



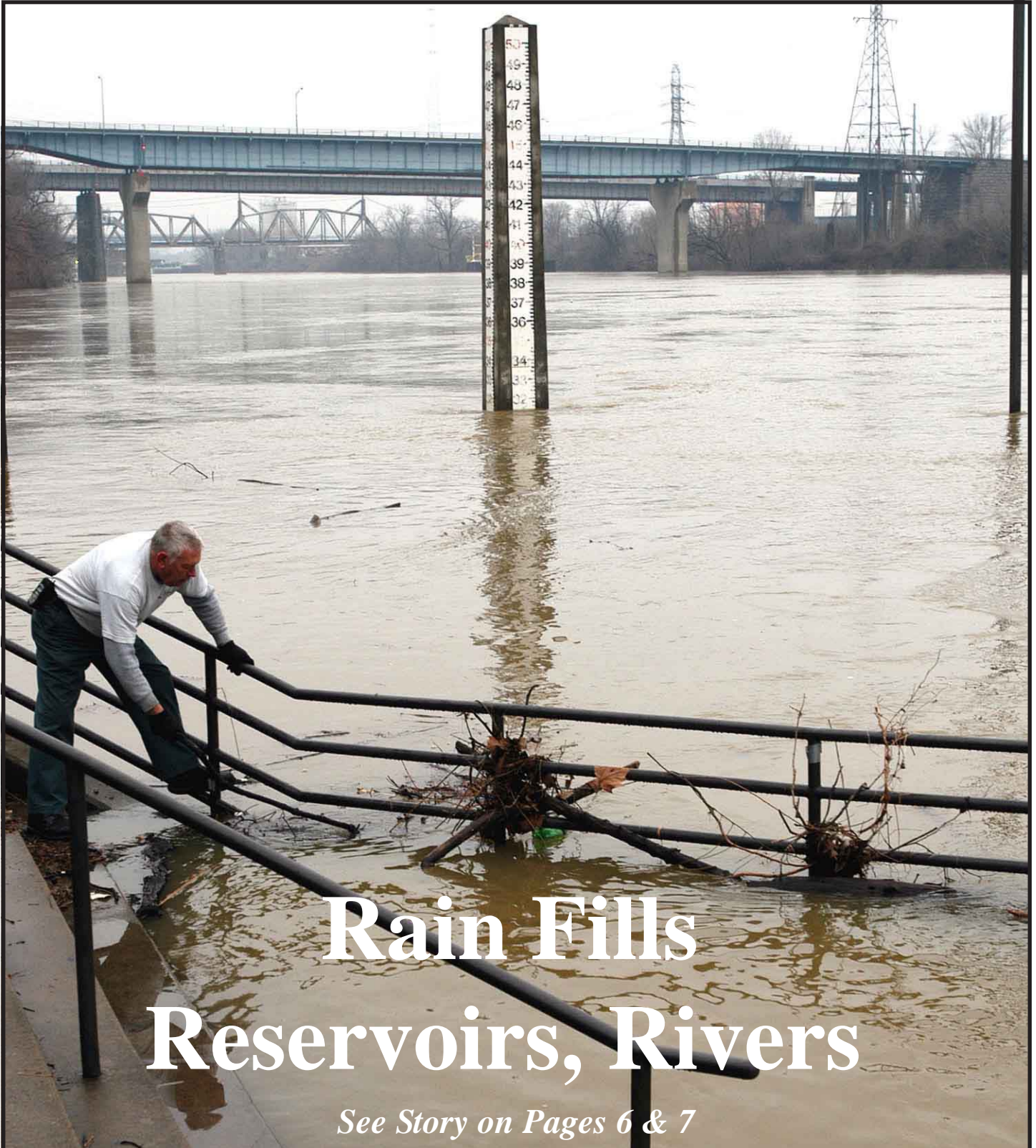
US Army Corps
of Engineers®
Nashville District

DistrictDigest

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Respected-Responsible-Reliable

March 2003



Rain Fills Reservoirs, Rivers

See Story on Pages 6 & 7

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The Honorable Howard Gentry, Jr., (left) Vice Mayor of Nashville, spoke about his memories of the Civil Rights Movement in Nashville during an observance in honor of the late Dr. Martin Luther King, Jr., held on Feb. 24. Randall A. Venson, a Social Worker and Community Activist, spoke for Black History Month Feb. 25 and talked about “The Souls of Black Folk: Centennial Reflections.” When the speakers were finished, attendees enjoyed a variety of foods prepared in honor of African Americans.

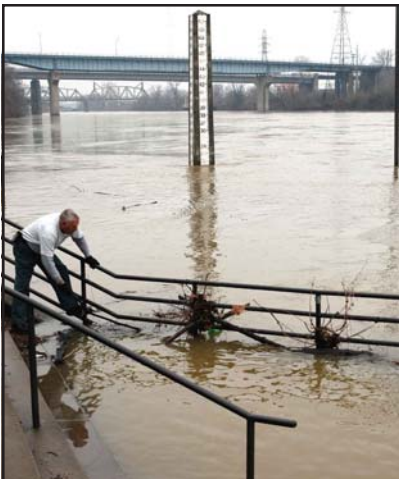


Photo by Dave Treadway

On the Cover

Jerry Webb, Metropolitan Parks Department, dislodges debris Feb. 24 from submerged handrailings at Nashville’s Riverfront Park. Waters rose to 36 feet on the gauge behind Webb and would have risen much higher if not for Corps of Engineers Dams upstream on the Cumberland and tributaries during February when more than eight inches of rainfall was recorded in the basin. The structures stored more than 1.5 million acre-feet of runoff. For full story, see pages 6 and 7.

