



US Army Corps
of Engineers®
St. Paul District

Crosscurrents

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**Channel maintenance and
dredge maintenance are
hands-on jobs**





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of Engineers®
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Crosscurrents

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Photo by Shannon Bauer

Cover photo: Gordon (Gordy) Stanton, third assistant engineer, threads pipes in the machine shop of the engine room of the Dredge Thompson, May 2006. The shop makes parts for the Thompson's operations in its mission to maintain the nine-foot channel on the Mississippi River.

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**"I am dedicated to the Army, its Soldiers and civilians."
– Army Civilian Creed**

Living the Oath of Office and the Army Civilian Creed



by Col. Mike Pfenning
Commander

Each of you, when you first became a federal employee, affirmed in the oath of office that: *"I will support and defend the Constitution of the United*

States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter."

As a new military officer, I took the same oath of office. These are more than just words to me, and I trust they are to you. To me, the oath of office is about pride in public service. I see evidence of your selfless service and dedication to excellence when I visit field sites, meet with employees in the office and review the work you have produced. You demonstrate your commitment not only in performing your regular jobs, but by volunteering to serve alongside soldiers in Iraq and Afghanistan and signing up for emergency response here at home.

Army civilians are an integral part of the Army team. No different than their uniformed counterparts, civilians are committed to selfless service in the performance of their duties. A few years ago the Army realized that we need to do a better job recognizing the contributions civilians make to the success of the total Army. One outcome was the development of the Army Civilian Corps Creed. The creed – as shown here - incorporates the oath of office and the enduring Army values in a statement that

embodies what we expect of all Army civilians. It is a reflection of both what we are and what we strive to be.

As commander of a district that consists almost entirely of civilian employees, I rely on you to demonstrate the values set out in the Army Civilian Creed. Although we don't talk about them often, the oath of office and

the civilian creed form the basis for why we come to work every day: to serve the armed forces and the nation. Our values are a statement of who we are.

Thank you for living the Army values in everything you do, at work and in your personal lives. I appreciate your "true faith and allegiance" and promise you nothing less from me.

Army Civilian Creed

I am an Army civilian – a member of the Army team.

I am dedicated to the Army, its Soldiers and civilians.

I will always support the mission.

I provide stability and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve the nation and its Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity and personal courage.

I am an Army civilian.

Civil Servants of the Year 2006

Yvonne Berner

by Shannon Bauer

Position title: environmental protection specialist.

Duties: regulatory project manager for the St. Cloud, Minnesota, area

Years at St. Paul District/Corps of Engineers: 33 years.

Years with federal government: 37.5 years.

Previous positions/employment: Data Systems Office at the Pentagon, Corps of Engineers Southwestern Division and U.S. Air Force Health Facilities Office.

Education: Normandale Community College, Georgetown University and the University of Minnesota.

Hobbies: Cross Stitching, scrap-booking and whitewater rafting

Residence: Apple Valley, Minnesota.

Family: Husband of 17 years and two children.

Comments: "It was a privilege to represent the Corps at the award ceremony. So many Corps' employees do so much to serve the community. I was really pleased to be chosen to accept the honor."



All photos by Shannon Bauer

Janet Golubski

Position title: administrative assistant, engineering and construction

Years at St. Paul District/Corps of Engineers: 3.5 years.

Years with federal government: eight years.

Previous Positions/Employment: NASA, Small Business

Administration, U.S. Air Force and City of Brooklyn Park, Minnesota.

Education: Bachelors of Fine Arts from Santa Barbara, California.

Hobbies: Gardening, painting and stain glass.

Residence: Brooklyn Park, Minnesota.

Family: Husband of 25 years and two children.

Comments: "I was quite surprised, to say the least, and honored to be selected."



Civil Servants of the Year 2006

Kevin Henricks

Position title: supervisory contract specialist

Duties: anything related to contracting

Years at St. Paul District/Corps of Engineers: five years

Years with federal government: five years

Previous Positions/Employment: GMAC Financial Services

Education: Bachelors of Arts degree in mathematics with additional studies in physics; Masters of Business Administration with concentrations in finance and marketing

Hobbies: Anything with my wife and son, cooking, golf, camping, biking

Residence: Apple Valley, Minnesota

Family: wife of eight years and a two-year old son

Comments: "I was honored to be selected let alone being nominated. I just hope that I can live up to the expectations associated with this award."



Kari Layman

Position title: hydraulic engineer

Duties: My duties include completing hydraulic analysis for assigned civil works projects. My past work has included environmental management program projects and dam safety. I am a member of the St. Paul Housing Planning and Response Team and serve as the secretary to the International Rainy Lake Board of Control.

Years at St. Paul District/Corps of Engineers: eight years, all with the district.

Years with federal government: eight years.

Previous positions/employment: none.

