



US Army Corps  
of Engineers®  
New Orleans District

# Riverside

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August 2005



Students see  
**World of Work** at New Orleans District

**Labure is new RE chief**

**Strategic Directions insert**



# Carrollton Gage

Thanks once again for the warm welcome my family and I have received! Two areas I'd like to address in this edition are 30-second "commercials" and the new Army Corps of Engineers vision.

Here's my 30-second commercial: I am a soldier and a member of the greatest organization in the world — The U.S. Army! I try to serve and lead each day with the Army values -- Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage. I am also the commander and district engineer of the U.S. Army Corps of Engineers' New Orleans District, one of 45 operating around the world. It is the largest and most historic civil works district in the Corps. The primary missions of the district include providing flood control and hurricane protection to southeastern Louisiana, operating and maintaining navigation on the Mississippi River and other navigable waterways in south Louisiana, and executing environmental restoration. I have over 1,200 highly dedicated, extremely professional Department of the Army civilians that are technical experts who come to work each day to do their part to aid in the success of the region and the nation! It is a privilege and an honor to serve them and I look forward to coming to work every day!

*Do you have your 30-second commercial?*  
Chief of Engineers Lt. Gen. Carl Strock recently published three major campaign goals for the Corps of Engineers. They are:

- Support Stability, Reconstruction and Homeland Security Operations (deployments, maintaining navigation, providing technical expertise as required, work for others, supporting the national response plan, etc.)

- Develop Sound Water Resources Solutions (insuring studies and plans are environmentally and economically sound, address concerns of stakeholders, customers and all those affected by a project, and are comprehensive and sustainable, etc)

- Enhance Life-Cycle Infrastructure Management

(insuring our civil works projects are secure to new potential threats, and are maintained as efficiently as possible, etc.)

How the district supports each one of these campaign goals is something all of us should think about. Our support to these goals not only includes the obvious things like courageous volunteers deploying in support of the Global War On Terrorism, but also the less quantifiable things such as sustaining the nation's economic "engine" and commerce by insuring navigation on the Mississippi. We should also try to incorporate these concepts and the intent behind them into our daily work routines and daily outcomes.

The Corps' vision has not changed and continues to focus on **Relevance, Readiness,** and being **Responsive and Reliable**. The district must continue to approach all of its tasks by keeping these in mind. Are we prepared to carry out the mission given to us? Are we preparing for tomorrow? Are the things we are trying to achieve tied to the goals and the vision? Can we respond to the nation's needs —whether those are GWOT or disaster response or day-to-day solutions? Do our customers and stakeholders know we will do the right thing the right way? And – do we do quality work as efficiently as possible?

As we move ahead I would like all of you to keep these concepts and philosophies in mind. I admire your dedication and expertise, and I truly look forward to serving you, the region and the nation the next three years!

ESSAYONS!  
COL W.



Lane Leport

## Riverside

August 2005  
Vol. 16 No. 7

### Commander

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### Public Affairs Chief

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### Acting Editor

Amanda S. Jones

**Winner:** The "J" Award, the highest Department of Army journalism honor, 2000 and 2003.

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**Submissions:** Articles and story ideas are welcome; publication depends on the general interest as judged by the editor. Direct queries to the editor by calling (504) 862-2201 or email amanda.s.jones@mvn02.usace.army.mil.

**Circulation:** 2,150 copies per issue.



Lane Leport

**Steven Servay and World of Work students take a river sample to check the dissolved oxygen level in the Mississippi River.**

# Labure is new Real Estate chief

by Amanda Jones

Linda Labure started at the Corps as a GS-3 clerk stenographer in the Real Estate Branch in 1979. She had no background in real estate, but soon found her passion for it, becoming a GS-5/trainee 9 reality specialist in 1985.

“It was the place my clerk stenography skills happened to bring me, but later I found a real interest in what was going on and was given the opportunity to excel and work towards my future here,” says Labure.

By 1988 she had advanced to a GS-12 in Management & Disposal Branch (M&D). She was selected to serve on the Headquarters’ national policy and regulations

review task force for M&D.

