

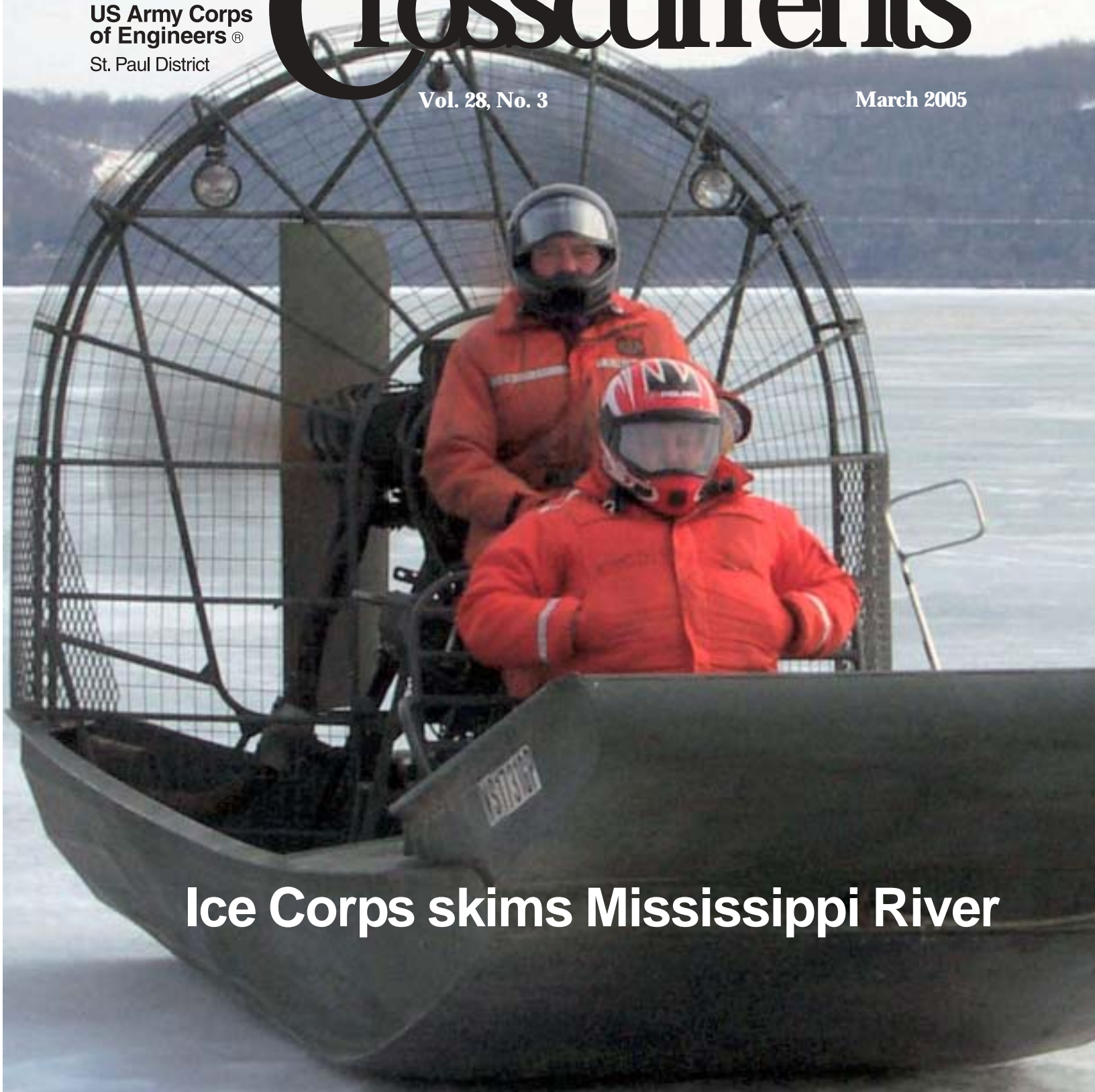


US Army Corps
of Engineers®
St. Paul District

Crosscurrents

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March 2005



Ice Corps skims Mississippi River

Senior leaders select a business model for operating regionally

By Col. Mike Pfenning
District Commander

As I reported in the December 2004 *Crosscurrents* editorial, at the last November’s Mississippi Valley Division senior leader conference, the regional command council (Brig. Gen. Crear, the command general’s deputy, the district engineers and senior executive service directors) laid out five steps to actualize a division-wide regional business center in accordance with USACE 2012. USACE 2012 is the path the Corps of Engineers will take to the future. (The web site is <<http://www.hq.usace.army.mil/stakeholders/Index.htm>>.)