DistrictDigest

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Information about the Nashville District may also be found on the District’s homepage at: <http://www.lrn.usace.army.mil>.

Lieutenant Colonel Steve Gay

The Bottom Line

Hello to everyone in the Nashville District! I hope you've had a great winter. I have, but I am also really, really ready for spring.

February not only brought us record snows, but also record or near-record rains across the entire District. Speaking of rain, you should know that our local flood protection projects in southeastern Kentucky helped residents and business avoid more than \$25 million in flood damages during the Feb. 16-17 flood event in that area. In addition, our reservoir projects in the Cumberland basin prevented millions more in flood damages on the Cumberland and Ohio Rivers. All of you, including many of our retirees, should be proud of the difference you have made in the lives of the public we serve up and down the Cumberland River basin.

I recently had the privilege of representing you and the District during our annual congressional visits in Washington, D.C. During our meetings, we provided requested information (prepared by many of you) on virtually all our projects. All concerned were extremely grateful for the information but, more importantly and without exception, every congressman and staffer was complimentary of the District and appreciative of your hard work and service to the nation.

I want to thank those of you who have volunteered to serve in the recent disaster recovery mission in Guam. While some volunteers were not selected for one reason or another, the following folks did actually deploy: Gerald O. Lee, Kathryn Grimes, Dane Owens, Yvette Walker, Mark Flick, Joe Adawag, John Baird, Charles Ogle, Cory Morgan and Dave Verploegen.

We have also had several folks deploy to support the war on terrorism and potential war with Iraq including Tony Ellis, Sharon Price, Joseph McMahan, and Bill Peoples.

Thanks again to all of you for your sacrifice and service. Assuming we continue waging our war on terrorism and we go to war in Iraq, the Corps will

continue asking for volunteers. I encourage each of you to seriously consider throwing your name in the hat. Those who have served in a disaster recovery mission or in support of a combat mission have, to the person, always returned with a sense of accomplishment and knowledge that they really made a difference. Just in case you think you might be interested in volunteering in the future, here are a few pointers for you:

1. I am the only person in the District who can deny your request to volunteer. So, until you have heard from me or your supervisor has spoken with me regarding your request, your request is pre-approved.

2. Duty position and grade are negotiable. This doesn't mean that you will be automatically promoted if you volunteer for a slot with a grade higher than your own. What it does mean is that your request for a project engineer, for example, may really mean they need somebody who is a self-starter who can accomplish tough missions and you need not ever have worked as a project engineer.

3. Dates and times are negotiable in most cases regardless of what the tasking says.



4. If you are interested in volunteering but they aren't asking for somebody with your expertise, see Dave Verploegen, and either I or somebody in your chain of command will let the right people know.

If volunteering for an overseas mission is not possible because of personal reasons, but you would still like to contribute to the country's effort in some way . . . please consider donating items (snacks, etc.) to the soldiers of Ft. Campbell's 326th Engineer Battalion. The 326th is an engineer unit in the 101st Airborne Division (Air Assault) and has recently deployed to Kuwait and is very likely to be in combat by the time the *Digest* is published in March. The District is serving as unofficial sponsor of this engineer unit's soldiers. Nashville District's Public Affairs

(See Bottom Line on page 11)

February Employee of the Month

Nancy Manahan, the Finance and Accounting (F & A) Chief in the Resource Management Office, was named February Employee of the Month for the Nashville District. While Manahan routinely performs her fiscal leadership role in an outstanding manner,



Nancy Manahan

her efforts during February deserve special recognition.

Manahan spearheaded the tremendous data gathering, record compilation, and personal coordination

with the Department of Defense Inspector General auditors who visited Nashville for their second and final Corps of Engineers financial statement review.

The F & A Chief also served as key district manager for the reconciliation of thirteen outstanding cost-share balancing taskings to make sure that no project would be immobilized when a new financial system programming change was implemented. She conducted Finance and Accounting Branch functions superbly during this period of turmoil, and still was able to provide prompt and accurate attention to and advice to the District Engineer about the lengthy federal Continuing Resolution Authority budget stalemate. □

Nashville Deploys Emergency Personnel to Guam

Compiled by Kathryn Grimes and Dane Owens

On Dec. 8, 2002, Super Typhoon Pongsona (pronounced Pong san wa which means 'little flower') settled over the island of Guam. For eight hours, the tiny Pacific island sustained winds of 180 mph, with gusts at 200 mph. Kathryn Grimes boarded a plane for the island on Dec. 19, just before Christmas. After a stop in Honolulu, she crossed the International Date Line and arrived on Dec. 21 to an island completely in the dark. FEMA generators supplied power to the hospital, the 9-1-1 center, and other life-saving services, but less than 10 percent of the island had electrical power.

"The Army's 249th Prime Power Black Lions deployed from Korea," said Grimes, "to assess power needs and stage generators. The Corps of Engineers also had a Prime Power Team providing expertise, contracting capabilities, logistics, and oversight to the power mission."

Drinking the water in the hotel was not advised, explained Grimes, and residents were told to be careful and not get it in eyes, ears and mouths while in the shower. FEMA supplied bottled water for drinking.

Few restaurants were open, since they could not pass health inspection without potable water. Lack of water also meant no open laundry facilities on the island.