Education: Bachelors of Science in civil engineering, Valparaiso University; Masters of Science in civil engineering, University of Minnesota.

Hobbies: Traveling and baking.

Residence: Hugo, Minnesota.

Comments: "I was shocked and humbled to receive this award. The true accolade belongs to my family and the outstanding group of people with whom I work. Any success I have experienced has been made possible by them."



Internal review offers feedback, saves money, improves services

by Russ Arneson

The Office of Internal Review in the St. Paul District works to add value to the organization by providing timely, objective information to better manage resources and improve the quality of services. In some cases, that means significant cost savings.



Arneson

IR differs from outside audit agencies, such as the Government Accountability Office, Department of Defense Inspector General and Army Audit Agency, because they ultimately report to higher authorities.

IR reports its results to the district commander or the office requesting assistance, including the needs of the district's division, office and branch chiefs.

Internal auditing, by definition, is an independent appraisal function

established within an organization to examine and evaluate internal organizational activities.

Further, internal auditors perform systematic, objective appraisals of the organization's diverse operations and controls.

To accomplish these tasks an auditor must determine whether the following is being achieved:

- Financial and operating information is accurate and reliable;
- Risks to the enterprise are identified and minimized;
- External regulations and acceptable internal policies and procedures are followed;
- Standards are met;
- Resources are used efficiently and economically; and
- The organization's objectives are effectively achieved.

An internal audit is done to assist the district commander and other members of the organization to effectively discharge their responsibilities by providing unbiased feedback on how the audited program or process is meeting the

governing requirements and mission objectives.

A good example of an audit that benefited the district occurred in 2005 when Internal Review audited the process used to purchase bulk fuel for the Dredge Thompson and the Fountain City Service Base. The bulk fuel requirements for these two entities are approximately 380,000 gallons annually.

The IR audit found that when the district used a Defense Logistics Agency credit card to pay for the fuel, we were being billed \$1 a gallon more than what the local vendor billed the agency.

IR recommended the district pay the local vendor directly, saving approximately \$380,000. IR captured the cost savings over the five-year program objective memorandum, or POM and will save the district \$1.9 million over the next five-years.

Most audits do not yield that degree of cost savings but validate that internal controls exist and are working.

Nature Conservancy conducts controlled burn at Gull Lake

The Nature Conservancy, cooperating with the St. Paul District, ignited a controlled burn of 33 acres at the Gull Lake Recreation Area May 8 to reduce the fire hazard and regenerate native forest species. A burn crew of 12 people with fire ignition and suppression equipment burned underbrush toward Government Point, a nature area separate from the campsites.



Photo by Mary Kay Larson

You make the news: tips on interviewing

Original by Chuck Minsker
Huntington District
Revised by Shannon Bauer
St. Paul District

It doesn't matter how many times you've had the experience – it's always a little unnerving to find yourself on the receiving end of a reporter's microphone.

It's a situation that anyone who works at the Corps can face, and sometimes without warning.

Your project can be at the center of attention in no time at all – just look at Lock and Dam 3 in 2005, when several barges broke loose and slammed into the dam, or the fuel spill of the Dredge Thompson in 2002.

Whatever the reason, in short order, you can find yourself standing in front of a veritable avalanche of reporters, pointing microphones and cameras in your direction.

If you're like most people (and I'd estimate that number to be about 99.9 percent of the population), you don't like to be interviewed.

Maybe you hate the sound of your own voice. If it's any comfort, almost everyone, including quite a few professional broadcasters, feel the same way. Your recorded voice always sounds different than the one you hear in your own head every time

you talk. If it's any consolation, it only sounds funny to you. No one else will notice.

Of course, the reporter has all the advantages in an interview. It's easy to ask a question but difficult to come up with an answer that sounds informed and intelligent.

You also have no way of knowing what part of an interview the reporter is going to use. After one interview, as I was about to walk away, the camera operator made a funny comment and I gave out a quick laugh. Imagine my surprise when I saw that one-second laugh edited into the end of the story.

That was a lesson learned the hard way. Behave as though the camera is on and running as long as you're in the same zip code.

The best way to prepare for these situations is to take a media training class.

For those who haven't had the chance, here's some basic advice to get you through your interview:

1. When you're contacted by a news-person, don't speak off the cuff. Obtain the reporter's name and contact information, as well as his or her deadline. Then contact public affairs before you call the reporter back. This will force you to take the time to think about what you are going to say before you do an actual interview.

2. Be responsive and helpful. If you don't know the answer, don't say, "No comment." To a reporter, that sounds like you're trying to hide something. Instead, say, "I don't know the answer, but I'll track it down and get back to you." Then, find a subject matter expert and get the answer you

need. Above all, don't guess or make up an answer. Give the reporter, in the immortal words of Sgt. Friday on Dragnet, "Just the facts."