And in 2002, Labure was

chosen as chief of Management, Disposal and Control Branch while also holding the position of assistant chief. After 26 years in Real Estate, Labure was selected as chief in June.



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*“I’ve just been very grateful for the opportunities that the Corps has given me.”*

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“I’ve just been very grateful for the opportunities that the Corps has given me. I had no idea years ago when I started that I would end up where I am. The most important thing to me has been those people that I’ve encountered throughout my career that have helped me to grow and develop into the leader I am today,” she says.

Labure hopes to open doors for her employees as well. “My goal is to work on the development of all employees in Real Estate to get them ready for the next step in their career, be it in Real Estate or for other opportunities.”

“The biggest challenge is going to be our continued expectation of less funding in the future and being able to position ourselves to get work done in this new environ-

ment. Reduced funding and resources means we’re going to have to become even more efficient and effective than we already are to get things accomplished. The funding that we saw in the past is not going to be there in the future, so we’re going to have to have an agile work force ready to respond to the challenges of the future,” says Labure.

Labure, a New Orleans native, enjoys singing in St. Rita’s choir, renovating her house and hanging out with her Chihuahua in her spare time. She also spends time as a cheerleader, encouraging her 15 -year-old daughter who is in competitive cheerleading.

## Identify your strengths

by Susan Jackson

The majority of people know what they’re weaknesses are because they’ve been told, often repeatedly, or have had a weakness vividly illustrate itself. Ever have an awful experience that should have been handled better – if only?

Ah, but those brain synapses weren’t available at the time – and there’s a reason they weren’t. More on that later, though.

In their attempts to make better-rounded individuals, parents, teachers, coaches and managers identify perceived weaknesses to be fixed. In the process, society even attaches negative connotations to those characteristics. The kid is hyper; he has attention-deficit disorder. (Creative or action-oriented.) The engineer is in the weeds; he neglects the big picture. (Disciplined or detail oriented.)

People in general identify weaknesses because they stand out as something they think can be fixed, given individual time and effort. But is that really so? Can they be fixed? Should they be fixed?

What if everyone built on his or her individual strengths? What might happen? Most people have little sense of their talents and strengths. Even some of the best leaders haven’t identified them – so how do they help their subordinates identify and build their own strengths?

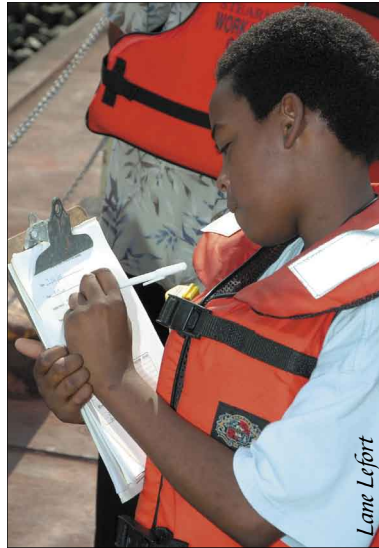
Look for the next issue of the *Riverside*, when I’ll attempt to answer these questions. Those who are curious can read the book “Now, Discover Your Strengths” by Marcus Buckingham and Donald O. Clifton, Ph.D. Tell me what you think.

# Students see how we contribute

by Amanda Jones

Six students from the Orleans Parish summer World of Work Academy visited the New Orleans District again this year, July 11 thru August 5, spending half days getting a glimpse of the professional world. More than 20 employees volunteered from Project Management, Operations, Engineering and Construction divisions to make the visits a success.

Students learned about cultural resources, environmental and recreational activities and marine management. They were introduced to map and archeological work and recreation planning. The captain of the Wheeler gave the students a tour of the big hopper dredge. They also rode a survey vessel to the New Orleans Harbor and saw what the bottom of the river looks like. Operations staff explained how they dredge to ensure sufficient water depth for oceangoing ships. At Bonnet Carre Spillway, park rangers explained the goals and methods of the project's fisheries management program.



