



US Army Corps
of Engineers®
Nashville District

DistrictDigest

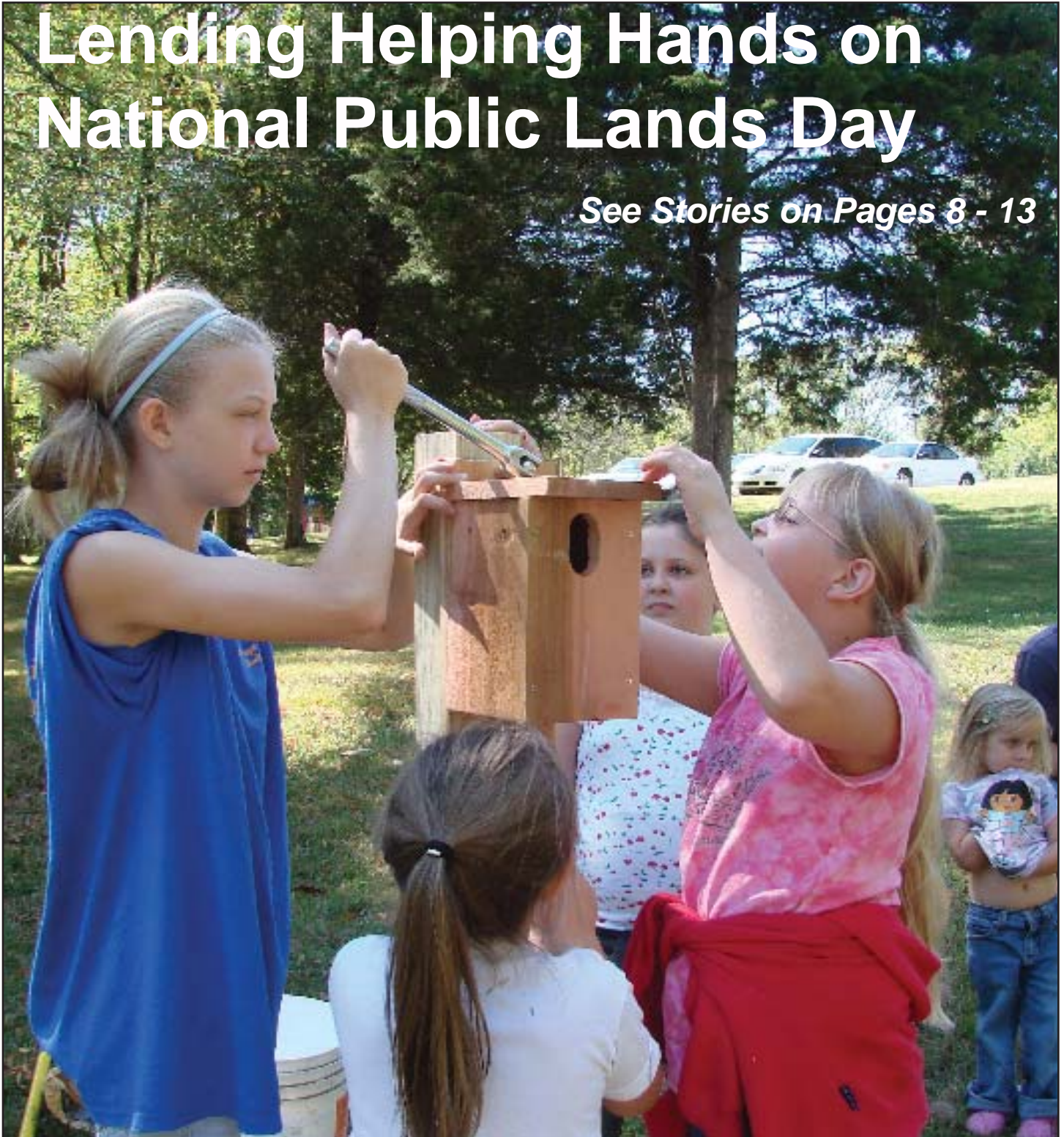
Volume 107, Number 10

Relevant-Ready-Responsive-Reliable

October 2007

Lending Helping Hands on National Public Lands Day

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Corrections to September Digest

The September Digest erred in characterizations of some FEA Awards. Barney Davis placed second in the Outstanding Manager of the Year award category. An employee with the U.S. Attorney's Office was the winner. Mike Zoccola placed second in the Outstanding Supervisor of the Year award category. An employee with the IRS was the winner. Nancy Manahan was the winner of the

Outstanding Professional Award. Kathryn Firsching placed second in the Outstanding Professional award category. Amy Robinson was the winner of the Outstanding Scientific Awards. Kelly Wanamaker placed second in the Outstanding Technician award category. An employee with the IRS was the winner. Roy Joines was the winner of the Outstanding Trades and Craft Award. We regret the errors.



photo by Civil Engineering Technician Ronnie Devlin

On the Cover

Each District Lake hosted members of the public for the one day each year that is devoted to giving them a chance to help tidy up public lands. Volunteers showed up in force at some lakes to fix up, pick up, and clean up where it was needed. And when work was done, the Corps made sure everyone was not hungry but well fed before they headed home. For complete stories, see pages 8 - 13.

District Digest

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Articles, photographs, and other contributions are welcomed and encouraged. The editor reserves the right to make editorial changes to all material submitted for publication.

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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>

Lindstrom Sends

Greetings! This is my third opportunity to report to you since taking command in July. Cara and I are simply amazed at the wonderful culture of friendship and camaraderie that everyone demonstrates as valued teammates supporting the Nashville District mission. In the first article published in August, I tried to introduce my family and tell you all about us. In the second article in September, I focused on my leadership style and what my personal leadership beliefs are so that we could have some common ground for discussion and growth. The purpose of this article is to build on the first two and discuss the path we must follow to go from 'Good to Great.'

Communication

Since July I have traveled to many parts of the District. I have not seen and met everyone, but my goal is to get out, meet and talk with you. Your selfless service and dedication to our mission continue to promote a legacy of engineering excellence that will serve the future as it has since 1888, and we continue to achieve great feats. Here are a few I have personally observed that deserve a High Five!