Both of her arms were tattooed on the first day with shots to prevent typhoid, hepatitis, tetanus, and diphtheria, and she was warned of the hazards caused by the Typhoon; no traffic lights or streetlights worked, consider everything contaminated if it isn't bottled or canned, beware of poisonous brown snakes, and avoid hazardous materials washing into the sea. Officials reported very high e-coli readings in the bays.

Five teams of engineers provided safety assessments for public buildings. Those included schools, colleges, power plants, police stations, fire stations, a hospital, a morgue, labs, government buildings, hotels, and offices of the Governor. Teams consisted of structural, mechanical, and electrical engineers.

Even amid all the destruction, people found a way to celebrate. The Governor hosted a Christmas Dinner complete with



Photo courtesy of Kathryn Grimes

Kathryn Grimes helps Lt. Col. David C. Press, the Pacific Ocean Division Forward Headquarters Commander, clean up after serving Christmas dinner to about 7,000 victims of Super Typhoon Pongsona on Guam.

entertainment for shelter victims – about 7,000 people. The governor's wife asked Pacific Ocean Division Forward Headquarters Commander, Lt. Col. David C. Press, if Corps employees could help serve the food.

"We were more than happy to be able to participate," said Grimes. "The Coca-Cola and Pepsi bottling companies donated drinks, water and ice, but didn't provide a means to unload the trucks. We unloaded three tractor-trailers 'bucket brigade' style, set up tables, hauled food, and iced down drinks. Buses brought people from the shelters and we served food for two or three hours. The children were all so polite and well behaved and the adults were kind and very gracious. I felt like I had just experienced Dr. Seuss's 'How the Grinch Stole Christmas'. Even though these people had lost everything they owned, had no homes to go back to, and didn't know when they ever would, they all celebrated Christmas with food and singing and lots of love and compassion for each other. I feel very blessed to have been included. It was the best Christmas I've ever had."

When the last building assessments were completed on Jan. 16 and conditions were much improved, Grimes was 'voted off the island' on the following

morning. More than 75 percent of the island had electrical power, flowers and trees were beginning to bloom again, most schools had reopened and potable water was again available. Much of the storm debris had been moved to disposal sites and the island was starting to take on that 'paradise' look once again.

Nashville's Dane Owens provided audit skills for emergency response, management control and process improvement assistance. The Corps audit community was alerted of the need for an audit emergency responder in mid-December and the emergency responder flew to Guam Dec. 26.

"I was saddened when I heard of the devastation to the Island of Guam and its people and wanted to help," said Owens. "Having an auditor on the ground in the disaster area allowed hotel and meal per diem rate issues to be worked immediately instead of following the response period. As a direct result of the audit review accomplished on scene, a Corps Financial Center per-diem determination was made and prevented erroneous payments on travel vouchers." (Gerald O. Lee, Kathryn Grimes, Dane Owens, Yvette Walker, Mark Flick, Joe Adawag, John Baird, Charles Ogle, Cory Morgan and Dave Verploegen all served in Guam.) □

Hecker Named USACE Homeland Security Chief

WASHINGTON (Feb. 13, 2003) — Lt. Gen. Robert Flowers, commander of the U.S. Army Corps of Engineers (USACE), announced the appointment of Edward



Edward Hecker

Hecker to the position of Chief, Homeland Security Office in the Directorate of Civil Works at the Corps headquarters. Hecker assumed his new position Feb. 16.

Hecker, 52, had previously been chief of the Civil Emergency Management Branch at Corps headquarters for 10 years. Flowers established the new homeland security office to deal with potential threats to USACE facilities.

“I know Ed will do a great job in carrying out this mission of vital importance to our nation’s security,” said Flowers.

The USACE Homeland Security Office is responsible for USACE civil emergency management and critical infrastructure protection programs. In addition, Hecker is charged with working with elements of the new U.S. Department of Homeland Security, and the Army and Defense Departments to coordinate USACE support to the overall Homeland Security mission.

Hecker immediately revealed two of his immediate priorities.

“We need, first, to identify the individual and independent homeland security elements, initiatives and programs that are ongoing throughout the Corps, and organize them into a coordinated program framework. Secondly, we need to establish a dialog with our customers, stakeholders and partners to get their views on where USACE needs to focus its homeland security efforts,” said Hecker.

A Baltimore native, Hecker has worked at USACE headquarters since August of 1991. He had a previous headquarters assignment from 1982-87. In between, he was chief of Emergency Management for the USACE South Pacific Division in San Francisco.

He is a graduate of Johns Hopkins University, with a degree in civil engineering. □

David Loyd Selected for Resident Engineer Position

by Dave Treadway

David Loyd has been selected to the position of Supervisory Civil Engineer GS-13 and now serves as the Nashville Resident Engineer, a position formerly held by Harold Boswell.

Loyd began working for the Corps of Engineers as a Civil Engineer in 1983. The Donelson native came to the Corps from the Construction Branch of the Tennessee Division of Construction Grants and Loans. Before that he worked with a Regional Development District performing regional engineering studies that focused on non-point sources of water pollution (Section 208 of the Clean Water Act).

“I am honored that I was selected from a field of very strong candidates,” said Loyd. “I am privileged to have worked with Harold Boswell, Tommy McReynolds, Barney Davis, Johnny Wilmore, E.A.(Snag) Knight and many others who have passed a wealth of knowledge on to us all. I am looking forward to my new assignment as Resident Engineer. My job is made

easier by the great construction team assembled at the Nashville Resident Office. Management, past and present, has done an outstanding job in selection, training and retention.”