In my February 2005 *Crosscurrents* editorial, I covered **Step two**, an income-based regional work force plan. **Step**

three is the development of the regional business model for the division – which is the focus of this article – followed by **step four**, development of an implementation plan for division to begin operating within the new model (no later than April 30, 2005). **Step five** is creating standard operating procedures for operating regionally (no later than May 31, 2005).

“By sizing all districts for the long-term, we should reduce the need to quickly downsize or upsize in the future.”

Back to the regional business model.

In order to develop a model that could be adopted and implemented, the task was assigned to the six district deputies for programs and project management along with the top two civilian leaders in the division. They were tasked with using the military decision-making process, or MDMP, in order to assure the approach was thorough, logical, and well documented. It also needed to be on target with the commanders’ intent. To assist this group in following the MDMP, we provided the support of three of the divisions’ military deputies.

Regional business center model options range from the current command structure, to having management arranged by sub-function or functions, to realigning districts along the business lines, e.g. St. Paul could provide all the technical staff to lead the environmental business line with St. Louis leading navigation and Vicksburg leading flood damage reduction. Each option was developed as a possible course of action.

At the same time, screening criteria were developed. Each course of action was independently compared to the screening criteria, and the top four courses of action were selected for further definition and consideration by the regional command council. Additional work was also needed to develop criteria for comparing each of the four courses of action.

Eight **evaluation criteria** were developed:

1. Time: ability to lower project delivery time, establish and meet schedules;

2. Cost: ability to lower project delivery cost, establish and meet budgets;

3. Quality: ability to improve project quality;

4. Customer responsiveness: ability to satisfy customer, customer participation on the team;

5. Capability: maintain technical competence and specialized expertise;


6. Flexibility: ability to handle new types of work and adjust to shifts in location of the work;

7. Work force impact: minimize adverse employee actions; and

8. Ease of implementation: time and cost of implementation.

The course of action that performed best across the evaluation criteria is the regional interdependence model. This model includes keeping most technical functions within each district and retaining the current organizational structure. However, it also includes developing “core” staffing levels for each district based on long-term district work

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US Army Corps of Engineers®
St. Paul District

Crosscurrents

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Cover photo

Photos by Jim Marquardt

John Baures, above left wearing the black helmet, and Steve Sing, in the red helmet, surveyed ice thickness at Lake Pepin north of Lake City, Minn., on the Mississippi River, March 11. They measured 14 inches of blue ice, a strong hard ice.

Steve Sing, left, wearing a red helmet, and John Baures, wearing the black helmet, surveyed ice thickness at Lake Pepin on the Mississippi River, March 11. They were on the river between Old Frontenac, Minn., and Maiden Rock, Wis.

Corps' ice surveys are shipping news

By Shannon Bauer

The St. Paul District's survey crew in Fountain City, Wis., began taking this year's annual Lake Pepin ice measurements on Feb. 16.

Lake Pepin is located on the Mississippi River between Red Wing and Wabasha, Minn. The district takes ice measurements each year to assess the navigational outlook on the Upper Mississippi River. The Corps measures Lake Pepin ice because the lake is the last part of the river to break up, and the current is slower on lake than on the rest of the river.

Each year, the survey crew uses an airboat and a portable global positioning system to measure the ice thickness. They also record the general condition of the ice. This data is used by the towing industry to predict whether or not it will be difficult for towboats to break through the ice and determine when it's safe to begin towing to St. Paul, Minn.

As this issue goes to press, tows destined for St. Paul, Minn., have made it up to Lock and Dam 3 in Red Wing, Minn., after chipping away at the ice on Lake Pepin.

See "Mississippi River tow boats push the icy edge of navigation," Page 4, and "First tow of the season approaches St. Paul, Minn.," Page 14.

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Mississippi River tow boats push the icy edge of navigation

By Peter Verstegen

“Three tows from two separate shipping companies coordinated in a tag-team effort to break up the ice in Lake Pepin,” said Steve Tapp, channel maintenance coordinator for the St. Paul District, Fountain City, Wis. “The motor vessels Magnolia and Mark Shurden began chipping away on the ice March 23. The two did not make much progress until the M.V. Theresa L. Wood arrived with loaded barges March 27.”

In a sign of spring, tow boats on the Upper Mississippi River began locking through at the southern tip of the St. Paul District March 20.

Ken Fleshner, head lock operator, Lock and Dam 9, reported March 20 the “Motor Vessel James F. Neal arrived at Lock and Dam 10, on the Mississippi River near Guttenberg, Iowa, at 1440 [hours] on March 19 and departed at 1640 [hours] for Genoa, Wis., with 15 loads of coal.”