- The Wolf Creek team, along with many senior leaders in the District, developed a strategy for determining future lake levels that ensures public safety and allows the project to serve the public by restoring the capability to provide the benefits of flood damage reduction, hydropower, water supply, and navigation. Nashville is leading the nation in Dam Safety and Project Risk Management. **THIS BUILDS COMPETENCE & CONFIDENCE!**
- The Public Affairs Office enabled the District to communicate the Wolf Creek lake level strategy in a timely manner that makes the public aware of our decision timeline and on what we base our civil works engineering decisions... Safety! **THIS BUILDS CREDIBILITY!**
- Super Accomplishment acknowledged by the Council on Environmental Quality to Patty Coffey, Chip Hall, Kathryn

Firsching, and others for outstanding performance with NEPA compliance with Wolf Creek. CEQ also gave Nashville District kudos for putting video clips of public meetings on the Wolf Creek website, and CEQ was very satisfied that the Nashville District has not only worked diligently to meet the requirements of the alternative arrangements and mitigation measures, but has met those challenges in a timely and responsive fashion. They were particularly impressed with the pumps installed in the tailwater to ensure that cold water would be available to the Fish Hatchery to alleviate the warm water effects of lower lake levels. Third, CEQ was pleased that the draft EIS is on track to have a Record of Decision (ROD) in approximately the same timeframe as the interim decision on whether to change the pool levels in January 2008. **THIS DEMONSTRATES OUR PASSION FOR WHAT WE DO!**

- Operations, Real Estate, Planning, and Counsel have taken a personal interest in supporting our stakeholders affected by the loss of income due to the lower lake levels by ensuring that permits, easements, environmental determinations, shoreline cleanups, and shoreline management issues are processed with quality and in a timely manner. **OUTSTANDING TEAMWORK!**
- Emergency Management, with the help of one of our LDP teams, conducted a highly successful exercise involving both Kentucky and Tennessee county and state officials, lowering the consequences of flooding to citizens living below the dam. **BUILDING PUBLIC TRUST AND CONFIDENCE!**
- The District currently has two employees deployed ISO GWOT. Chuck Ogle in Baghdad, Iraq and Joe McMahan in Kamdesh, Afghanistan, and we have four more highly skilled folks who are ready to go. Two others are deployed with their military units, Sergeant First Class Robert Franklin, as a member of the Army National Guard, and Tech Sergeant Chris Stempson as



a member of the Air National Guard. **EXEMPLIFIES SELFLESS SERVICE!**

- All supervisors have professionally navigated through NSPS, our new personnel system. NSPS proves that we have a reliable 'Pay for Performance System' that will help us reward **GREAT** employees. **STARTING OUR JOURNEY TO BUILDING A GREAT TEAM!**

These accomplishments, and I am sure there are many more, all contribute daily to the mission success of Nashville, the Division, and the US Army Corps of Engineers. You are contributing to the Nation's history now. Thank you for all you do!

As I mentioned last month, our Corps leaders are interested in applying the principles defined in the book by Jim Collins entitled "Good to Great". I highly encourage you to read this book if you are a supervisor or an aspiring leader. The principles that Collins writes about can be applied to our organization. One of the key principles that he discusses is about putting the right people on the bus. LTG Van Antwerp highlights this by stating that we are "All about People". For the Nashville District it should be All about People! We are a service-oriented organization that operates to achieve goals aligned to accomplish a mission. People - not our processes, products or profitability - define and make the relationships that build trust and confidence with our teammates (customers, stakeholders, and fellow engineering organizations). As a matter of fact, it is our People who make

(Continued on page 14)

Barkley Power Plant Rehab to Begin

By Dave Treadway

For the first time in many years, the Corps of Engineers will soon begin the rehabilitation of a power plant based on a Major Rehabilitation Evaluation Report.

A total of \$1.9M of Construction General funding will be added to the FY08 budget to begin the rehab of Barkley power plant, work expected to cost approximately \$60M.

The funds provided will be used to refurbish the power plant crane, the major component necessary for follow-on work. Officials estimate that work may take six to eight months to complete.

"In the past," said Nashville District Deputy Chief of Operations Ralph Ownby, "Evaluation Report completion really meant little. Barkley is setting a precedent with this rehab start." That report was signed May 7, 2003.

Hydropower Project Manager Jay Sadler discovered the \$1.9M when it showed up in a table of the Energy & Water Development Agency Appropriations Bill 2008, part of \$95M designated for that business line.

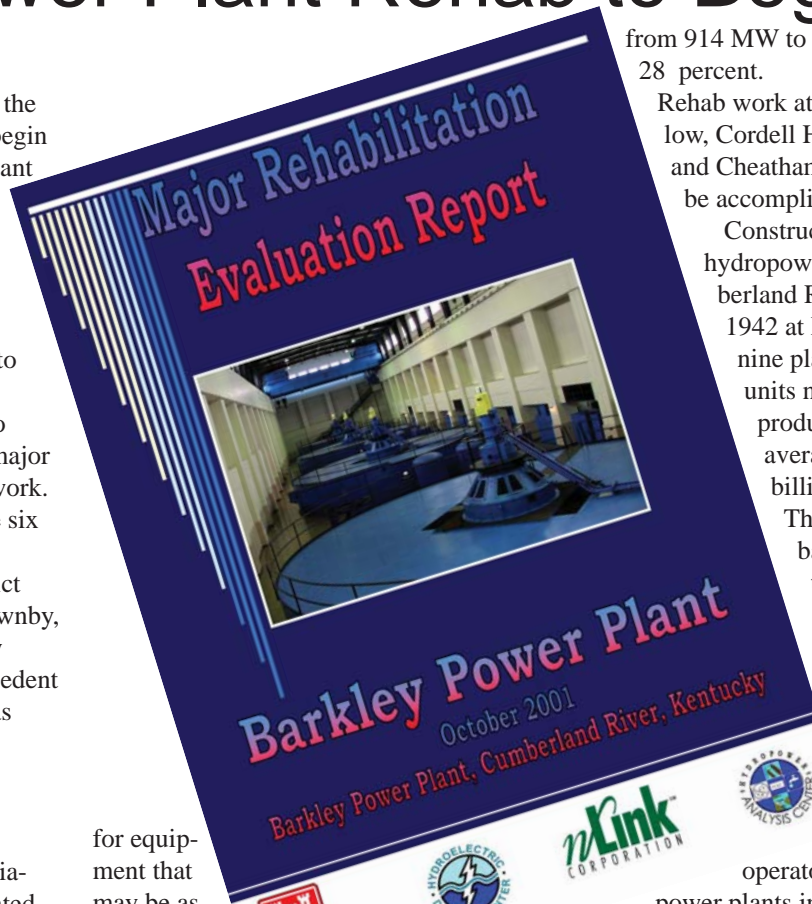
Barkley power plant, located in Lyon and Livingston Counties, Ky., went online in January 1966. Routine generator tests have indicated accelerated degradation of the stator windings, the average life of which is 35 years in the Corps of Engineers. Recent inspections also revealed unexpected structural cracking at turbine runner blades.

All rehab studies and design activities are currently funded with Operation and Maintenance funds, but will be converted to Construction General funding upon approval of the final rehab report.