Loyd is a veteran of the U.S. Army. He served in Sinope, Turkey, with the Signal Corps.

He graduated from Tennessee Technological University with a B.S. in Civil Engineering. The father of three grew up in Donelson and incidentally explored the

cave which is just behind the Resident Engineer’s Office.

Daughter Jill is a freshman at Lipscomb University and runs track and cross country for Lipscomb. Youngest son Ryan is an accountant for the firm Rayburn, Betts and Bates PC. His oldest son Ben is in business with his grandfather. The two operate Nashville Door Closer, Inc. David’s wife Faye is an avid runner who competes in marathons, half marathons and 10K’s. □



New Resident Engineer David Loyd captured this image of a bridge installation at the Drakes Creek Ecosystem Restoration Project in Hendersonville, Tenn.

February Rainfall Fills Reservoir

by Dave Treadway

When February rain deluged Kentucky and Tennessee, Corps of Engineers dams on the Cumberland River and tributaries helped Nashville avoid the kind of flooding the city experienced after heavy rainfall in 1793, in 1927, and again in 1937.

District hydraulic engineers estimate waters would have crested at 44 feet, which is four feet above flood stage, without Cumberland River Basin structures in place.

Rain gauges last month recorded 8.47 inches of rainfall, more than twice the normal precipitation for the period. Dams at Center Hill, Dale Hollow, J. Percy Priest and Wolf Creek stored more than 1,575,415 acre-feet of runoff and released it downstream in an orderly fashion to protect homes and businesses.

According to Hershel Whitworth, Water Management Section, that amount is more than four times the amount of water normally stored behind J. Percy Priest Dam during the winter months.

More than half of that total, 4.5 inches, fell in the Cumberland Basin in three days. Another two inches of rain fell Feb. 22-23. Before the month ended and after 15 straight days without sunshine, about 15 percent of the flood control storage capability was utilized at Dale Hollow Dam, and 30 percent was being utilized at Wolf Creek Dam. At Center Hill Dam, 40 percent of the flood control storage was being utilized and at J. Percy Priest Dam, that number was 60 percent. Turbine capacity discharges were used to evacuate the storage as quickly



Photo by Ranger Terry Martin

Floating Mill Recreation Area literally is floating as Center Hill Reservoir used 40 percent of the flood storage capability after rains began to fall in mid-February.

as practical and to take advantage of the water to generate additional power. Nashville District also used spillway releases at every dam except Dale Hollow to prudently move water

downstream in amounts designed not to endanger riverside communities.

Lake Cumberland Resource Manager Craig Shoe calculated just how much water the dam has held back since the recent

rapid rise caused a 25-foot jump in the lake's level. "It amounts to about 400 billion gallons of water," said Shoe.

Shoe said water completely covered the parking lot of Halcomb's Landing, the launch

s, Closes Locks

area beside Wolf Creek Dam. It also caused the closing of Waitsboro Recreation Area and covered the lower parking lot at Fishing Creek Recreation Area in Pulaski County.

“The bad thing for us,” Shoe noted, “is there is a lot of drift and debris in the water, which will be a problem in cleaning up. When the weather breaks in a week or two, boaters should be watchful for a lot of drift.”

Water behind J. Percy Priest rose to a level of 496.3 on Feb. 18 before that level could be reduced in preparation for storing more runoff from future storms. The water level was reduced to 491.3 by midnight on Feb. 25, according to Ranger Greg Thomas, even though more rain continued to fall.

While significant localized flooding occurred, only minor flooding occurred along the Cumberland River itself. Celina crested at a stage of 26.2 ft. (official flood stage is 40 ft.), Carthage crested at 32.1 ft. (flood stage is 40 ft.), Nashville crested at 36.1 ft. (flood stage is 40 ft.), and Clarksville recorded 47.4 ft (flood stage is 46 ft).

Tennessee projects in the Cumberland Basin at J. Percy Priest, Center Hill, Dale Hollow, and Kentucky projects at Barkley, Wolf Creek, Middlesboro, Corbin, Barbourville, Pineville, Martins Fork, and Lake City were designed to reduce flooding. To date, they have prevented more than \$1.3 billion in damages. And when the final tallies are in from the February rain event, that number will go even higher. Preliminary estimates provided by Phillip Jones show that eastern Kentucky projects at Corbin, Barbourville, Pineville,

Middlesboro, and Harlan prevented more than \$25 million in damages during February. Final numbers are still being tabulated for reservoir projects.

The Federal interest in flood damage reduction began in the early nineteenth century in the Mississippi River basin when the interrelationships between navigation and flood damage reduction became apparent. As the nation developed and more construction occurred nearer the waterways, disastrous floods endangered life and property, as well as transportation. In the Flood Control Act of 1936, Congress extended the federal interest in flood damage reduction to the entire country.

Structures like Wolf Creek Dam, which cost more than \$124 million to build, have paid for themselves several times over just in flood damages avoided. Wolf Creek Dam is credited with preventing more than \$521 million in damages, and returns more than \$12 million annually from hydroelectric power generation.



Lillydale Recreation Area is used for storing water instead of hosting campers during a wet February.