3. Speak in layman's terms. At the Corps, we have our own language. The general public doesn't understand how most of our projects work, so be sure to avoid technical terms or the dreaded acronyms. You don't have to "dumb it down" – just make it clear.

4. Listen to the question. Since many reporters aren't familiar with the work the Corps does, their questions can be hard to follow or make no sense at all. Don't hesitate to ask them to repeat or reword the question and be ready to clear up their mistaken ideas about the Corps.

5. If you make a mistake, stop and start over. If you're giving an answer and you make a mistake, stop and say, "Wait, that's wrong – let me try that again." The reporter wants to get the story right, so he or she will almost always be glad to let you back up and try again.

6. Provide backup materials. Any information you can provide, including maps, press releases or diagrams, may help get your information across.

Of course, the best advice is to use common sense.

Your greatest weapon is the truth. Tell it early; tell it often, even when it doesn't always reflect well on the Corps. It's better to air a painful truth up front rather than have to explain later why you had to change your story.

"I am an Army civilian – a member of the Army team." – Army Civilian Creed

News and Notes

Awards

The **St. Paul District public affairs office** received a 2005 national headquarters Locke L. Mouton Award for “Excellence in Emergency and Disaster Response.” The office successfully created a St. Paul District emergency response public affairs augmentee team several years ago that was officially tasked last year in support of Hurricane Katrina. This program involves identifying and training non-public affairs personnel within the district to serve as field public affairs officers during times of disaster response.

Several St. Paul District public affairs augmentees deployed to Louisiana and Mississippi in 2005 in the aftermath of Hurricane Katrina, including **Mike DeRusha**, Lock and Dam 1; **Matt Percy**, former district historian; and **Aaron Snyder**, project management. “These guys did such a great job that the rest of the public affairs offices along the river have already, or are in the process of, creating an augmentee team,” said Shannon Bauer, the team leader. “Additionally, had they not excelled, the St. Paul District would not have been recognized with this award.”

The public affairs office has continued to use augmentees throughout 2006 and expects to continue needing more support if the St. Paul District is tasked with setting up a resident field office in Baton Rouge, La., this summer. For more information on becoming an augmentee, please contact Mark Davidson at 651-290-5201.

For the second time, the Department of Army selected **Crosscurrents** as a four-star publication in the May 2006 issue of *Post-30-*, published by the Print and Web Communication Division, Office of the Chief Public Affairs, Department of the Army.

Army newspapers that best exemplify command information principles and good journalism are given a “four-star” status and recognized on a quarterly list.

Crosscurrents first entered the rank of four-star Army publications in August 2003.

Also, the March 2006 *Post-30-* cited *Crosscurrents* in its “Roll Call” section for excellence in communications for the layout of the section, “Inside Katrina.”

Announcements

The St. Paul District Leadership Development class of fiscal year 2007 was announced May 23.

Those selected for the program include: **Ann Banitt**, hydraulics and hydrology; **Nathan Johnson**, Lock and Dam 1; **Kristin Kosterman**, information management; **Ann Mershon**, civilian personnel; **Aaron Snyder**, project management; and



Courtesy of the University of Minnesota

Calhoun family holds court

The Corps’ Jack Calhoun (right), project management, his wife, Karla (left), and their daughter, April (in basketball uniform) at Williams Arena basketball court on the University of Minnesota campus in late February. April was one of six senior basketball players honored by the university for contributions to this national top-20 program. She was one of three senior captains of the team for the 2005-2006 season and ranks in the top ten for assists in school history. She graduated in 2006 from the Carlson School of Management. She was an academic All-America in college.

Jonathan Sobiech, natural resources.

Brig. Gen. Robert Crear selected **Jacob (Jake)**

Bernhardt as the next chief engineer for the Dredge Thompson/Goetz operations. Bernhardt will be replacing Chief Engineer **Jim Krumm**, who will retire in June after more than 30 years of service to the district.

Corps' headquarters selected **Kurt Heckendorf**, engineering, for the Corps' Long Term training Program in fiscal year 2007. The program consists of a one-year training assignment as a graduate student at Virginia Tech (Virginia Polytechnic Institute and State University), in Blacksburg, Va. His area of study will be in the area of geotechnical engineering.

Denise Lepke, Lock and Dam 8, and **Jane Groth**, Lock and Dam 6, were selected for the 2006 Lockmaster Developmental Program.

They participated in the American Indian career fair at the American Indian Occupational Informational Center in Minneapolis May 25 as part of the developmental program. See "Lock operators open gates to Corps' careers," Page 10.

Dan Krumholz, channels and harbors, was selected as the new locks and dams operations manager, effective May 14.

Jim Roloff, acting contracting chief, was selected to fill this position permanently late January.

David Tropple, Lock and Dam 6, was selected as lockmaster of Lock and Dam No. 5, effective May 28.