The Neal arrived at Lock 9, on the Mississippi

River near Lynxville, Wis., about six hours later the same day “and departed at 0032 [hours] on the morning of March 20.”

“The M.V. Magnolia arrived at Lock 9 at 2300 [hours] March 19 and departed northbound at 0111 [hours] on the March 20,” said Fleshner. The Magnolia was pushing three empty barges to Pine Bend, Minn.

Said Tapp, “In Lake Pepin, as of Tuesday morning, March 22, there was still a four-mile reach with greater than 20 inches of solid blue ice, with one measurement at 25 inches A tow is attempting to break through the ice in Lake Pepin today. As of 9 a.m., they were using only the vessel (no barges) and were approx. 1.5 miles into the ice.”

The M.V. Wood opened the navigation channel by pushing loaded barges over the ice to make it collapse.

The M.V. Mark Shurden, left, worked the ice in Lake Pepin to prevent re-formation March 25. The survey crew, inset, met the M.V. Magnolia in Lake Pepin at about river mile 767, with the M.V. Shurden about one-half mile downriver.

Photo by Dave Hawkenson



Photo by Adam Danzinger

District practices off-site operations

By Mark Davidson

The St. Paul District conducted its first Continuity of Operations Plan exercise Feb. 15. District employees who were the members of the crisis management team and the emergency operations center deployed to an alternate operating facility at Lock and Dam 2 in Hastings, Minn. Members of the CMT did their work in the lock and dam control center and members of the EOC did their work in the Electronic Services Center next door. The following describes what some of the participants did during the exercise and how they thought the exercise went.

Name: David Christenson

COOP project title: Lead emergency manager.

Duties: "I provided advice to the CMT on procedures and policies under the COOP scenario. I also acted as liaison between the CMT and the EOC to include establishing CMT briefings."

After-action comment: The CMT members actively participated in the exercise, discussing realistic issues that would have to be addressed in an actual event. The EOC staff was also able to practice the various processes and procedures that would be required. All participants were very enthusiastic during the exercise, using it as a great learning experience. I believe the district is now better prepared for an actual event.



Photo by Shannon Bauer

Shelly Shafer, readiness branch, served as the COOP program manager.

Name: Shelly Shafer
COOP project title: COOP program manager and plan project delivery team leader. My title during the COOP exercise was EOC manager.

"My primary responsibility was to manage the COOP EOC and ensure it was fully staffed and resourced to execute the essential tasks associated with critical

mission execution. I am responsible for managing the daily activities of the EOC and providing support and guidance to the EOC staff as necessary. The EOC was staffed with representatives from most district functional areas with additional functions for reporting, communications and message center."

Duties: "Generally speaking, the COOP EOC functions were very similar to our EOC for flood response and other emergencies. I provided guidance and assistance to the EOC staff as necessary and monitored completion of necessary tasks, such as funds processing, reporting, employee accountability, communications, etc. Our district is very fortunate to have a large pool of highly qualified and motivated personnel that not only step up to the challenge during emergencies, but also thrive on them. They really make my job easy and enjoyable."

After-action comment: This was the first COOP exercise this district has ever conducted. The objective was to test and exercise various components of the COOP plan and identify shortcomings in the plan and/or facility. Some of the items tested included: employee notification and accountability,

COOP, continued Page 6



Photo by Shannon Bauer

Otis Jacobson, working safety and security as part of the leadership development program, normally works at Lock and Dam 6, Trempealeau, Wis.

COOP, continued from Page 5

communications, connectivity to the CEEIS network and associated programs, staffing and overall layout and capability of the alternate operating facility to name a few. We met our objective of testing all the critical systems and processes, and as expected, identified several shortcomings and areas for improvement. The lessons learned will be incorporated into the final COOP Plan.

“Thanks to all who helped with the planning and preparations for the exercise. It was truly a team effort that required support from virtually every office in the district. Special thanks goes to Logistics Management, Information Management, the COOP project delivery team and the folks at Lock and Dam 2 and the ESC. It has been a pleasure working with all of you.”

Name: Mike McGarvey

COOP project title: Logistics person on the CMT

Duties: “Though it was a little tight, I was able to perform my job well. I am one of the members on the



Photo by Shannon Bauer

Randy Brunet, chief of resource management, took a moment to test the clarity of conversation on his cell phone during the exercise.



Photo by Heather Cheney

Col. Mike Pfenning, district commander, left, and Linda Krueger, chief of civilian personnel, confer during the exercise.

team whose task is to help liaison between the building management and the CMT to gain access to the building for our structural engineering team, if the building is deemed safe to enter.