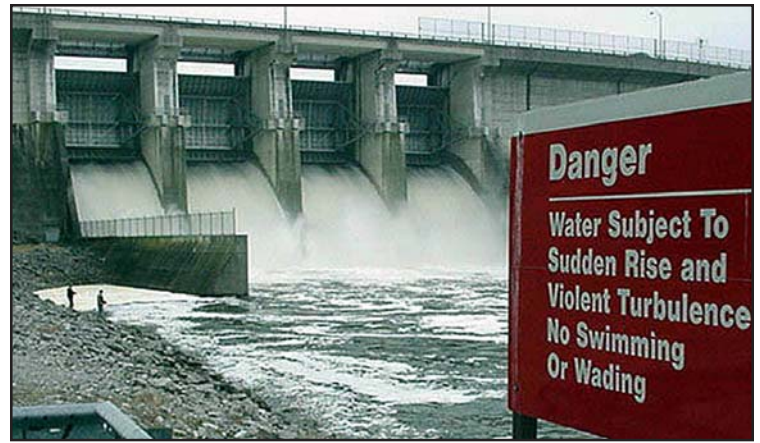


Photo by Ranger Greg Thomas

Two fishermen try their luck below a spilling J. Percy Priest Dam.

Annual economic benefits from more than 4 million visitors exceed \$150 million.

Reservoirs often include additional storage capacity for multipurpose uses, such as navigation, irrigation, recreation, municipal and industrial water supply, hydroelectric power, and fish and wildlife conservation.

The high water levels in the Cumberland River also caused problems for navigation.

“We had to close Cheatham Lock to barge traffic from 1:30 p.m. on Feb. 15 until 1 p.m. on Feb. 19 and again from 9:30 a.m. on Feb. 22 until 8 a.m. on Feb. 28,” said Lockmaster Billie Boyd.

At times Cheatham Dam was passing more than 123,000 cubic feet of water per second.

“That rate of flow had to fall to 90,000 cubic feet per second,” continued Boyd, “before the lock could reopen with tow sizes not exceeding 70' x 600'. When the flow drops under 75,000 cubic feet per second, the lock is open to traffic without tow size restrictions.”

Navigation on the Tennessee River was affected even more. Chickamauga Lock closed on Feb. 15, reopened on Feb. 21 for only 18 hours, then closed for the remainder of the month, and both Watts Bar Lock and Guntersville Lock closed Feb. 16. Once the rate of flow through the floodgates dropped sufficiently, Guntersville reopened on the morning of Feb. 19 and Watts Bar followed suit the following afternoon. Watts Bar then had to close again on Feb. 27 and did not reopen until Mar. 1.

The U.S. Coast Guard, in accordance with the Joint Corps/Tennessee Valley Authority/USCG River Operations Plan, closed the “Gorge”, an eight-mile section of the Tennessee River from mile 464 to 458, in mid-February and it was considered too dangerous to reopen at the end of the month due to Chickamauga flowing in excess of 90,000 cubic feet per second. Chickamauga was also finally able to reopen Mar. 1. □

District Plans Training Survey

by Judy Potaczek

Once again, it is time for Nashville to conduct an annual training needs survey. Like last year, the District will use the Automated Training Management Program (ATMP) to help manage the training program. A timeline will be published in March. Information Management will help by archiving FY03 ATMP data and preparing the system to accept FY04 ATMP data.

Division/Office, Branch, and Section Chiefs will review Mission Essential Task Lists (METLs) at all levels to include Individual Tasks. Mission essential tasks are identified first at the District level based on the District's mission.

Subordinate METLs are then identified at each lower level (division/office, branch, section, individual). Individual tasks are linked to specific task(s) at the next higher level. Super-visors must rate each task as either C-Critical, I-Important, or B-Beneficial and annotate such in the ATMP. The supervisor should also determine the necessary competence level required by individuals to perform the work. They must also rate/assess the employee's training level for each individual task as T-Trained, P-Partially Trained or U-Untrained.

Supervisors will then develop, revise and prepare Individual Development Plans (IDPs) for each employee under their supervision. IDP development is viewed as a joint effort between the supervisor and the employee and should include discussion about individual and organizational needs. The supervisor and employee will identify courses for FY04, identify a training priority, and include the courses on the revised IDP. The plan is not considered a guarantee, but rather a commitment to work together for the good of both the individual and the organization. IDPs will then be revised by Apr. 15 to meet Goal 3 of the *Nashville District Business Plan*.

For more information, contact Judy J. Potaczek, Resource Management, Training. □



Barney Davis leads discussion by senior leaders Feb. 12 about the self-assessment process.

Nashville Begins Self-Assessment

Story & photo by Dave Treadway

Senior leaders gathered Feb. 12 at J. Percy Priest to begin the yearly District self-assessment of our business processes, using Malcolm Baldrige criteria. Nashville District uses the Baldrige process as a continuous improvement tool and competes along with other Tennessee businesses in the Tennessee Quality Award competition.

Nashville District won Tennessee Quality Commitment Awards in 2000 and 2001 and took a one-year respite to concentrate on gaps identified by those self-evaluations.

"We should do this (self-assessment) for the right reasons," said District Engineer Lt. Col. Steve Gay, "to become a better organization, and for the benefits gained from the gap analysis."

Prior assessments have proven very beneficial to the District, pointed out Dave Day, deputy district engineer for Programs and Project Management, and have produced a number of programs and improvements. The list includes an Orientation for new employees, the Nashville Business Plan, the Account Executive Program, workplace improvements (air quality, hallway renovation), an Employee Survey, new parking arrangements, a revised Customer Survey, and the EAGLE (Employees Achieving Greatness and Leadership Excellence) Program. Most

projects undertaken by LDP (Leadership Development Program) classes were chosen from the list of Gaps identified by the self-assessment.

Before 2000, the District competed for two years with other federal entities in the Army Performance Improvement Criteria (APIC).