Once the rehab is complete, the turbine capacity will be rated at 165 megawatts (now 130 megawatts), an increase of 26 percent. Much of this uprate, according to Sadler, is due to improved technology installed during the rehab.

Power plants in the Nashville District range in age from 60 to 30 years.

"Longevity," said Sadler, "is a tribute to maintenance people who keep them operational long past their design life. It is very difficult to find replacement parts



for equipment that may be as much as 60 years old.

The rehab will allow us to modernize many of the old mechanical systems, such as governors, with digital systems."

The District is preparing similar Rehab Reports for three other power plants. The Wolf Creek power plant, in Russell County, Ky., went online in 1952. Once rehab is complete, total capacity is expected to be 403.2 MW (67.2 MW per unit), an increase of 66 percent. Total fully-funded costs for the Major Rehab Project are estimated to be \$84M.

Center Hill power plant, in Dekalb County, Tenn., went online in November 1948. Efficiency losses of the turbine runners, due to age and wear and tear, warrant installation of new turbine runners. Old Hickory power plant, Davidson and Sumner Counties, Tenn., went online in 1957. Routine generator tests there have also indicated accelerated degradation of the stator windings.

When rehab work on all those is complete, 'nameplate capacity' would increase

from 914 MW to 1,170, an increase of 28 percent.

Rehab work at Laurel, Dale Hollow, Cordell Hull, J. Percy Priest, and Cheatham power plants may be accomplished in the future.

Construction of the first hydropower plant in the Cumberland River Basin began in 1942 at Dale Hollow. The nine plants containing 28 units now in the valley produce an estimated average output of 2.9 billion kwh of energy.

The year 1989 was a banner year when the District generated 4.1 billion kwh and returned nearly \$30M to the US Treasury.

The US Army Corps of Engineers is the largest owner/operator of hydroelectric power plants in the US and one of the largest in the world. The Corps' 75 plants have a total capacity of 20,720 megawatts and produce nearly 100 billion kilowatt-hours each year. This is nearly a quarter of the nation's total hydropower output.

Retirees Plan October Meeting

Corps of Engineers retirees will hold their last meeting of the year on October 17 at the Piccadilly Cafeteria in the Madison Shopping Center, just north of where Briley Parkway crosses Gallatin Pike.

All Corps retirees, family and friends are invited to the Luncheon (Dutch Treat). A reservation is not required, and, although the program begins at noon, arrival at the Cafeteria anytime after 11 a.m. is okay.

For more information, email Oscar Krosnes at okrosnes@yahoo.com.

Major Ramp Improvement to Open Soon

by Project Engineer Kimberly Warner

The Halcomb's Landing boat ramp and parking area at Lake Cumberland look a lot different today than they did just a few short months ago, and users of the renovated location will tell you it's a change for the better.

Construction on the area is now nearing completion, but boat owners have been allowed to 'test' the new ramp and parking area on select weekends, with rave reviews!

The new ramp allows four boats to easily launch at the same time with room to spare (see photo below), even with the lake level below 680'. The new paved parking area will include spaces for almost 100 vehicles and trailers, once striping is in place. The asphalt has been laid on the parking area as well as on the new access road from a widened US Highway 127. Light poles have been installed and the guardrail should soon be complete. The



A much wider ramp at Halcomb's Landing allows four boats to launch simultaneously.

CFC Fund Drive Begins

The 2007 Combined Federal Campaign kicked off September 20 for employees of federal agencies in Tennessee with an Agency Fair outside the Federal Building.

More than 40 agencies attended and provided information about their organization. More than 240 people enjoyed Barbecue prepared by DJ's Café.

Nashville District has set two goals for 2007. The first is to raise at least \$48,000. The second is to attain participation in the Campaign for 50 percent of employees. This year's nationwide CFC goal is \$1.2 million.

"Over the years I have been constantly amazed by the giving spirit of our employees," said Mike Wilson, deputy district engineer for Project Management, campaign chairman for Middle Tennessee, "As a result, I believe strongly that, as managers, we need to afford every opportunity to our employees to participate in CFC."

Amanda Gill and Joanne Mann, as District co-chairs, will work closely with office keyworkers who are encouraging early donation to take advantage of weekly drawings for door prizes.

new Comfort Station was pre-fabricated off-site and installed the first week of October. The boat ramp also features a handicap-accessible loading ramp to help boaters get in and out of their vessels, the only one of its kind on Lake Cumberland.

Administered by the Wolf Creek Resident Office, this project has presented many challenges and opportunities as the construction team sought ways to meet the needs of 2007 summer recreation users

from afar, as well as those in local communities. Their work was made much more challenging by required cooperation related to construction activities on the adjoining Wolf Creek Dam.

In a few short weeks, however, the construction signs, warning cones and traffic delays will be only a memory as a spectacular new access to the still-abundant waters of Lake Cumberland begins life on the beautiful Russell County shoreline.

September Employee of the Month

Lake Cumberland Conservation Biologist Brant Norris has been selected as the Employee of the Month for September.

The abrupt adjustment of the Lake Cumberland pool elevation in January required immediate and responsive action on the part of the Corps of Engineers to off-set significant social and economic impacts to the surrounding area. Lake access was severely restricted, a situation



Brant Norris

that threatened extensive economic impacts to the region's economy which is heavily dependent on tourism.

Norris' professionalism in promptly co-

ordinating the issue of permits for launching-ramp and water-intake extensions was crucial to the process of mitigating impacts. This work involved extensive coordination, exceptional communication skills, persistence, and patience. He performed each task with great intelligence, ensuring that an excellent product met the needs of each customer as well as the Corps of Engineers. His contributions to provide lake access to the public were substantial and critical.

Norris was very responsive and consistently demonstrated respect for and consideration of customers when dealing with the emergency situation. He made personal sacrifices to work longer hours and always maintained a positive attitude. His professionalism, teamwork, dedication to duties and willingness to go above and beyond normal job requirements are a reflection of the quality performer he has become.

Brother of Corps Worker to Speak About Disability

by Allison Jarrett

Like most kids, growing up for Robert McGowan meant school-work, sports, and playing with his siblings. But unlike most kids, growing up for Robert McGowan also meant 108 broken bones, more than 40 surgeries, and all the challenges that come with managing an often crippling disease.

McGowan, the brother of Daphne Jackson, Civil Design Branch, has a medical condition called *osteogenesis imperfecta* (OI). Also known as brittle bone disease, OI is hereditary, and occurs when the gene responsible for producing bone-strengthening collagen is defective. This faulty gene leads to weak bones that break very easily, and in some cases, for no apparent reason. Between 20,000 and 50,000 people have OI in the United States.

For Robert McGowan, OI did not stop him from doing most things kids enjoy. "I did everything strenuous," he said. "I have a brother who's a year younger, so I played football like he did. I broke a lot of bones wrestling too, everything I wasn't supposed to do."