Felton Prosper, volunteer from Project Management West, said, "We let the students be project managers and I was mayor. They worked with me on my budget and some project alternatives, putting the burden on them that, in the real world, the decisions you make as a team will effect a study, negative or positive. It let them know that, on a day-to-day basis here at the Corps of Engineers, we do make decisions that affect local and national projects."

Engineering participants talked about how soil and concrete

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*"This year's program was very inspiring for me and I learned a lot from the Corps of Engineers..."*

*Nicholas Keelen*

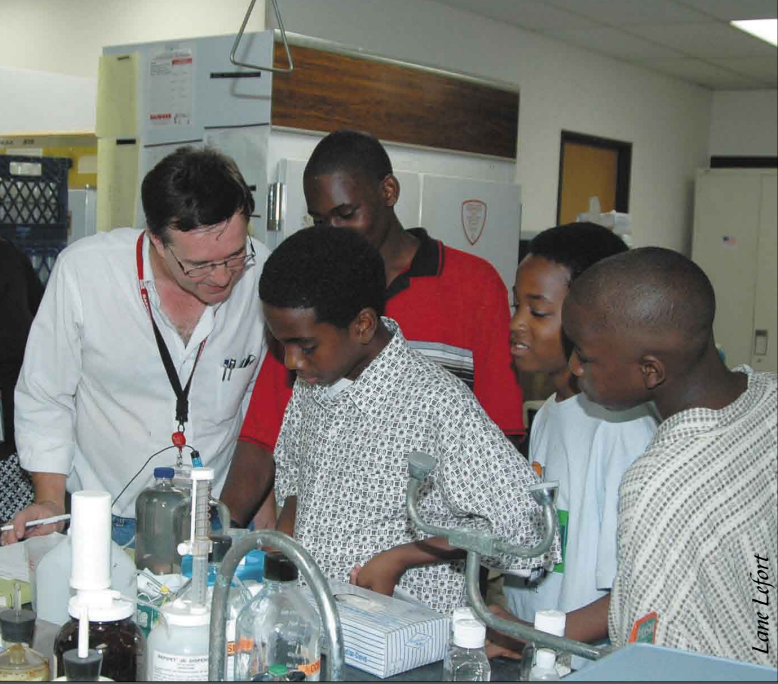
samples are taken and tested for soil make-up and concrete strength. The students worked with CADD in Structures Branch and GPS equipment in General Engineering. They learned engineering basics and built bridges using the West Point Bridge Designer, a program where you design a truss bridge and see if it holds.

"The students actually built a truss bridge and tested it," said Stuart Waits, second year volunteer from Construction. "Whatever failed, they had to go in and correct it...we do competitions, so they get bragging rights. I set up teams of two. As an engineer, you're not doing it by yourself, you're doing it as a team, relying on a lot of people."

On their final day, the students went to Regulatory Branch where they learned how to handle a wetland delineation. They had to review maps, infrared photos and soil surveys to make educated decisions.

**WOW students and chaperone Gregory Jackson aboard the MV Lafourche.**





**Stephen Stervay helps the students check the pH of river water samples.**

“This year’s program was very inspiring for me and I learned a lot from the Corps of Engineers about what they do and how they save New Orleans from flooding,” said student Nicholas Keelen.

Waits agrees it is a great program. “A lot of kids don’t have any idea what’s out there. They are limited to what their family does for a living or their relatives and they really don’t get out and experience anything else. This is one way for them to experience it.”



**Michael Sullivan gets WOW students ready to board a survey boat.**

## Local Love Bugs

by Amanda Jones

The New Orleans District parking lot is a sea of typical sport utility vehicles, pickups, vans, sedans and muscular sports cars, nearly all bought within the last 10 years or so. The notable exceptions are two classic VW Beetles belonging to Roger Swindler of Operations and Wade Wright of Engineering.

Swindler bought his 1967 Bug new when he was a GI in Germany, and used it to travel through the Alps of Austria and Switzerland, to Italy and the Netherlands, to name just some of the countries the Bug got to know. And when it was time to return to the U.S., it cost him \$95 to ship it to New York. He then drove it down to New Orleans.