Facilitator Barney Davis, who worked as a team member on prior self-assessments, pointed out that Quality Improvement is continuous and is composed of four steps, 1) Plan, 2) Do, 3) Check, 4) Take Action. It then is repeated the next year.

February's meeting was the beginning of Step 1. Step 2 is a hard look at processes and the way the District conducts business. Team members put that assessment down on paper and submit the final product to Tennessee Quality. Step 3 is a prioritization of gaps, or shortcomings, identified by either the assessment team or outside inspectors. Step 4 is fixing the biggest gaps with programs or measures like those taken above and, logically, requires the most time.

The 2003 Assessment will be written by: Mike Ensich, Jody Stanton, Tony Bivens (Leadership); Dave Day, Cassandra Mora, Beryl Newsome, Avis Kennedy, Mike Wilson (Strategic Planning); Mike Farmer, Carol Warren, Wayne Huddleston, Todd Yann Customer Focus;

(See Self-Assessment Page 11)

Proposed Kentucky Projects Evaluated in Nashville

by Jay Sadler

Valentine's Day 2003 was not just a day set aside for lovers as representatives from Huntington, Louisville, and Nashville gathered to evaluate proposals from communities in Southern and Eastern Kentucky for possible inclusion in the Corps of Engineers Section 531 Program.

The Section 531 Program was authorized by the Water Resources and Development Act (WRDA) of 1996 expressly for Southern and Eastern Kentucky. The law allows the Corps to provide federal assistance for the design and construction of water-related environmental infrastructure, water resource protection and development, and environmental restoration. To date, all selected projects involve wastewater collection and treatment.

Notices are sent out to eligible entities in late fall or early winter requesting project applications. This year's cutoff date was Jan. 31, 2003. These applications must then be evaluated by the Corps of Engineers Section 531 Program division team. The team rates projects using an established scoring system. In addition, the State of Kentucky and Eastern Kentucky PRIDE (People Responsible In a Desirable Environment) group also provide input. Selected projects are scheduled to be announced on March 31, 2003.

Typically, the program is funded from \$2 to \$4 million dollars each year. This year's available federal funding is \$3 million dollars. A total of 31 applicants submitted projects valued at more than \$37 million dollars this year. Selected projects, by law, must be cost-shared 75 percent federal and 25 percent non-federal.

Once selected, the projects will be distributed among the three districts for management. Each project will require a Project Cooperation Agreement (PCA) prior to initiating any kind of work. Although the non-federal sponsor will design and construct these projects, they are federal projects that must meet National Environmental Policy Act (NEPA) requirements. □



Photo by Dave Treadway

Pictured Feb. 14 (from left) are John Yeager and John Rheme from Huntington District, Vicky Caldwell and Jay Sadler from Nashville, and Sean Hoben and Michael Moore from Louisville as they discuss the various applications for inclusion in the Section 531 program received from potential sponsors.

Tennessee Stream Mitigation Program Now a Reality

The U.S. Army Corps of Engineers recently joined with other federal and state agencies in Tennessee to sign an agreement that establishes a mechanism to reduce adverse impacts to springs, branches, creeks, and rivers to protect them from continuing development within the state.

The In-Lieu-Fee (ILF) Stream Mitigation Agreement will allow road builders, developers, and contractors to meet their mitigation obligations by paying into a fund to restore or rehabilitate degraded streams. The ILF Agreement affects development permitted under the Corps of Engineers' Department of the Army Permit Program and Tennessee Department of Environment and Conservation's (TDEC) Aquatic Resource Alteration Permit Program and can *only be used* after efforts to mitigate stream losses on-site have been exhausted.

"Stream mitigation is long overdue," said Nashville Biologist Joe

Cathey. "We have had wetland mitigation for some time and we are glad to now be able to add this to our toolbox."

The ILF Agreement is an agreement between the Nashville and Memphis Engineer Districts and the U.S. Fish and Wildlife Service, Environmental Protection Agency Region IV, Tennessee Valley Authority, Tennessee Wildlife Resources Agency, TDEC, and Tennessee Wildlife Resources Foundation.

A nonprofit organization created specifically to support fish and wildlife programs in Tennessee, the TWRP will manage the ILF stream mitigation program. Priority will be given to 303(d)-listed streams in the watershed where impacts occur.

Stream mitigation techniques will include fencing cattle from creeks, planting and placing riparian zones in conservation easements, restoring channelized streams to their original courses, and in-stream structure. □

The Corps Crowd

Congratulations to . . .

. . . The Corps of Engineers' own Shonka DuKureh, who recently performed in American Duet, a professional non-union production by the Actors Bridge Ensemble at the 12th & Porter Playroom in February. One reviewer mentioned her dazzling vocal talents as she delivered a "take-your-head-off gospel solo in a spiritual and, in a chilling verse of Strange Fruit." Next up, Hollywood!

. . . Myrna King, who was awarded a Certificate of Appreciation in recognition of 4,450 hours, 14 years service and exceptional contributions as a counselor for the Rape & Sexual Abuse Center.

Farewell to . . .

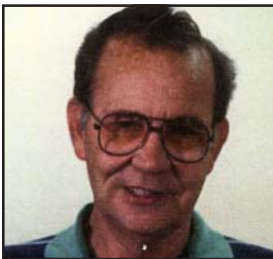
. . . Leveda Parton, Contracting Division, who retired Mar. 3.

. . . Rita Goncalves-Muex, who left the Corps in March to accept a job with the Contracting Office at Fort Campbell, Ky. She says thanks and farewell to all and may God continue to bless each and every one of her COE family .