“I am also a member of the team who’s task it is to locate a new site for our personnel if and when the structural engineering team determines we would not be able to get back into our facility in the near future. My job is then to help determine the requirements, such as workstations, computers, printers, paper, pens, etc., we will need at various locations and ensure these items are sourced for our use.”

After-action comment: “In my opinion, the COOP exercise was extremely worthwhile for not only the members who deployed to the alternate operating facility but for the entire district. Being a former plan writer in the military, I know you can do your very best to try and plan for every little thing that may happen but you are never going to think of everything. This exercise was a great opportunity for the participating members of the CMT and EOC to actually see and work in the environment they would if for some reason they were unable to use the district office building for an extended length of time.

“The participants in this exercise did an amazing job of putting themselves into the scenario and performing each of their required tasks just as they would if this

COOP, continued on Page 7

COOP, continued from Page 6

was happening for real. Because they did this, we have been able to see the areas for improvement in our COOP plan, areas that just having it on paper we did not think about or expect to be a concern, and make it a much better product for the future.

“I would like to personally thank Joe Dvorak, the Lock and Dam 2 members, and the members of the EOC for all of their wonderful help over the last couple of months. Their ‘can-do’ attitude and willingness to do whatever needed to be done helped to make the exercise a true success.”

Name: Amy Rothstein

COOP project title: Program management/P2 support.

- Prepare, submit and execute the civil works program; and
- Provide financial management support through Corps of Engineers Financial Management System and P2.

Duties: “Along with the program analyst, we created a new activity/task in P2, entered the applicable resources in P2 and ran the necessary interfaces in Oracle Projects, a software application. We also created funded work items in CEFMS and created/approved a purchase request and commitment for supplies. In addition, I accessed my AKO [Army Knowledge Online] account and sent e-mail to other Corps’ employees since Outlook was unavailable. We also coordinated with other applicable offices.”

After-action comment: “The COOP exercise provided the district with valuable information in assessing those areas that worked well and those areas that needed improvement.”

Name: Liz Dvorak

COOP project title: Human resources specialist.

Duties: “I was able to do my COOP job during the exercise. My primary responsibility during the exercise was working with the CMT and district supervisors on employee accountability issues.

After-action comment: “I think the exercise was worthwhile. By actually taking part in the drill, participants are forced to look a little deeper at issues and address unanticipated ‘snags.’ I personally learned better ways to track data ahead of time to respond to the CMT’s needs during a real emergency.”

Name: Bob Mike

COOP project title: Logistics management.

Duties: Ordering supplies and services, arranging travel and lodging, and approving purchase requests and commitments.



Photo by Heather Cheney

Bob Mike did his logistics management from an alternate site, Feb. 15.

After-action comment: “Yes, it was worth it. Using the computer was a little different than using the system in the office. There were good lessons learned.”

Name: Bill Hurley

COOP project title: Contracting specialist.

Duties: “The contracting operation went rather smoothly. We were required to test all electronic files that would be needed if the district office were unusable. Contracting software worked well and other electronic data was easily accessed.”

After-action comment: “Probably yes, it was worth it. It gave everyone some insight as to what would need to be done in an emergency situation if the district building were unusable. It did not exhaust all possibilities of happenings, but it gave everyone a good idea of how we could operate and what would be needed should the worst happen here.”



Photo by Shannon Bauer

Bill Hurley, contracting division, worked from cramped office space during the continuity of operations exercise, Feb. 15.

Corps, district execute competitive sourcing

The execution of a competitive-sourcing initiative is in its beginning stages throughout the Department of Defense and the Army Corps of Engineers. The initiative is often labeled A-76, named after the circular from the Office of Management and Budget.

In fiscal year 2002, OMB published "The President's Management Agenda," which outlined specific programs to improve government performance and the delivery of services to the American public. Competitive sourcing is a key component of the agenda, and the Corps is fully committed to its implementation.

In coordination with OMB, the Corps developed a plan to compete approximately 7,500 commercial-in-nature positions over five years (2003-2008). The guiding principles of the plan are:

- Preserve core competencies to protect the federal interest;
- Not become a hollow contracting agency;
- Not diminish service to the nation and the Army.

The Corps currently has five competitions involving approximately 4,000 positions scheduled for completion through fiscal year 2007. Three are underway, a fourth is scheduled to begin later this year and the fifth is scheduled for 2006. An additional 3,500 positions will be identified for competition in 2007 and 2008.

Mark Davidson, public affairs chief, reports on competitive sourcing in the St. Paul District in information management/information technology and logistics management. (The above information was drawn from *Corps Points!*, March 15, 2005.)