Swindler said he kept it so long because, “It’s simple to work on and it runs. It’s been pretty dependable.” It’s still his primary means of transportation, something he and Wright share.

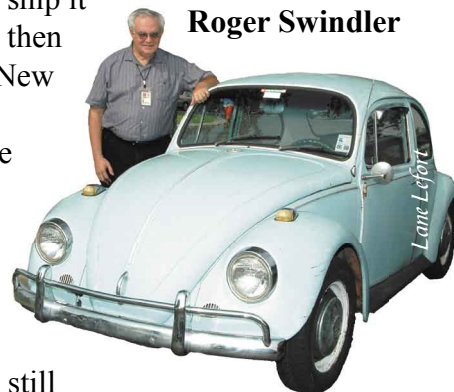
“I’ve always had a second car for the wife, but that one I just got attached to,” says Wright, who bought his Super Beetle in San Diego for \$1800 after selling his 1966 Stingray Corvette for the same amount. The

**Wade Wright**



Corvette was too expensive to maintain at the time due to increased gas prices, but he was able to buy the Bug brand new with air conditioning, the first year to have it.

Both cars have had some engine work over the years, but that’s to be expected, even for Bugs, though these have 300,000 to 400,000 miles under them. Still, while both Wright and Swindler said it’s economics that keep them driving their Beetles, you wonder if there isn’t something more, deep down, going way back, that connects them to their Love Bugs.



**Roger Swindler**

# District salutes strong response of five teams

The July 29 Team Achievement Celebration and Length of Service Ceremony recognized five teams that achieved significant goals through teamwork, as well as several employees who individually went above the course of their normal duties, and others who reached significant milestones in their careers.



**Michelle Daigle receives an award from Col. Wagenaar for her hard work in the Small Business program.**

## Teams

**Ascension Parish Digital Flood Insurance Rate Map Team** - The Map Modernization Program is a \$200 million annual effort by the Federal Emergency Management Agency to update existing flood insurance rate maps throughout the country and to produce them in digital format. Ascension Parish was the New Orleans District's first attempt at performing this work. The team had to quickly familiarize themselves with FEMA's guidelines and specifications, and adapt to changing requirements as the Map Modernization Program evolved. The award was given for dedicated work in producing an insurance rate map for public use, and for securing another \$3.5 million in FEMA funds for similar work in six additional parishes. Team members include *Carl Anderson, Clyde Barre, Jeremy Daigle, Stacy Frost, Jay Ratcliff, Tutas-hinda Salaam, Paul Varnado, Rich Varuso and Shawn Vicknair.*

**Junior Achievement Partnering Team** - Local Junior Achievement representatives requested volunteers to teach in Orleans Parish elementary schools during

a weeklong program that required volunteers to take personal leave. Seven employees teamed-up to teach community-level business and economics to first through fourth grade students. Team members were role models who inspired them with curriculum and activities to help them better understand the local economy in their neighborhoods. Team members include *Michael Bowen, Bobby Duplantier, Durund Elzey, Rodney Greenup Jr., Susan Jackson, Sherry Scott, and Louise Williams.*

**Lilly Bayou Solid Modeling Team** - This team showcased their capabilities at the annual New Orleans District Partnering Conference, March 30-31. Local, state and federal project partners were impressed by the Lilly Bayou Solid Modeling Team's creation of a computer-generated solid model of the Lilly Bayou flood control structure and surrounding environs. The team broke through numerous technology, software and hardware issues to innovatively create the first of its kind computer-generated solid model of the structure and workflows that can be utilized for products throughout the Corps of Engineers. Team members include *Carl Broyles, Dale Dodson, Julie Kolakowski, Cliff Matthews, Rick Tillman and Tom Tobin.*