In his efforts to be a normal kid, however, he often ended up sidelined, wrapped in heavy casts. By the time he reached the age of 20, McGowan had attained the statistics noted above. Sometimes, he would break

bones by simply rolling over in bed, or even while being examined at the hospital.

With the city schools unable to handle McGowan's condition, mother Betty decided to pull him out of school. "In his younger years, I had to get a homebound teacher," said Betty, "because he would go to school and have a disaster, and be back home again."

In the 10th grade, however, McGowan found his first school that was prepared to handle OI. He began attending Shrine School, an institution founded in 1945 to help educate severely physically disabled students.

The school, a joint venture of Memphis City Schools and the Masonic Al Chymia Temple, was a haven for McGowan. He found other kids like himself, and was in an environment that was challenging, yet safe. After graduating in 1974 and beginning a career in electronics, McGowan was asked by the Shrine principal to join the school's staff as a special equipment repair technician.

He started from scratch building specialized equipment designed to help disabled students accomplish different tasks. He also helped repair existing equipment, such as wheelchairs and hearing aids, removing the need to send these items out for repairs and saving the school money and time. Over the years, McGowan was able to receive special training to learn about new equipment,



Robert McGowan is the featured speaker at this year's National Disability Awareness Month Program sponsored by the District's Special Emphasis Committee. The program, with the theme 'Workers with Disabilities: Talent for a Winning Team,' will be held Friday, October 26, from 10 - 1130 in Room A640. Also speaking at the program will be Henry A. Parham, Jr., Employment Coordinator for the Department of Veterans Affairs.



Sharon Wilson, Regulatory Branch, with co-workers and friends who delivered cards from well wishers upon her retirement from the Corps of Engineers Sept. 28.

training that was sometimes paid for by the Shriners, sometimes by McGowan himself.

Although he has worked at the school ever since, McGowan has eventually taken his expertise outside of Shrine, helping disabled kids in more than two dozen schools. "Handicapped kids are in just about every school," he says. "I go to the schools to make desks, steps for water fountains, or anything that needs to be modified."

Although he is in high demand, even having been asked to come to St. Jude's Children's Hospital for a research program, McGowan is content to work with the children at Shrine. He has found a way to unite his technical skills with his compassion for kids with disabilities, "...and" he said, "I love what I do."

And the best part of his job? "I get to go out and see the kids," McGowan says. "It's so amazing to see the kids with so many diseases, problems – and they're happy. I don't think you can get a bigger reward than that."



by Park Ranger Mark Willis

Cast members of the popular TV reality show “Survivor” could learn a thing or two from Ally, a small, long-haired, mixed-breed dog whose amazing saga of survival is well known by many of Lillydale Campground’s veteran campers. Lillydale is situated on the south shore of Dale Hollow Lake.

Ally’s story began during the winter of 2005-2006, when she was abandoned at the top of the hill near St. John’s Cemetery on Lillydale Rd., with no food or warm place to stay.

She eventually made her way down the hill to Lillydale Campground – which was closed for the season – where she stayed for several months, scrounging for food and getting by the best she could. During the cold, wet winter, she made her home in a drainage culvert.

There she lived alone until the arrival

The Survivor

of Campground Park Attendants Dale and Kate Driskill early in the spring, prior to the campground’s scheduled opening date. Dale and Kate were unaware of the little canine camper, and her culvert campsite farther down the hill, but soon realized they weren’t the park’s only inhabitants. After using the outside grill, they usually collected grease drippings in a little can, and set it aside. Before long, they noticed their drippings can was always licked clean the next morning. They first thought it might be a skunk, but one day they finally spotted the elusive white dog making her way across the campground.

Abandoned and frightened, the little dog kept her distance from both park attendants and rangers who tried to befriend her or help her find her a new home.

The campground opened in May and, despite friendly overtures by many campers, no one could even get close to the beautiful little dog. “Sleight of paw” towels and shirts were sometimes “borrowed” from campsites to make a soft bed in the culvert, but no one complained.

Unknown to the little dog, she had become the unofficial campground mascot. All of the regular campers were rooting for her, hoping she’d eventually learn to trust someone.

Several months passed before she finally overcame her fear and distrust, prompted perhaps by the arrival of a family with two black dogs – a large one and a small one. The little white dog watched from a distance as the black dogs were showered with love by their caretakers. The man and woman who owned the black pair began to talk quietly to her, called her “sweetie”, but didn’t try to catch her. Gradually, the little dog – whom they named “Ally” – came a little closer, and began playing with the big dog.

One afternoon the family hooked the boat trailer to their truck and began driving away. Ally ran after the truck as fast as she could. She apparently realized she liked this family and didn’t want to be left behind. She followed them to the boat ramp and, when she ran up to the boat, they invited her in. She hesitated only a moment. From that day on, little Ally had a family. They washed her, combed the tangles from her fur, and gave her food. That night she slept inside, and has never had to sleep outside since.

When the family packed to leave, Ally went with them. They took her to a veterinarian for a check up, and showered her with toys and hugs – just like the two black dogs.

During the 2007 recreation season, park attendants and several longtime campers were delighted to see a familiar face (Ally’s white, furry one) back at Lillydale Campground. Her new owners – who prefer to remain anonymous, “this is Ally’s story, not ours” – said she was a bit sad and maybe worried at first when they neared the campground entrance. She seemed to be having flashbacks of her earlier survival at Lillydale, when she was on her own. After repeated assurances that she wouldn’t be left behind, she eventually calmed down and enjoyed the rest of her stay at the campground.

When it was time to leave, Ally went too. Although she’s proven to everyone that she’s a master of survival camping, she obviously has no desire to repeat the experience. She clearly prefers, instead, the life of a pampered pooch.



Ally with her adopted family at the scene of her survival saga.

'Friends' Help Scour Lake Cumberland Shoreline

by Park Ranger Judy Daulton

Remarkable weather on September 15 and a determined group of volunteers combined to make the 18th Annual Friends of Lake Cumberland (Friends) Cleanup a highly successful community event.

The Friends reached a milestone during the Cleanup. With lower lake levels and greater accessibility to the shoreline, 1,430 tires were retrieved from exposed areas this year, making it the largest year ever for the removal of old tires. Now more than 14,000 tires – 14,519 to be exact – have been removed from the shoreline since 1990. 622 willing volunteers representing a wide variety of groups also collected 2,791 bags of trash, bringing the total trash collected since the cleanup began in 1990 to 82,053 bags.