Local information management jobs out for bid in May

By Mark Davidson

The Department of Defense announced the beginning of a standard competition for the Army Corps of Engineers information management and information technology functions, in accordance with Office of Management and Budget Circular A-76 (revised), June 2, 2004.

It impacts approximately 1,300 DoD civilian employees and 550 service contractors for the 41 districts and seven labs included in the study. In the St. Paul District the A-76 study impacts 35 in-house and contract staff.

The contract solicitation for information management/information technology services is scheduled to advertise on May 26, 2005, and will result in the selection of a service provider on Nov. 26, 2005. The selected provider may be an outside contractor, or the government work force in the form of a most efficient organization or MEO.

District and Mississippi Valley Division staff have been involved since August 2004 in providing input to the performance work statement, a complex document that captures all of the services to be provided under

Sourcing in IM, continued on Page 9

Logistics management prepares cost data for A-76

By Mark Davidson

The A-76 process has begun for all logistics management office's in the Corps of Engineers.

The first step in the process was to develop detailed cost data on what customer service tasks logistics personnel do for themselves, such as purchasing supplies, using the government vehicles, facility management, etc., and what an logistics office personnel do for others in their jobs day-to-day, such as move computers, desks, cabinets, phones, blue carts, pallet jacks and other tasks.

The logistics management office personnel also developed cost information for their facility rental, travel and detailed information on their personnel costs, such as retirement, insurance and health, Medicare and miscellaneous fringe benefits. Each of these costing areas required a different set of financial costing variables, which were used to determine the dollar amount.

"The district resource management staff was extremely helpful in developing the data for these areas because the information was very detailed," said Mike McGarvey, chief of logistics management.

Sourcing in LM, continued on Page 9

Sourcing in IM, continued from Page 8

the contract, said David Himmerich, chief of information management.

“The latest version of the document has grown to more than 10,000 pages of narrative and data,” said Himmerich.

Once complete, the specifications will be placed on the Baltimore District website and prospective bidders will have a four-month period to prepare bids. If all goes as planned, the final contract award to the selected service provider will be made on Feb. 24, 2006. The winning bidder will take over all information management services during a one-year transition period ending March 2007.

Sourcing in LM, continued from Page 8

The next step in logistic management’s A-76 study will be to determine the dollar value of the services it provides customers. Said McGarvey, “Logistics management has not been formally tasked to provide this information yet, but they have started gathering it to try and get ahead of the curve.

“To date logistics has not been provided the exact sequence of events, like information management has, to know when each step will occur,” said McGarvey. “When LM has this data, we will get this information out to everyone.”

District targets Habitat for Humanity for volunteer work

By Tom Crump

Last summer, a number of employees from federal agencies in Minnesota joined together and worked to build a new house through the Habitat for Humanity program. (See *CrossCurent*s, May 2004, Page 10)

The St. Paul District is going to do it again this year. This year’s house will be located at 33rd Street and Stinson Avenue in northeast Minneapolis.

The foundation is done. The house will have two stories and four bedrooms.

Volunteers don’t need to be expert contractors to help out. Many who have volunteered have little or no experience. The volunteers are teamed up with someone who knows what they’re doing, and there is a project foreman on-site to make sure that everything is done right and built to code.

If interested in helping out for this worthy cause, your help would be greatly appreciated. Where we



need the most volunteers is as daily workers. These folks donate eight hours of time, 8 a.m. to 4 p.m., to spend the day working at the site.

The district has signed up to staff three days of construction: April 20, May 16 and June 17. The district will need 16 volunteers for each day. The actual work on those days depends upon how well team members maintain the schedule, which depends upon the weather and other variables.

Volunteers will be working on

framing and roofing in April, hanging drywall in May and doing some finishing work, such as installing trim, carpets and cabinets, in June.

Next door, a second house will also be under construction this summer. Sometimes volunteers might even pitch in and work on that house.

Another option for volunteering is to donate an entire week as a project manager or a site host. The district is looking for individuals who can donate an entire week to add some continuity between crews. Project managers coordinate between crews and make sure volunteers have the tools they need, all the while stressing safety and quality. The site hosts sign in and register volunteers and complete administrative duties (where’s the first-aid kit, where’s the bathroom, where’s the water) and coordinate the food and drinks.

More information can be found at <<http://www.fedhouse.org>>, the Habitat for Humanity Minnesota Federal Employees Habitat House Building Project website.

Anyone interested in volunteering or wanting more information may contact Tom Crump at 651-290-5301.