**Mississippi River Levee Surfacing Material Team** - In 2004 the Mississippi River levees maintenance project was given \$2 million to provide crushed stone to supplement hundreds of miles of levee crown where unsafe sand-clay-gravel mixture had been previously installed. The team overcame numerous challenges with delivery sites, including bank stability, stockpile area, environmental compliance, cultural resource clearance, right-of-entry on private property, and more. The team advertised six independent contracts for multiple-contractor-award to increase competition and lower unit cost per ton of material. In January 2005, six contracts were awarded to three contractors and materials were delivered to six different levee districts. The same delivery sites can now be used for future contracts without costs for site clearance or bank stability analysis. The award was given for developing an innovative process to deliver 86,000 tons of surfacing material and saving taxpayer dollars in the process. Team members include *Alan Bennett, Allen Calhiam, Jerry Colletti, Scott Denneau, John Fogarty, Gina Foley, Susie Hennington, Paul Hughbanks, Doyle Hunt, Jay Joseph, Karen Lahare, Wayne Naquin, Amy Powell and Renee Russell.*

**1st Annual PMBP/P2 User's Conference Team** - On April 4-7 the New Orleans District hosted over 230 Corps employees from around the world for a three-day conference that included 28 presenters. The team began coordination weeks in advance, and overcame several incidents that could have derailed its success. Meeting presenta-



**Perry Lartigue receives his 35 year Length of Service Award from Col. Wagenaar.**

tions and notes were posted on the conference Web page developed by MVN. The conference's face-to-face meetings and sharing of critical information continues to pay dividends for employees. Future P2 conference attendance is expected to double. The award was given for excellent work organizing, coordinating and executing the first PMBP/P2 User's Conference. Team members showed great initiative, innovation and teamwork. Team members include *Mekava Addison, Rebecca Ben, Demetria Butler, Frank DeBoer, Alvin Hunter, Elaine James, Amanda Jones, Carol Joseph, Ralph Marchese, Anne Marino, Don Miller, Dana Perkins, Lois Pierre, Mary Pizzuto, Scott Riecke, Geri Robinson, Jim Syrdal, Kim Theophile, Annette Vanderson, Mike Zack, Philip Meric, Sandra Purdom, Mike Bowen, Gary Hanneman, Alton Hall, Demetrius Wright, Alcide Wiltz and Gilbert "Bubba" Jacobs.*

### Individual Recognition

**Steven Vance** and **Warren Wellman** are credited for emergency actions taken July 2 in saving the life of a man near death from carbon monoxide poisoning near the Calcasieu River Saltwater Barrier. Their actions brought great credit upon themselves, the New Orleans District and the U.S. Army Corps of Engineers.

**Joey Wagner** demonstrated diligence, perseverance and excellence in fulfilling all the requirements of the Army Career Program 18 Leadership Development Program. The CP-18 is a rigorous two-year program of training and growth opportunities for participants to expand their awareness of the Army, improve their leadership skills and abilities, and develop talents needed to make Army engineer leaders.

On behalf of Lt. Gen. Strock, chief of engineers, Col. Wagenaar presented **Michelle Daigle** with a Commander's Small Business Team of Excellence Award for outstanding contributions, professionalism and hard work in making the U.S. Army Corps of Engineers' Small Business Program a success.

### Deployed Personnel Honors

**Edward Adams** served in Iraq from September 2004 to January 2005.

**Eileen Farley** served in Iraq from March to June 2005.

**Mathew Napolitano** served in Iraq from December 2004 to June 2005.

**Jackie Purrington** served in Iraq from August 2004 to February 2005.

**Charles Tillett** served in Iraq from February 2004 to April 2005.

### Length of Service, 30 years:

Toni M. Baldini, Walter O. Baummy, Edwin C. Betbeze, Gay Browning, Mavis D. Campbell, Angel Cantu, David Carney, Gregory C. Carter, Dorothy M. Cooper, Michael B. Dupuy, Nicki A. Glueck, Ann Gomez, Maria Greco, Sandra P. Habbaz, Nancy F. Habisreitinger, Willie Harris, Mary G. Hebert, Albert Howard, Julia Jackson, Hanfred Lachney, James McCrory, Carolyn Page, Paul Palmeri, Albert D. Pereira, Jackie Perry, Charles J. Rome, Alan D. Schulz, Emilie Shears, Marilyn Sirkis, Sylvia C. Smith, John D. Tolar, Jean Vallon and David R. Wurtzel