Individuals began arriving as early as 8 a.m. Volunteers departed by land and water throughout the morning to look for more trash. Marinas on the Lake donated the use of approximately 25 pontoon boats, an invaluable asset to help with the collection effort. Local High School Junior ROTC units, Cub Scout Packs and conservation groups were well represented.

The day's work ended at 2:30 p.m. and workers were rewarded with lunch and prizes, both donated by area businesses.



Volunteers unload collected trash (above) after departing (below) in a flotilla of craft in search of litter. More exposed shoreline revealed more tires than usual.



Groups were awarded cash prizes, starting at \$500 for 1st place to \$100 for 5th place, based on the most trash collected. A \$100 cash prize was awarded for the most tires collected. Participants were encouraged to submit a "most unusual item found," the winner of which took home a prize of \$50.

The Friends is made up of local citizens, organizations and agencies, who care about Lake Cumberland and the environment. Without each member's help, the annual community cleanup would not enjoy such success. Members of Friends work with area businesses and organizations to obtain donations, which are used to pay for everything from t-shirts to picnics to prizes for volunteers.

Old Hickory Lake Volunteers Shine

by Park Ranger Lindsey Houchens

The weather helped create the perfect setting September 29 for the U.S. Army Corps of Engineers' annual celebration of National Public Lands Day at Old Hickory Lake. More than 80 volunteers met early to begin beautifying the lake.

At the Environmental Study Area in Hendersonville, participants worked together to perform a variety of tasks. Some painted stripes on the parking lot, others built new or repaired existing park benches, while still others removed invasive exotic plant species.

Some volunteers caravanned throughout the Hendersonville area and collected nearly 100 bags of trash from Lock 3 Access, the Walton Ferry Boat Ramp, and public land adjoining Connie Drive.

This year, clean-up activities were also

planned for volunteers in Mount Juliet and Castalian Springs.

In Mount Juliet, they cleaned the shoreline around Davis Corner Boat Ramp and at an Environmental Restoration and Conservation Area near Cedar Creek Marina.

At Castalian Springs they worked to enhance public land on Lake Road across from the Shady Cove Marina.

Combined, the volunteers collected more than a ton of garbage!



Young 'environmental engineers' (above) move collected debris to a parking lot where it can be easily loaded and disposed of while others (left) prepare to transport what they found from a trailside.



Martins Fork NPLD

The Martins Fork event Sept. 29 hosted 15 volunteers who helped collect 45 bags of trash and 6 tires from the shoreline. Angel Davenport, (left) niece of Elizabeth Davenport, Martins Fork Resource Office, and Katie Hoff, granddaughter of Wayne Hoff, maintenance mechanic, Martins Fork Resource Office, display one of the items collected. Nine Nashville District projects had events with 1,067 volunteers giving 4,992 hours of service with a value of \$93,700!

Workers Improve Cheatham Lake Trail

Story and photos by Dave Treadway

A total of 70 volunteers arrived shortly after 9 a.m. at Cheatham Lake. The Cheatham Lake Resource Staff, led by Ranger Tadd Potter, had organized 206 native trees, shrubs and grasses on five mulched berms along the Cheatham Lake/TSU Interpretive Trail off River Road.

Potter welcomed the group, some of whom were returnees from 2006, gave them a safety briefing and issued gloves to protect young hands. Moms, Dads and scout leaders then liberally applied bug spray to ward off mosquitoes, ants and ticks.

Eager youngsters were then split into groups and, accompanied by adults carrying shovels, were led to the berms by staff members Becky Smith, Dan Dowlen, Laurie Bugg, and Peyton Orten, where potted plants, purchased from Growild in Fairview, Tenn., had been prearranged in locations suitable for placement in the soil. Other berms along the nature trail may serve as targets of future plantings, according to Potter.

Although each Scout tried their hand at digging suitable holes, they were much more adept at placing the specimens in holes prepared by adult leaders.

“We thought it would take longer to get the plants in the ground,” said Potter, “but they worked much quicker than we thought they would.”

By mid-morning when all the plants were in the soil, Potter was looking for other things to keep the youngsters occupied while lunch of pizza, chips and drinks was being delivered.

Chris Robbins, farm agent, TSU Research Extension & Demonstration Farm, then gave volunteers a tour of his facility on the other side of the fence. There they learned how crop varieties, fertilizers and growing techniques are tested under controlled conditions before researchers attempt to get farmers in the Middle Tennessee region to invest time and energy to grow a new crop.

Robbins showed the group how a number of imported goats, some he called by name, were being used to control weeds and other undesirable vegetation on a plot of ground. They appeared to be very healthy, unlike the weeds on the fenced-in plot. Robbins also assisted Potter with preparation of the event.

Retired Corps employee Jerry Strother and wife Marilyn improved the nature trail by removing debris that had fallen and by trimming away encroaching briars and bushes from a viewing platform.

Wayne Reeves Septic Tank Service furnished the Corps with a port-a-potty convenient to the work area.



Cheatham Park Ranger Rebecca Smith (above) supervises the placement of a collection of native plants on a berm adjacent to the Cheatham Lake/TSU Interpretive Trail September 28. Members of Cub Scout Pack 566, from Clarksville, placed the potted plants in record time. Corps Retiree Jerry Strother, (left) improved a wildlife viewing platform that overlooked a wetland by cutting back brush that was encroaching upon the area. Nine Nashville District projects had events with 1,067 volunteers giving 4,992 hours of service with a value of \$93,700!

Giving Something Back ... to Cordell Hull Lake

by Park Ranger Mark Willis

Ask just about anyone if they can recall John F. Kennedy's most famous quotation and most likely they'll be able to recite his immortal words "...my fellow Americans: ask not what your country can do for you - ask what you can do for your country."

On Saturday morning, September 29, Boy Scouts, Cub Scouts, Girl Scouts, Scout leaders, and members of the general public were doing just that as they took part in the annual National Public Lands Day at Cordell Hull Lake.

The morning began with a flurry of activity as youngsters and adults signed up at Defeated Creek Recreation Area, and then set out in many directions for the different volunteer activities planned around the lake.

Within the Defeated Creek Day Use Area, Civil Engineering Technician Ronnie Devlin and Park Ranger Aurora Scott worked with volunteers to set posts for new cooking grills.

Not far away, Resource Manager Mark Herd taught an enthusiastic group of Girl Scouts how to set posts for and install bluebird boxes - including using a compass to assure the boxes' proper orientation.

"I was impressed by how hard these kids worked," Herd said, "...when it was time to stop work and go to lunch, they didn't want to quit - they wanted to keep working."

Just across the park, Park Contact Inspector Chris Vega worked alongside members of the Smith County High School Interact Club to seal the surface of the basketball court.

Facility Manager Bert Merritt could be found at the Overlook Area with the Youth Leadership Group of Smith County as they did their best to remove graffiti from a shelter, and this author accompanied an eager group of 65 Cub Scouts from Pack 367 on a shoreline cleanup to various locations.