. . . Luis Noble, who is retiring at the end of March. Upon his departure, he leaves us a thought borrowed from the Greek poet Homer that is how he would like to be remembered. "He lived in a house by the side of the road and he was a friend of Man."

Sympathy to . . .

. . . the family of Kinnard P. "Kin" Crunk, age 75, who passed away on Feb. 16. Kin worked in the Print Shop when it belonged to



the Nashville District, and retired about the time it passed over to DAPS. He was 14 when he joined the Merchant Marines, following the Japanese attack on Pearl Harbor, and joined the U.S. Navy when he turned 17.

. . . the family of Wade Whittinghill, whose mother, Florine Whittinghill, passed away Feb. 27.

. . . the family of Howard Hollis, a retired Fort Loudoun Lock Operator, who passed away Feb. 28. Howard was also a WWII veteran who served in the U.S. Navy aboard the battleship New Jersey.

Baby Brigade . . .

. . . Electronics Technician Mike Swing became a grandfather when daughter Frances gave birth to son, Nicolas, on Jan. 30.



Nicolas arrived weighing 7-lbs., 8-ozs., and measured 19-and-1/2 inches.

. . . David Monroe, Regulatory Specialist at the Western Regulatory Field Office became a first-time grandfather when his daughter delivered Christian Blake



Speegle on Jan. 26. Christian bounced into the world weighing 6-lbs., 8-ozs., and was 18 and 1/2 inches long.

Thank you to . . .

. . . all our friends for the phone calls, the cards, and the visits during Larry's illness until his death. All were most appreciated but most of all thank you for the continuous support and prayers that you're still showing. The phrase 'Thank you' is made up of two words with unlimited value and really stands for an act you all displayed.

Angie & LaFonte' Miller.

. . . all Nashville District employees who helped Second Harvest Food Bank of Middle Tennessee "Fight Hunger and Feed Hope" during the Christmas season. Corps employees donated more than 280 pounds of food during the holiday collection period.

Upcoming Events . . .

. . . The next U.S. Army Corps of Engineers Retiree Luncheon will be held Mar. 19 at the Piccadilly Restaurant, Madison Square, Madison, Tenn., beginning at 12 noon. For further information, contact Hobart Parrish at (615) 855-1952.

. . . Nashville District will host a meeting for navigation interests on Wednesday, Mar. 19 at 10 a.m. in room A640. The meeting will feature discussion on upcoming lock closures and channel conditions, as well as U.S. Coast Guard activities related to Aids to Navigation, marine safety, and Tennessee Valley Authority activities.

. . . The slide show entitled "Hidden Heroes: African-American Women in World War II" will be presented on March 18, 20, 25, and 27 at 11 - 11:30 in Room A640. All employees are invited to attend.

Friday 13th Lucky Day for Engineer Day Picnic

Red, White, & Blue Family Day is the theme for the 2003 Engineer Day Picnic June 13 at Old Hickory Lake's Rockland Recreation Area.

Planners are making arrangements for all the traditional 'fun' events for both youngsters and adults alike and may even be able to work in some new attractions. Look for updates on activities in upcoming issues of the Digest.

Proceeds from Management Sponsored Activities events, such as the recent Valentine's Day bake sale, help off-set the costs of Engineer Day activities. The next event, a Chili cookoff/garage sale, is set for April 9.

Mark your calendars for June 13 and watch the Digest for numbers to call to purchase tickets. A collection of photos and details from the 2002 picnic can be viewed online at <http://www.lrn.usace.army.mil/pao/digest/0702/story05.htm>. □

Projects Tackled by LDP Teams Produce Results

by Dave Treadway

Participants in the Nashville District Leadership Development Program, initiated in 1998, have worked on a number of projects and their labors have benefited the entire District workforce in a number of ways. Each class usually took on two different 'perceived shortcomings' and recommended courses of action leadership might take to improve each one.

The inaugural class developed two surveys, one to solicit input from District customers, the other to acquire feedback from District employees. Each employee was provided a survey, invited to complete it and then given a summary of survey results. That employee feedback revealed short-comings which

subsequent LDP teams attempted to solve with projects of their own.

The 1999 LDP team tackled Performance Recognition Awards, an area of concern identified by the customer survey, and the Balanced Scorecard. The study team reviewed the awards system and made a total of 11 recommendations to promote a fair and equitable system. To date, leadership has implemented nine of those recommendations.

A balanced scorecard approach to business says organizations should focus on customer relations, internal processes, innovation and learning, and financial considerations to ensure success. And this balanced scorecard should be an outgrowth of the organization's strategic planning process. Leadership agreed and today the Nashville District Business Plan

is distributed to each employee, the direct result of the efforts of 1999 LDP Team.

In 2000, LDP participants chose to tackle Real Property Management and Operations Division's Maintenance Backlog. The Property Management team reviewed and mapped the process of purchasing property items with a dollar value of less than \$25,000 and evaluated strengths and weaknesses in the system. The study included the entire process from establishment of need for the property to the disposal of used, or obsolete property. Operations Managers can now sign the Property Authorization Document, and nearly half of the team's recommendations were adopted. For full story, see <http://www.lrn.usace.army.mil/pao/digest/>

(Self-Assessment cont. from page 8)

Bill Barnes, Bob Miller, Bill Fisher, Danita Jones, Jim Deal, Todd Duncan (Information Management); Major Robert Pegg, Marva Morris, Christine Rossi, John Restey, Curtis Malone (Human Resource Focus); Doug Radley, Ralph Ownby, Barney Davis (Processes); Roger Brown, David Bethurum, Tom Cayce, Vicky Goostree, and Gary House (Business Results).