### Length of Service, 35 years:

Gerald J. Barbe, Renato Basurto Jr., Gayle Boone, Gregory E. Breerwood, Melvin Collins Jr., James Darby Jr., Peggy Galliano, Germaine Gogreve Jr., Nathaniel Griffin Jr., John Interanto, Kirt Jacob, Morrell Jones, Joseph G. Kopec, Perry F. Lartigue, Lester Mastio Jr., John Mistrot Jr., Cecil A. Moreau, William Munich Jr., David Penick, Herbert Petit Jr., Robert Reine Jr., George Seghers Jr., Roger Swindler, Thomas Waguespack, Emile Washington Jr., Joyce Williams and Thomas W. Wright

### Length of Service, 40 years:

Herbert Albert Jr. and Katherine R. Miller

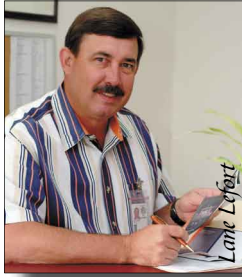
**Nathalie Vicknair won the door prize: lunch with the district commander at her choice of restaurant.**



# Small business is no small task

by Amanda Jones

Many people don't realize the challenges of the Small Business Office, yet it involves so many of us at the district. The Corps' Small Business Program sets this year's



target for each district to contract 41.3 percent of total contract obligations to small businesses. As of July, MVN has procured 29.69 percent. It is up to the contracting officer to decide which work is appropriate for small businesses and, according to Randy Marchiafava, chief of Small Business, "There are certain requirements that small businesses can't handle, like dredging. "So far we have spent about \$184 million. Of that, about \$105 million is going just to dredging. That's about 60 percent of

our money. That doesn't leave 41.3 percent to make the small business goal, even if we did everything else with small businesses, which we don't do. So it's a challenge for us here in New Orleans to meet our goals. We work hard to ensure everything we can award to a small business, we do."

Every acquisition over \$10,000 has to go through the Small Business Office. If the customer and Contracting want the contract to go out unrestricted, meaning both small and large businesses can bid on it, Kenny Enclade of the Small Business Administration and Marchiafava have to approve it.

"A lot of times there are contracts that we think possibly could go to small business if everything worked out right – the right small business was out there and they weren't busy somewhere else," said Marchiafava. But, customers and project managers don't always have the time or money to find them.

It can be a tedious process. The federal government uses the North American Industry Classification System (NAICS) to identify a size standard for every private industry in the United States. Contracting assigns this NAICS code to everything that can be bought.

"We buy either supplies or services. Some items are classi-



**Small business Southern Services & Equipment Inc. repairs a stop log at Port Allen Lock, a \$1.6 million job.**

fied by dollars...over a three-year average in gross receipts. Some things that we buy, like lumber products, the businesses are classified in that industry category by number of employees," said Marchiafava. Size standards can be found by going to [www.sba.gov](http://www.sba.gov) and inputting your NAICS code.

According to the Small Business Administration's Web site, "A small business is one that is organized for profit, has a place of business in the United States, makes a significant contribution to the U.S. economy by paying taxes or using American products, materials or labor and does not exceed the numerical size standard for its industry."

Any business meeting these criteria that would like contract work with the federal government would also have to be registered before a contract is awarded to



**A Guy Named Guy: district cafeteria contractor is a small business.**



# Active for Life pumps you up

by Amanda Jones

The second 20-week session of Active for Life (AFL) concluded with an award ceremony Aug. 18. Thirty-one teams with 186 members exercised for a total of 733,429 minutes. Fifteen teams chose to compete for the most weight and inches lost, and the lowest cholesterol. They lost a total of 184 pounds, 215.3 inches and 470 points in cholesterol and exercised 54,062 minutes. Each winner received a \$100 savings bond.

Cheryl Fourcade of the American Cancer Society said, "It excites me every time I see a group of people who are taking advantage of their lives."



**Jeff Heap and Toni Baldini were crowned for helping the AFL program run smoothly.**

**Greatest Weight Loss**  
 Individual award: Mark Hintz, 31 pounds  
 Team award: The Slough Offs, 45 pounds  
 Team members include Steve Hincamp, Mark Hintz, Brenda Jones and Michael Steagall.