Boy Scout members of Troop 367 were on hand at the Cordell Hull Lake Environmental Study Area, helping Conservation Biologist Kenny Claywell



Carthage Girl Scout Amber Farley (above) puts the finishing touches on a post for a completed birdbox designed to attract bluebirds after other young volunteers helped Ranger Aurora Scott properly set it into the soil (below).

install several new benches to serve as fish habitat along the shoreline.

Members of the Tennessee Tech. University Wildlife Society joined other volunteers at this same area to help Claywell remove several invasive exotic plant species and clear an interpretive trail.

Events were coordinated by Park Ranger and National Public Lands Day Coordinator Stacy Bilbrey, who was pleased by the successful turn-out.

"I'm grateful so many Scout groups took part in this year's event," said Bilbrey, "nearly three times as many as we've had in previous years."

Later in the day a free lunch of pizza, barbecue, baked beans, and cole slaw was provided for the hungry participants, all coordinated by Volunteer Sharon Devlin, wife of

Civil Engineering Technician Ronnie Devlin. Door prizes, courtesy of Smith County Hardware and Timberloft Restaurant, were presented during the meal, and Pepsi-Cola Bottling Company of Cookeville provided free banners and drinks for the 2007 event.

Free camping certificates for Defeated Creek Campground and one-day day-use passes were also awarded.

Altogether, 101 volunteers proved to everyone they're willing to get involved, and give something back to their country.

Bluebird boxes, grill posts, and benches were erected, bags and bags of trash were cleaned up from the shoreline, the basketball court was improved, and unsightly graffiti was removed.

By the end of the day, the kids were wearing muddy tennis shoes, smudges of paint on elbows and noses, and big smiles - something tells me that if he were still with us, JFK would've been real proud!



Scout Crew Helps Renovate Buffalo Valley Trail

by Center Hill Park Ranger Noel Smith

A gorgeous fall day greeted volunteers for the annual National Public Lands Day September 29 at Center Hill Dam. The Buffalo Valley Nature Trail was the target of a makeover and Cookeville's Boy Scout Troop 156, led by Frank Bush and Bret Stanton, arrived at 8:30 a.m. anxious to make it happen.

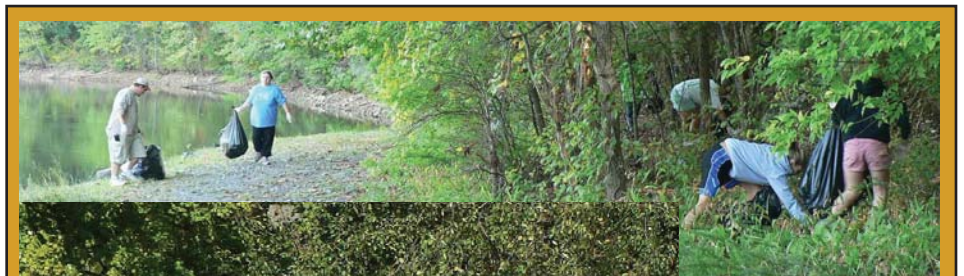
Eager Scouts spread about the trail, hands full of tools and tree identification signs. These brand new signs thoroughly described specific trees, complete with a history of the species. The Scouts didn't have to wait long for their efforts to be appreciated. Even while work was in progress, morning hikers took notice and immediately began praising the Scouts and expressing great interest in the new signs. The Trail is now adorned with fifteen new signs and posts, some of which replaced older less descriptive artwork.

The Cookeville crew then attacked an invasive tree species called Autumn Olive which has taken control of areas around the trail, making it more difficult for native trees to grow. As Resource Manager Tim Dunn and Park Ranger Gary Bruce cut down the invaders, the Scouts spent two hot hours dragging the Autumn Olive debris to two central locations on the trail, a significant help to rangers because this will allow for quicker disposal.

"Today was a lot of fun," said Senior Patrol Leader Drake Fenlon. "It was hard work, but we had fun doing it."

Troop leader Bret Stanton agreed, "Today was very pleasant and this is part of what they do."

By the end of the day, the Scouts had made the trail look quite different. The work performed by the Scouts helped not only the Corps of Engineers, but also the public who frequently visit. The troops left with a high sense of pride and integrity for their part in improving the land so many others will enjoy for years to come.



Lake Barkley Cleanup

Lake Barkley hosted 16 volunteers on National Public Lands Day. The group collected two truckloads of garbage and applied a fresh coat of paint to a fence and a handrail at Kuttawa Recreation Area. Nine Nashville District projects had events with 1,067 volunteers giving 4,992 hours of service with a value of \$93,700! photos by Brian Mangrum



Volunteers 'Pickin' It Up' at Dale Hollow Lake

by Allen Earhart

Dale Hollow Lake annually provides recreational opportunities for more than three million visitors. Saturday, September 29, was a day that some of those visitors volunteered their time and hard work to give something back to their beautiful benefactor.

Taking to land and water, 130 enthusiastic volunteers of all ages set out to rectify some of the wrongs done to the lake over the past recreation season. They embarked on missions from Lillydale Campground, Dale Hollow State Park, Obey River Campground, and Pleasant Grove Recreation Area. The volunteers contributed 520 hours and picked up bags and bags of unsightly trash and discarded debris. The Friends of Dale Hollow Lake, Inc., (Friends) then rewarded them for their efforts with a picnic at the Dale Hollow Dam Recreation Area. Door prizes were provided by a number of local businesses and marinas. Everyone left with a full stomach and the satisfaction of having given something back to a lake that has already given so much to all of us.

The Friends and the Resource Management staff recognized Virginia Howard, a special volunteer who is a resident of Pickett County. At age 85, Virginia not only came for the cleanup, but got a head start on the work before Saturday. Along with her family, she picked up litter and debris around the lake for two days, a

practice she has observed for many years. Her selfless example served as an inspiration to all the volunteers at the shoreline cleanup. The Friends honored Howard and that hard work and dedication to the lake with an honorary membership to the organization.

Resource Management staff honored two more special friends, Dale and Kate Driskill, volunteers at Lillydale Campground who this year organized a first-time work weekend in the campground. The pair dedicated a weekend to National Public Lands Day by organizing 53 volunteers to paint lantern posts and bathroom doors, pressure wash stained

and soiled areas, pick up trash and stencil safety messages on courtesy floats. Not to be outdone, Overton County Sheriff W. B. Melton organized trustees from the Correctional Facility to come to Lillydale where they scraped, chipped, sanded, and primed lantern hangers. The hangers will be repainted during the next volunteer work weekend at the park.