Corps floats water safety and recreation at Wisconsin boat show

By Dan Cottrell, park ranger
Blackhawk Park

For the first time in many years, the staff from natural resources office in La Crescent, Minn., and from Blackhawk Park, De Soto, Wis., participated in the La Crosse Boat, Sports and Travel Show at the La Crosse Civic Center, Feb. 10-13. This year's participants were Kevin Berg, Randy Urich, Jerry Lee and Jon Sobiech from the La Crescent office and Tom Novak and Dan Cottrell from Blackhawk Park.

One goal of Corps' participation was to inform and educate the public about the district's water safety mission and local recreation areas. A number of people attending the event learned about the Corps of Engineers' recreation areas along the Mississippi River and in other areas of the district. A few of those folks had been to

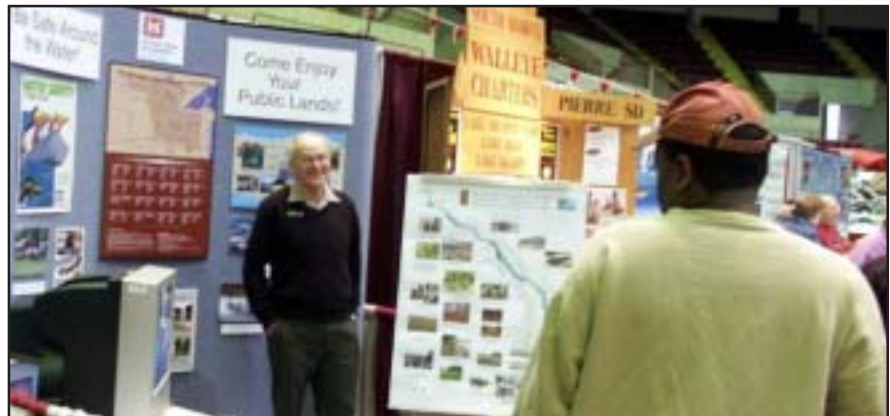


Photo by Dan Cottrell

Jerry Lee, a park ranger at the natural resources office in La Crescent, Minn., left, answered questions about water safety, recreation and Corps of Engineers' missions at the boat show in La Crosse, Wis., Feb. 10-13. An estimated 18,000 people attended during the four-day show.

Corps' facilities but thought they were managed by other agencies.

Another goal of Corps' participation was to answer questions about the Corps and its missions. Corps' personnel answered questions about environmental restoration work along the river, the Corps' access areas for Pool 5 through Pool 10 and rules for using Corps' lands and waters. Interacting with the boat show attendees and handing

out various brochures and pamphlets helped achieve this goal.

A large number of children and their parents visited the Corps' display. Many of the kids received a water safety fun book. "Through this early interaction, we hope these kids grow up to be safe around the water and conscientious stewards of all public lands and waters," said Jerry Lee, park ranger.

Roseau community leaders receive sandbag training

By Aaron Snyder

Dave Christenson, readiness branch, trained officials with the City of Roseau, Minn., how to fill sandbags Feb. 24.

Christenson directed two training sessions after the National Weather Service briefed key city officials on the current spring flood outlook.

In addition, participants discussed the status of the permanent flood damage reduction project at Roseau and the processes the Corps follows in an emergency flood fight.

The sandbagging training was designed to train team leaders throughout the community. In the past, fire fighters have played the role of team leaders; but in many instances, other activities demanded their attention. This training is a way to relieve fire fighters of some demands placed on them in emergencies.

The potential team leaders received an introductory presentation to explain the Corps' role during a flood fight and what Corps' personnel can and cannot do. Participants also received the "Handbook for Emergency Flood Protection" and directions on proper sandbagging techniques, along with information on other options which can be used in lieu of sandbagging. Corps' personnel finished up the meeting with hands-on training on sandbagging.

Special Emphasis Program

Race/ethnicity subcommittee educates district, public on diversity

Fourth in a series

By Jodi Kormanik

The Special Emphasis Program Race/Ethnicity subcommittee's primary function is to recommend initiatives concerning race and ethnicity issues and the employment and advancement

practices affecting race and ethnicity in the district. The subcommittee's secondary purpose is to reach out to the public to promote the St. Paul District and the Corps of Engineers for being a supportive working environment for people of all backgrounds.

Current initiatives include hands-on science exhibits for youth at racial and cultural awareness events, the St. Paul District Job Guidebook and the Motor Vessel Mississippi open house.

The youth hands-on events spark both an interest in science and an awareness of the U.S. Army Corps of Engineers and its

missions. The Science Museum of Minnesota hosts three such events in the spring.

The job guidebook will be distributed to career counselors at educational institutions and used by recruiting staff as a means of showing the type of careers available at the St. Paul District. The subcommittee also plans a link on the district's employment website, where more detailed information on existing employment positions can be viewed.

