, but to liberate them,” said Marine Capt. Bruce Frame, a Central Command spokesman. “Taking articles from those countries sends the wrong message.”

Service members with questions should work through the chain of command, CENTCOM officials said, adding that service members will be given ample briefings on what is allowed and what is not. In the case of Iraq, unit commanders will brief service members on the policy before leaving for Kuwait.

In Kuwait, military police will explain the policy and will permit an amnesty period before searching gear and vehicles. In the United States, U.S. Customs Service officials will examine individual gear.

In Afghanistan, unit commanders will explain the policy, and MPs there also will explain it and offer an amnesty period before the service members board the planes. Again, Customs will examine gear and

baggage upon return to the United States.

The same prohibitions pertain to American civilians serving in the Central Command area of operations.

Other federal laws pertain to other items. For example, service members cannot bring back plants, animals or other organic materials. Some Marines returning from Afghanistan in April 2002, for example, tried to bring back the skulls of sheep attached to their guidons. The Customs agents met the Marines as they landed on the beach at Camp Lejeune, N.C., and confiscated the items.

No one can bring back antiquities into the United States, and of course, no one can bring drugs or drug paraphernalia into the United States.

The overall prohibition does not pertain to souvenirs that can be legally imported into the United States, officials said.

Obituaries

Robert F. Post, 60, of Hastings, Minn., died Dec. 18. He served as chief, engineering division in the St. Paul District for 12 years and provided leadership for many award-winning district

projects. Since retirement from the district five years ago, he worked for a private-sector engineering firm in Edina, Minn.

Walter Hanrehan passed away Nov. 21. He started at Lock and Dam 1 in Minneapolis in March 1954 and retired in August 1974 as head lock and dam operator.

Wanted: Your news!

PAO seeks information about special events in you life (e.g., births, deaths, marriages, engagements). If you would like to share these items, please contact Public Affairs at 651-290-5202, -5108 or 5201 or send an e-mail to: cemvp-pa@mvp02.usace.army.mil.

Corps personnel instruct and teach

By Tricia Liggett
East Grand Forks resident office

The philosopher Aristotle said, “Those that know, do. Those that understand, teach.”

Personnel from the western area office in Grand Forks, N.D., do and teach. In the office, they manage flood reduction projects; in the classroom, they teach youngsters and adults about the U.S. Army Corps of Engineers missions and projects.

Their objective is to inform and educate the public about the Army Corps of Engineers’ missions and business practices and how the district strives to achieve outcomes that benefit the national economy and environment and fulfill its role as a world-class public engineering organization.

Jay Bushy, project engineer, briefed four different eighth-grade classes from Schroeder Middle School in Grand Forks last fall and introduced youngsters to the English Coulee Project, Grand Forks, N.D.

Craig Johnson, Grand Forks resident engineer, and Tom Eidson, western area engineer, have spoken to the Rotary Club, the Shriners, and the Association of General Contractors.

Virginia Regorrah, East Grand Forks resident engineer, has conducted briefings, tours and presentations to classes at both the University of North Dakota and the University of Minnesota – Crookston.

Regorrah also instructed a water resources and development class at the UM-C on the programs and missions of the Corps. She led a tour

Halverson hurtles records roadblocks to restore employee annual leave

Kathy Halverson, administrative assistant, has been the consummate professional from the moment she joined the Western Flood Control Project team in Fargo, N.D., in 1992.

“Her loyalty, morale building and willingness to lend a hand has always been a trademark of her work at the project office and with her co-workers at field sites,” said her nominator, Bob Schimming, lead maintenance worker at Orwell Dam, Fergus Falls, Minn.

A recent example of her tackling a records correction for an employee and hurtling several roadblocks in the system shows Halverson’s personality and work habits. “Incorrect charging of leave resulted in a significant reduction in an employee’s annual leave balance and incorrect balances in several other categories,” said Schimming. Halverson was informed the change could not be corrected, but continued to work with all necessary stakeholders throughout the chain of command. She learned a correction was possible and restored the proper balances.

Her persistence spanned almost 11 months and her determination to achieve what was right paid off for the employee as restored vacation time and for her as a learning experience.



Photo by Tim Bertschi

Bob Schimming (left) nominated Kathy Halverson for October Employee of the Month.

of the East Grand Forks flood control projects for the Indians into the Geological Sciences (INGEOS) program at UND last summer.

June Lewis, Corby Lewis’ mother, was one of the participants. Her son works in engineering division. She said, “We always hear about the projects, but it’s great to be able to see them. It helps us understand what’s going on in the region.”

The Western Area Office has become an asset to the community by its willingness to inform and educate interested groups, classes and individuals. “The enthusiasm we convey about our jobs, the projects and programs has led to a greater understanding of the Corps and the flood control projects by the communities which the office serves,” said Regorrah.