**Highest Cholesterol Reduction**  
 Individual award: Direen Arnold, 71 points  
 Team award: The Regulators, 77 points  
 Team members include Michael Brown, Angie Lacoste, Barry Obiol and Michelle Rachel.

## Most Inches Lost (waist and hips combined)

Individual award: Ezra Batte, 8.25 inches

Team award: Blue Train, 30.75 inches



**Hans and Franz from MVN Live**

Team members include Lise-Ann Hebert, Mike Lowe, Susan Mabry, Reuben Mabry, Michael Maples, Mike Murphree, Scott Riecke, Alberto Velez-Cortes, Joey Wagner, and Candida Wagner.

Surprise imitators Hans (Maj. Murray Starkel) and Franz (Michael Bourgeois) of "Saturday Night Live" drew

winners for two additional savings bonds. All AFL members who exercised 150 minutes a week for the entire 20-week session were in the drawing for a \$100 bond, which went to Lise-Ann Hebert. All those who competed were in the drawing for a \$200 bond, which went to Linda Briant. A red beans and rice lunch was provided by the RAC.

"We're going to keep this thing going and I'm excited. We will try to have another AFL Kickoff in October, but I hope everyone will continue to exercise now and not wait until we start the new program...cause it's about living a healthy lifestyle now." said Peggy Plaisance, RN and Wellness Program coordinator.



**Hans and Franz with The Slough Offs**



## Project Management LEVEE ENLARGEMENTS

Enlargements are complete on the levee from Belle Chase Highway south along the east bank of Algiers Canal to Plaquemines Parish Pump Station No. 1. The West Bank and Vicinity Hurricane Protection Project raises levees to 9.5 feet. This elevation will protect residents from the standard project hurricane, a fast moving Category 3. Contractor Bickerstaff Brothers is scheduled to complete final stages, seeding and fertilizing, of this \$700,000 project this month.

A nearly \$5 million contract was awarded to Circle Inc. Aug. 8 to begin levee enlargements along the upper reach, from Belle Chase Highway, along the east side of Algiers Canal, to Algiers Lock. This project will also provide stan-



dard project hurricane protection to the residents along the east bank of Algiers Canal. Construction should begin in September and will take a little more than a year to complete.

## Engineering SALT WATER

Mississippi River flows have been below average since late April, and now are doing what gives the low-water season its name. As a result, the saltwater wedge has

once again begun pushing upriver. On Aug. 16, Hydraulics and Hydrologic Branch estimated the wedge's position at mile 52 above Head of Passes. That's several miles upstream of Pointe a la Hache. The New Orleans gauge was at 2.5 feet.

The district's survey boats will continue to monitor the wedge. Salt water is heavier than fresh, so it moves upriver with the wedge's toe on the bottom. Only 15 to 25 miles downriver do salt concentrations at the surface exceed the federal safety standard for drinking water only. "We expect the wedge to slowly continue to advance upstream for the next few weeks," H&H branch said.

The paramount question for the Corps will be whether once again to build an underwater sill to protect the Belle Chasse water intake, as done in 1988 and 1999. The decision hinges on the anticipated size and duration of flows.

## Logistics THEY JUST KEEP US GOING

Did you know there are five generators supporting the district? The primary 1250-kilowatt (KW) unit runs all services for the main building. A secondary 350 KW unit for the main building runs emergency lights, computers, kitchen refrigerators and freezers and power and air for the Emergency Operations Center and Executive Office, should the primary fail. For the warehouse and shops, there's a 400 KW unit and the Childcare Center has an 80 KW unit that runs two air conditioning units and a refrigerator. There is also a 50 KW generator for the bunker.

### SMALL BUSINESS, from page 8

them. They can do this at the Central Contractor Registration, [www.ccr.gov](http://www.ccr.gov). Employees can go to this Website to search through registered businesses also. But, that doesn't mean all businesses that meet a specific criteria are willing and able to make a bid.