Newcomers

John Albrecht, real estate, for the second time, Jan. 22.

Maler Annamalai, engineering intern, May 15.

Benjamin Cox, regulatory, May 1.

Simone Kolb, regulatory, March 16.

David Kollars, design branch, Feb. 19.

Thomas Krumholz, Lock and Dam 3, May 15.

Larry McClellan, natural resources, April 3.

Mai Chong Lee, engineering, Feb. 6.

Sean O'Hara, regulatory student, May 15.

Cale Richter, Blackhawk Park, May 16.

Michael Schamaun, Dredge Thompson, Feb. 19.

Yusef Shaqalle, engineering intern, Jan. 9.

Adrian Swanson, Lock and Dam 2, April 30.

Pa Xionx, public affairs, May 15.

Retirements

John Bailen, engineering chief, Feb. 3.

Anthony Basley, Lock and Dam 1, April 29.

Thomas Birkle, physical support branch, Feb. 28.

Gary Herbert, Upper St. Anthony Falls Lock and Dam, Jan. 3.

Jim Krumm, June 1, locks and dams and Dredge Thompson.

Richard Mattson, Lock and Dam 1, Jan. 31.

Rich Pomerleau, hydraulics and hydrology, Feb. 17.

Jean Schmidt, librarian, Feb. 28.

Robert Silvagni, readiness branch, Jan. 31.

Ben Wopat, operations assistant chief, April 1.

Births

Tom Stiel, western area office construction representative, and wife, Stepannie, celebrated the birth of their daughter, Abigail Nicole, May 19.

Jim Ulrick, project management, and wife, Terri, celebrated the birth of their son, Soren, Feb. 15, weighing in at 7 lbs. 6 oz., 21 inches long.

Taps

John Johnson, retired from information management, passed away March 23.

Jeffrey Just, Lock and Dam 3 employee, passed away March 17. Just started with the Corps as a laborer at Lock and Dam 9 in 1996. He moved to Lock and Dam



Jeffrey Just

3 in 1997 and Lock and Dam 2 in 1998. He returned to Lock and Dam 3 as a temporary lock operator in 1999 and

continued to work in that capacity each navigation season until being selected as a permanent six-month lock operator in 2003.

Arlee Keys, retired western area park manager, passed away May 7.

Milton Roppe, retired Headwaters' operations manager, passed away April 7.

Bruno Schiller, retired from the design branch structures section, passed away early April.

Roy Thatcher, retired from the Dredge Thompson, passed away April 7.



St. Paul District photo

Jane Groth (left), Lock and Dam 6, Trempealeau, Wis., and Denise Lepke, Lock and Dam 8, Genoa, Wis., represented the Corps at a Native American career fair in Minneapolis, May 25.

Lock operators open gates to Corps' careers

by Jane Groth, Lock and Dam 6

As the St. Paul District's 2006 lockmaster developmental candidates, Denise Lepke, Lock and Dam 8, and I participated in a career fair at the Native American Occupational Information Center in Minneapolis, May 25. The Native American OIC treated us to a wonderful lunch followed by a Round Dance demonstration.

The Corps of Engineers was one of approximately 18 employers present who had the opportunity to talk to about 75 interested high school and college students, as well as adults seeking employment options.

That afternoon, we promoted the Corps' student programs and career opportunities through the use of a free digital video disk, brochures and pamphlets.

"This was a great opportunity to represent the Corps and start our Lockmaster Developmental Program," said Denise Lepke. "Our recommendations for future lockmaster candidates participating in this career fair would be to bring ample brochures depicting the student programs, and if possible, have different departments represented at the Corps' booth to have a broad range of knowledge to answer questions."

2006 summer awards scheduled for June 23

The time is fast approaching for the 2006 Summer Awards Ceremony and Family Picnic. It is being held June 23 at the Eau Gale Recreation Area, near Spring Valley, Wis.

Tickets went on sale May 30.

Please check all-district e-mail for further information.

Ceremony co-chairs are **Chris Afdahl, Miray Welle and Kurt Heckendorf**, all in design branch.

Retirees may call **Jim Mosner** at 651-290-5512 or e-mail him at james.b.mosner@usace.army.mil.

Lock operator assists in rescue

Terry Fluekiger, head lock operator at Upper St. Anthony Falls Lock and Dam, assisted a Minneapolis fire and rescue squad in reaching a disabled boat on the Mississippi River May 22.

The boat was floating without power down the river near the Lowry Bridge.

"I launched life boat and proceeded upriver with three fire and rescue personnel," said Fluekiger. "We arrived at the Lowry Avenue bridge and assisted the city's fire and rescue boat in bringing the disabled boat back to shore."

The event took less than two hours.

"I live the Army values of loyalty, duty, respect, selfless service, honor, integrity and personal courage." – Army Civilian Creed