The MV Mississippi open house initiative entails hosting an open house breakfast or lunch on the MV Mississippi for employment counselors, advisors, educators, government and professional organizations to learn about the Corps. The objective is to attract an audience with contacts to students and others seeking employment, especially persons of color, and provide them with a clear picture of Corps' missions, opportunities and hiring methods.

The subcommittee generally meets the afternoon of the first Thursday of the month. The meetings are open to interested personnel and suggestions are also always welcome by phone or e-mail to any committee member.

Members are:
 Jodi Dutta, chair, engineering and construction;
 Yvonne Berner, operations;
 Michael Dahlquist, EC;
 Stephanie Dupey, programs and project management;
 Linda Haberkorn, project management;
 Michael Knoff, EC;
 Jodi Kormanik, EC; and
 ad hoc: Russell Williams, PM.



Photo by Vernon Hadley

The St. Paul District and its educational partner, Washington Technology Middle School, hosted visitors for African Americans in Science at the Science Museum of Minnesota, Feb. 26. The outreach is one of the race/ethnicity subcommittee's initiatives. From left are Kevin Burns, Washington Technology Middle School; Russell Williams, project management; and Astranette Williams, a student at the school. The district's Special Emphasis Program Committee sponsored participation in the event.



St. Paul District photo

Tammy Wick, Headwaters Office, center, and Janet Golubski, administrative assistant in design branch right, explain Corps' missions and job opportunities to Michelle Garay, admissions counselor, University of Minnesota, Twin Cities campus.

Special emphasis effort expands recruiting

By Tammy Wick
Headwaters Office

Tammy Wick, and Janet Golubski, both administrative assistants, attended the Leech Lake Reservation Career/Job Fair in Walker, Minn., Feb. 18. Wick and Golubski are both members of the Special Emphasis Program committee. Wick is on the field subcommittee for outreach to Native Americans and Golubski is on the diversity subcommittee in the St. Paul District Office. The career/job fair was to be the largest in the area for outreach to Native American students and the general public. "The fair was a success and attendance was as well as they had hoped, with 228 students signing in and many other walk ins," said Golubski. She and Wick distributed brochures, displayed an interactive CD

containing Corps of Engineers' jobs information and answered questions concerning types of education needed for the various Corps jobs. Golubski and Wick networked with the other vendors, many who were not aware themselves of the different types of jobs the Corps has. The networking created a teamwork environment, allowing vendors to send students to the Corps of Engineers' table, based on the students expressed interest, and for Corps' personnel to refer a student interested in something other than what the Corps offered. "We not only went away feeling they had reached some students and had given them the information needed for future reference, but also went away with names of vendors who may in the future be of some use to the Corps," said Golubski.

Corps' broomball team sweeps ice

The St. Paul District swept up 17 broomball players for after-work recreational team-building on the ice in downtown St. Paul this winter.

Joe Mose, project management, coordinated the call to have some fun in the City of St. Paul's 2005 winter broomball league.

"When it ended, the district had 17 different people who played in three games," said Mose. The loose-knit league, which played on the ice at Landmark Plaza, adjacent to Rice Park in downtown St. Paul, had 10 teams.

"This league was co-ed, two men, two women, plus goalie – usually a man," said Mose. "The rules are similar to hockey, although there were no official rules for this league. Our primary objective was to try something different, have fun and not get hurt."

In addition to Mose, players were: Teri Alberico, project management; John Bailen, engineering and construction; Kevin Baumgard, operations; Aaron Dunlop, PM; Jodi Dutta, EC; Stephanie Dupey, PM; Lisa Hedin, PM; Mike Knoff, EC; Kari Layman, EC; Molly McKegney, office of counsel; Liz Nelsen, EC; Tom Novak, PM; Lt. Col. Tom O'Hara, deputy commander; Jim Roloff, contracting; Jim Sentz, EC; Aaron Snyder, PM.

News and Notes

Announcements

Zien selected as division emerging leader

Mississippi Valley Division announced the selection of **Terry Zien**, hydraulics and hydrology, to its 2005 Emerging Leader program.

Burlington, Iowa, business receives annual Corps' contractor award

The St. Paul District presented **L.W. Matteson, Inc.**, of Burlington, Iowa, its "2004 Contractor of the Year Award" earlier this year for its work on the Corps' Above West Newton Excavation and Dredging Project, located near Wabasha, Minn.

The project included excavating

1.3 million cubic yards of material from Island 42, a 14-acre site the Corps uses to store material dredged out of the Mississippi River, to make room for future dredged material. Dredging is done to keep the main shipping channel of the Mississippi River free of sand and sediment and permit both recreational and commercial river usage.