Visitors gearing up for the next tourism season will be greeted by a cleaner, more beautiful Dale Hollow Lake thanks to all the unique volunteers who set aside time in September to help keep it unspoiled.



Are we having fun or what?! Two ladies (above) prepare to do some painting on a dock on what could only be described as a weather-perfect day Sept. 29.

The Corps Crowd

Congratulations to...

...Gerald D. Choat, who was selected for the position of Lock & Dam equipment mechanic supervisor at the Cumberland River Operations Center.

...James O. Johnson, journeyman electrician, Wolf Creek Power Plant, on his retirement.



Ellee

...New grandmother Julie Reeves, Operations Division, and husband Dave. Daughter Shannon delivered Ellee Sept. 25 weighing in at 7 pounds, 6 ounces, and measuring 19 inches.

Welcome to...

...Reshea Norris, student aide, Wolf Creek Power, who is a student at Lindsey Wilson College, majoring in elementary education.

...Teela S. Fleeman, newly-hired student aide at Old Hickory Power. She is a graphic arts and design student at Watkins College of Art and Design. She earned an Associate of Applied Science Degree from Pellissippi State Technical Community College. Teela is the daughter of Judi, (East Tennessee River Area Office) and Gary Fleeman, (Fort Loudoun Lock).

...Kate Penrose, supply technician, Old Hickory Lake, who comes to the Corps from Greenwood, Ark., where she worked for the Army Reserves.

...Courtney Wilson, natural resources specialist, to J. Percy Priest Lake, who comes from Old Hickory, where she served as a journeyman ranger for five years.

Farewell to...

...Sharon Wilson, Regulatory Branch, who retired from the Corps Sept. 28.

...Beth Stinson, student aide, at J. Percy Priest Lake, who leaves to pursue a career in education at Middle Tennessee State University.

Get Well to...

...Amanda Gill, Resource Management, who was discharged from Vanderbilt University Hospital, following a boating accident. Strict orders from her doctor are for four weeks recovery and no weight

lifting over five pounds. Cards can be sent to 425 South Main Street, Ashland City, TN 37015.

Sympathy to ...

...Larry Forte, retired engineering technician, and Greg Forte, mechanic A, Old Hickory Power Plant, on the death of their father/grandfather, John Julius Forte, of Madison, Tenn., Sept. 13.

...Bill Barsons, berm inspector at Wolf Creek Power Plant, whose mother, Carmen Ora (Burnette) Parsons Cook, passed away Sept. 19.

...retired Power Plant Superintendent Carlon Brown, whose mother, Rassie Brown, passed away Sept. 26.

...Bill Barron, acting chief of Planning Branch, Planning, Programs and Project Management Division, on the death Sept. 30 of his mother, Mildred West Barron.

...Jeri Cook, budget technician, Nashville Operations Area, upon the death of her father, Herbert T. Adcock, on Oct. 5.

...Anita Taylor, Upper Cumberland Project Office, whose sister-in-law, Evelyn Taylor, passed away Oct. 4.

Thank You to...

...I want you to know I have appreciated all your hard work over the years. Thank you for the great send-off! I will put my gift to good use. Thank you for your support and friendship. It has been a pleasure working with you. *Sincerely, Roy Joines*

...I want to thank the Nashville District for all the kind words, cards, flowers and other support offered upon the passing of my father, Allan Deal. *Jim Deal & Family*

...Wayne Lanier and Tim Dunn for nominating me for the Outstanding Secretarial/Administrative Award with the Middle Tennessee Federal Executive Association. It is an honor. I have been blessed with great managers who have supported me throughout my career, as well as pleasant co-workers to assist me as I grow. I am proud to be part of the Nashville District. Not many facilities are as family oriented. Again, thank you all for your support.

Lesslie Williams, Cordell Hull Lake

...Everyone for all of your prayers and thoughts over the last few days since my father passed on. Except for my wife, girls, and one brother, you are my family

and I appreciate you all. *Wayne S. Easterling, Project Planning Branch*

...Everyone for all of the flowers, cards, letters and prayers with which you have showered me during my recovery at Vanderbilt and since I have been home. *Amanda Gill, Resource Management*
...I would like to thank everyone for the visits, cards, prayers, charitable donations, and kind words on the death of my mother. Corps folks are indeed a good family. I appreciate all that you have done. *Bill Barron, acting chief, Planning Branch, PPPMD*

Lindstrom Sends

(Continued from page 3)

our processes and products Great! So how do we start the process of taking our organization from a Good organization to a Great organization?

My personal leadership beliefs lead me to the conclusion that each and every one of us has the potential to move from Good to Great! We all need to define goals and objectives for the things we can control, such as our **mental, physical, emotional, and spiritual** well being. During my visits to the field, you have told me that we have challenges with car pools, parking, transportation, office working conditions (environment), internal communication, a lengthy hiring process, workload to workforce planning, risk communication, P2, NSPS, IM/IT, NAV HPO, 100+ degree weather, and the current drought conditions. As a part of the leadership team, I am confident that your voice is being heard as we work through these challenges. The results of the Command Climate Survey have been heard by senior leaders and our actions to address them are now published on page 16 of this issue.

Thank you for the opportunity to learn so much from so many great people! We are just getting started and I sincerely look forward to continuing to serve with the passion and commitment to lead our organization and preserve our legacy of excellence and achievement that makes this organization GREAT. Again, Cara and I appreciate the opportunity to serve you. One team! Ready! Relevant! Reliable! Responsive! Essayons! Engineer Strong!

Friends of Lake Cumberland Praised by PRIDE

HAZARD, KY – The organization that calls itself Friends of Lake Cumberland was honored recently with an Unsung Hero Award during the PRIDE 10th Anniversary Celebration and Envi Awards at the Hal Rogers Center in Hazard. Nathaniel Brock, president of the Friends, accepted the trophy.

The one-time Unsung Hero Award was presented for dedicated service since 1997 to fulfilling the PRIDE mission of Personal Responsibility In a Desirable Environment. The Friends of Fishtrap Lake (Pike County) and Friends of Laurel Lake also

received the award.

“These groups consistently volunteer to improve water quality, clean up solid waste and make some of our prime recreation areas more enjoyable for us and more attractive to tourists,” said Congressman Hal Rogers (KY-5). “They are responsible for mobilizing thousands of volunteers. I appreciate their commitment and leadership.”

The Friends of Lake Cumberland was formed in 1990 by concerned citizens to help the Corps of Engineers remove debris and litter from the 1,200 miles of shore-

line. The annual Friends of Lake Cumberland Cleanup has drawn more than 8,000 volunteers and netted 79,000 bags of trash.

Since 1997, the organization has received about \$200,000 in PRIDE grants to support its annual lake cleanup event, as well as year-round dump removal projects.