"Benefits of team quality," said LTC Gay, "are the workshop, benchmarking against other agencies, getting good ideas from outside sources, production

deadlines, and structure. Outside feedback is good and we can take advantage of that. We could come up with our own plan, but this way we benefit from the ideas of others. In the private sector everyone's goal is to make money or save money, ours is to get something done.

Improvements are what we are after in this assessment process."

"In 2002, we decided to work on gaps we discovered the year before," said Davis, "and took a year off from the assessment process. The LDP team worked on some of those gaps.

"The Baldrige process is good because it forces us to improve ourselves, it improves our workforce. And this is not optional, we are mandated by the federal government to do that," concluded Davis.

Members of the assessment team will gather data beginning this month, write a final assessment by July 1 and submit that assessment to Tennessee Quality by August 1. Employees may be asked to assist team members during the data-gathering phase. The team invites all employees to submit items for consideration at any time. □

(The Bottom Line, cont. from page 3)

Office, led by Ed Evans, has agreed to serve as the District's coordinator for this initiative. Those of you who have been deployed in uniform or as a civilian know how much it would mean to this engineer unit's soldiers that somebody back home is thinking of them and is trying to help. As you may expect, some families will do a great job of keeping in contact with their soldier, but others will not. And even if 100 percent of the families do stay in contact, many families cannot afford to mail snacks and other nice-to-have items to their soldier. Soon Ed Evans will send out an email District wide listing the type

of supplies these great soldiers would find most useful. Thanks in advance for your generous donations.

The spring season is upon us and with it can come severe weather. This could come in the form of severe thunderstorms and possible tornadoes. There are some things you can do to protect yourself and your family during severe weather while in-doors are; avoid using telephones, and stay away from open doors, windows, and appliances. Listen to a weather radio if you have one. If you think a tornado is coming, go to the lower part of your house if possible. Put as many walls and floors as possible

between you and the tornado. If caught outdoors, seek shelter in a sturdy building, get out of boats and away from water. If no shelter is available, find a low spot such as a ditch or culvert, away from trees, avoid hilltops and open spaces. On the other hand, the least safe place to be is in a car. If you are in a car, abandon it immediately and find a ditch to lie in. Severe weather should be taken very seriously. Thunderstorms cause an average of 200 deaths and 700 injuries in the United States each year.

Thanks to all of you for your service. I look forward to seeing you in the hallways or on the projects! □

U.S. Army Corps of Engineers
Nashville District
P.O. Box 1070
Nashville, TN 37202-1070

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Coast Guard Auxiliary Offers Boating Safely Courses

The U.S. Coast Guard Auxiliary is now offering a boating safety course, entitled *Boating Safely*, at a number of locations to help boat operators prepare themselves for warmer weather and a season of fun.

Boating Safely is an eight-hour, eight-chapter course designed to appeal to hunters, anglers, personal watercraft operators and other boaters who cannot find time for a full, comprehensive course. Topics include an introduction to boating, boating laws, personal safety equipment, safe boat, boating problems, pulling boats with trailers, storing and protecting your boat, and a chapter on using boats for hunting, fishing, water-skiing, and boating on rivers.



Individuals who successfully complete the course and exam are awarded certificates of completion. Some marine insurance companies offer discounts on boat insurance to boat owners who have successfully completed this course. Class dates and times are subject to change. Classes are free of charge but students must purchase their own text-

books from the flotilla unit offering the class.

Saturday, Mar. 8
Metro Police South Precinct on Harding Place (8:30 a.m.- 4 p.m.)
CALL 943-1974

Saturdays, Mar. 22 & 29 (Two-part Series)

Bellevue United Methodist Church (8:30 a.m. - 2:30 p.m. each Saturday)
CALL 797-5259 or 868-7254

Saturday, Mar. 29
Travis Boating Center - Hendersonville (8:30 a.m. - 4:30 p.m.)
CALL 643-3500 ☐

March Dates in District History

1819, Mar. 11 - Long before there was a Nashville District, the steam-boat General Jackson used a sudden rise in the Cumberland River to pass the treacherous sand bars of Harpeth Shoals, becoming the first commercial steamer to reach Nashville.

1881, March - The Corps of Engineers was laboring to build a system of lateral canals to bypass Muscle Shoals on the Tennessee River.

1881, Mar. 11 - Legendary outlaws, Frank & Jesse James relieved the District Paymaster of his \$5200.00 payroll for the canal workers.

1938, Mar. 15 - During an inspection visit, District Engineer LTC Charles E. Perry drowned at Wheeler Lock & Dam after a fall from the spillway wall. He is the only DE to die while in command at Nashville.

1941, March - The Main Lock at Watts Bar, located at mile 529.9 of the Tennessee River, was opened to navigation.

1942, March - Workers began construction of the Berry Hill Air Crew Classification Center. The District was also pressing construction of a large prisoner of war compound at Crossville, Tenn.

1975, Mar. 11-14 - The resulting floods from ten inches of rain raised the level to 48 feet on the main stem of the Cumberland River. Without District flood control reservoirs, a record flood would have resulted and with it an estimated \$150 million dollars in damage. Actual damage totaled 17.9 million.

For all important dates in Nashville District History, go to the History web page, http://www.lrn.usace.army.mil/history/dates_in_history.htm. ☐