The project presented a wide variety of challenges for the contractor, including drought conditions, environmental constraints, no road access to the island and difficulty finding topsoil. However, the contractor overcame these and other obstacles through effective project management and outstanding partnering relationships enabling them to complete the project on time and within budget.

"The contractor provided an excellent final product," said Jim Peak, Corps' construction chief.

"They met or exceeded our expectations for the project in every way."

L.W. Matteson began the project in the fall of 2003 and completed it in the spring of 2004.

Newcomers

Jamie Gibbons will serve as the new clerk of Locks and Dams 4 and 5.

Retirements

Donna Kell, regulatory, effective March 2, with 30 years federal service.

Taps

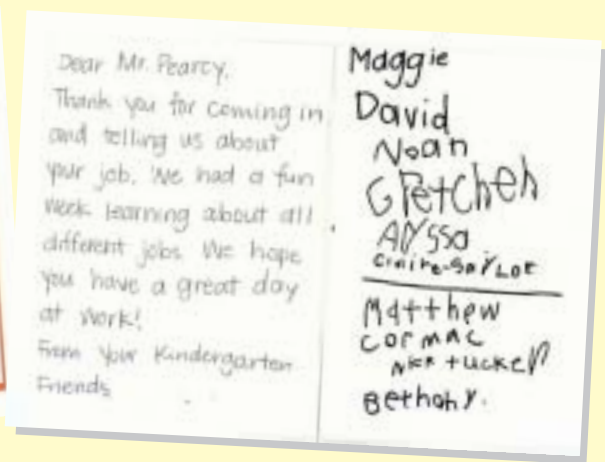
Former district employee **Mary Huss**, programs, passed away March 3.

Engagements

Kenneth Mertes, Lock and Dam 5A, is engaged to Susan Manke of La Crosse, Wis. The wedding is planned for April 16, in La Crosse, Wis.

Pearcy goes back to kindergarten

Historian Matt Pearcy spoke to a class of kindergarteners at Liberty Ridge Elementary School in Woodbury, Minn., Feb. 11. The topic was "What daddy does at work." Pearcy showed artifacts to the class, including a stone ax, a projectile point, a hard hat and a bison scapula – drawn on the thank you card at right.



January 2005 Employee of the Month

Timekeepers unite to honor Shafer



Photo by Jon Lyman

Fellow timekeepers and administrative support personnel nominated Jane Shafer, front and center, for employee of the month honors. From left are Marilyn Caturia, engineering and construction; Christine Kroll, engineering and construction; LeeAnne Eshom, contracting; Carolyn Krick, information management; Shafer, resource management; Julie Ritter, real estate; and Georgia Stanonik, office of counsel.

On behalf of all timekeepers at the St. Paul District, Georgia Stanonik, office of counsel, nominated Jane Shafer, resource management, for January 2005 Employee of the Month.

“Shafer is one of the most dedicated employees the Corps of Engineers has the privilege to employ,” said Stanonik. “She touches our lives each and every day as we continue to receive our paychecks on a regular basis.

“My fellow timekeepers and I want to say that without her superior knowledge and customer service, our jobs would be more difficult.” Stanonik described Shafer as always pleasant, having a smile on her face, even under stressful early labor deadlines, which seem to come each payroll date.

“She’s always ready and willing to help us in any way she can,” Stanonik said. “She is also willing to go above and beyond what is expected of her in order to ensure that payroll is processed smoothly, without incident, and in a timely manner each and every pay period.”

First tow of the season approaches St. Paul, Minn.

By Shannon Bauer

As this issue goes to press, the beginning of the navigation season fast approaches.

The Motor Vessel Theresa L. Wood, a tow operated by Marquette Transportation Company, of Paducah, Ky., locked through Lock and Dam 3 in Red Wing, Minn., March 28 after breaking its way through Lake Pepin on the Upper Mississippi River this past weekend. She is expected to reach St. Paul, Minn., March 28 around 4:30 p.m., after passing through Lock and Dam 2, in Hastings, Minn.

The average opening date of the navigation season for the last 30 years is March 20.

In 2004, the first tow to make it to St. Paul was the M.V. Reggie G, a tow owned by Alter Barge Line, of Bettendorf, Iowa, on March 20. This year is a little later due to colder weather and thick ice on Lake Pepin.

Model, continued from Page 2

loads and improving processes for sharing work to cover short-term work load “spikes” and “dips.”

By sizing all districts for the long-term, we should reduce the need to quickly downsize or upsize in the future.

By improving processes for working regionally, we can bring the resources of the region to bear on our projects.

We’ll begin work on developing an implementation plan for the regional interdependence business model at the district’s offsite in March.