The nonprofit, all-volunteer group has designated a PRIDE Coordinator since 1998. Dudley Hosch, who frequently serves aboard *The PRIDE of the Cumberland*, currently serves in that voluntary position.

Partnering Promotes Youth Hunting

by Park Ranger Jamie Summers

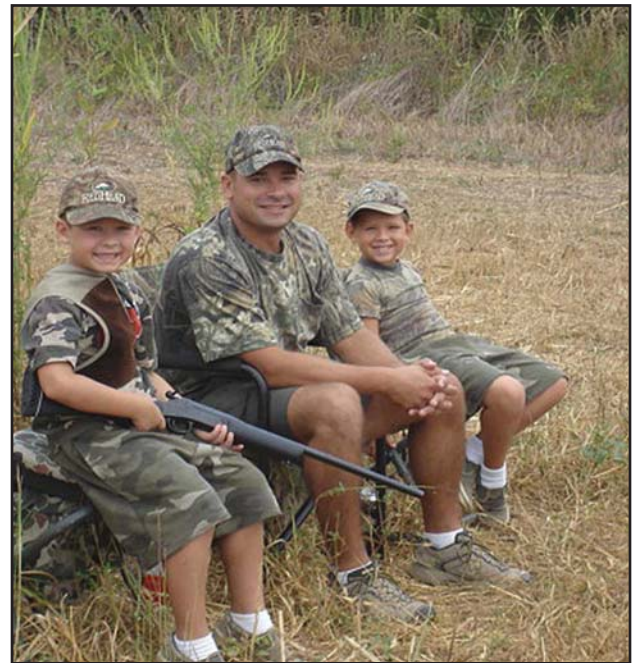
The second weekend of the 2007 Tennessee dove season was memorable for young hunters at Old Hickory Lake. Food was plentiful, for both hunters and birds. The result was participants ate well and formed some lasting memories. One up-and-coming hunter said this was his first dove hunt as he proudly displayed his first harvested dove.

Crystal Tingle and Charlie Leath joined the author September 8 and 9 for the first organized youth dove hunt on the lake. Earlier in the year, Corps folks met with TWRA, the idea of a youth dove hunt was ‘born’, and Old Hickory Resource Manager Carl Crews liked it.

“It was a great idea,” said Crews, “fewer and fewer children are hunting these days. We need to do our part to introduce kids to the outdoors. We have the land and we have great partners in the TWRA (Tennessee Wildlife Resources Agency). Why not?”

“We have the perfect place to conduct such an event,” said TWRA Unit 1 Manager Dan Lavacot. “The Barton’s Creek Peninsula is easily accessible to hunters with water on both sides, making it an attractive area to the Mourning Dove.”

About 25 youngsters and their parents/guardians took part in the hunt.



A proud father spends a special moment with his sons.



photo by John Tribble

Heather Roebke, (center) Executive Director of Take Pride in America, presented John Barton with a Take Pride in America certificate during a recent trip to Nashville. Barton, USACE Volunteer Clearinghouse, received the honor for outstanding work in supporting the mission of Take Pride in America, a national partnership program aimed at increasing volunteer service on America’s public lands. Randy Myers, Manager for Goodwill Government Services that provides the services for the Volunteer Clearinghouse, is on the left. The Volunteer Clearinghouse, managed by the Nashville District, serves the Corps nationwide to match volunteers with Corps projects that need them.

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Nashville District
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Command Climate Survey

What You Told Us and What We Are Doing About It

Nashville District Senior Leaders

District employees were recently afforded the opportunity to participate in a climate survey, and this is an attempt to provide feedback on that survey. The survey results, generated from feedback from 36 percent of the workforce, focus on seven key areas and a list of the written comments accompanying the survey. Thank you for your participation. The seven key areas measured are: (Note: Mean Rating Scale is from 1-5.)

	<u>Mean Rating</u>
1. Personal Work Experiences	4.0
2. Work Environment	3.3
3. Top Management	3.7
4. Immediate Supervisor	3.8
5. Senior Rater	3.7
6. Performance Culture	3.6
7. Equal Opportunity	4.1

Of these seven areas, we had three categories in the red, which means that more than 30% of the responses were unfavorable. These categories are: 1) Work Environment, 2) Top Management, and 3) Performance Culture. Of these three, Work Environment received the highest percentage of unfavorable responses. Over the next several months, our goal is to address your concerns. One of our first steps as a leadership team was to examine the survey for recurring themes and problems within the top three red categories. Here are the recurring themes:

What You Told Us

Work Environment

- Relocation to new building, face-lifts, clean-ups, old carpet, old paint, cubicle space

- Office Temperatures, Heating and Cooling
- Carpools
- Morale, Communication

Top Management

- Post and communicate business plan
- Length of time required in backfilling vacancies
- Communicate

Performance Culture

- Dealing with poor performers
- Flexible work schedules—tele-work, work from home
- Performance Evaluations

What We Are Doing

Several options have been explored in the past regarding relocating to a new building. We are currently in GSA space. Back when Jimmy Carter was President, he signed a Presidential Declaration saying all Executive Branch Offices of the US Government would have space in GSA buildings in downtown locations when such space was available. This was done, at the time, because many inner cities were declining and people living and working there, government agencies included, wanted to move to the suburbs. Signing the Executive Order was one way the President chose to revitalize cities and keep inner cities viable for economic growth. Additionally, Nashville District currently pays \$15.72/square foot annually for our space. Based on current market trends, this is an equitable rate for downtown office space. In order to further explore the option of relocation, we would first have to justify not following leasing policies of the Executive Order and then justify increased costs for a new lease and

for relocation. Presently, relocating is not a viable option.

The Commander is invoking an “Office Pride Clean-Up” incentive and individual offices are working to build facelifts, new carpet, and paint into their budgets as funding allows.

For everybody’s information, a list of carpoolers will be posted. Senior leaders will follow up with individuals to ensure that they are abiding by the carpool policy.

Teambuilding is a priority. In FY08, we plan to begin holding town-hall meetings with senior leaders, including awards, refreshments, and socializing that will be extended to field offices.

The District will kick off information videos to increase communication and to foster relationships. Getting to know everybody and what they do.... you are the stars of these videos!

Progress and status of the business plan will be communicated to all employees through the monthly District Digest.

We are working to improve the process used to backfill vacancies. This function is moving back to the District level.

The policy for allowing tele-work is back out for review and comments. We are working to make some positive changes in how we implement this policy.

Look for future communications on status and progress in each of these areas. To see comments regarding Equal Employment Opportunity, please use this web address: <https://www2.lrn.usace.army.mil/eo/>.

“Great discoveries and improvements invariably involve the cooperation of many minds.”