"At times, this is a difficult job. There are things that if you took six months and searched around for the right small business, then maybe you could do a little bit more, but it's not a perfect world," admits Marchiafava. "It's not that we're not trying or doing well. It's the way we're being evaluated. The numbers don't look that well, but if you look at other factors,

you can see that we are."

So far this fiscal year, the district has obligated 934 total actions, and 586 were small business contracts.

"One of the hardest parts of this job is just selling the program. A lot of people think it is just one more piece of red tape to go through with the government and that's true. But, it all fits into the big picture. Sometimes the details are important..." and Marchiafava adds, "I think most people understand that you are doing the right thing when you try and support small business."



The Great Spillway Classic took place on July 11 at Bonnet Carre.

## Congratulations

to **Jean Vossen** (ED), who was promoted to deputy chief, Civil Branch, Engineering Division.

to **Howard Gonzales** (PM) and **Rodney Greenup** (PM) who were promoted to project managers in the Project Management West Branch.

to **Kelly** (OC) and **Chris Dunn** (ED) on the birth of their second child, Abigail Elizabeth, born on Aug. 11.

## Kudos

to **Mary Kinsey** (OC), who was awarded the E. Manning Seltzer Award for making significant contributions to the New Orleans District as senior legal advisor in of project reviews.

to **Melissa Horn**, daughter of

**Mike Horn** (OD) and **Mary Horn** (ED), who was selected to be honored by the 2004-2005 Who's Who Among America's Teachers.

## Farewell

to **Joann Damare** (SB), who retired Apr. 1

to **John "Danny" Grant** (OD), who transferred to Fort Polk on Aug 6.

to **W. Kenneth Derickson** of PMD, who retired on July 31.

## Condolences

to the friends and family of **Melanie Prior Pinto**, wife of retiree **Mike Pinto** (ED), who passed away July 15 of ovarian cancer.

to the friends and family of **Doris L. Marsalis**, mother of **Butch Marsalis** (CD), who passed away July 12.

to the friends and family of **Terry Brown**, who passed away

July 8. He was formerly chief of the Management & Employee Relations Branch.

to the friends and family of **Laurent Riecke**, father of **Scott Riecke** (IM), who passed away July 21.

to the friends and family of retiree **Andrew Maxwell**, who passed away on May 31.

to the friends and family of **Edith Falgoust**, mother of **Joan O'Keefe** (PM), who passed away July 18.

to the friends and family of retiree **Charles Carlton Allen Broussard**, who passed away July 22.

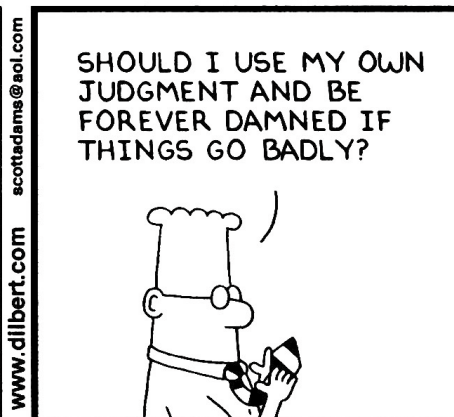
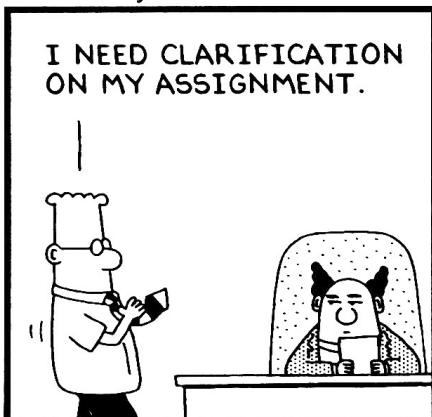
to the friends and family of **Love Joy Sheeren**, wife of retiree **Norman B. Rock Sheeren**, who passed away July 23.

to the friends and family of **Ivan D. Delp**, father of **Julie Scheid** (IR), who passed away August 11.

The New Orleans Executive Board's 2005 Distinguished Service Awards included **Jack Fredine** (sitting) named **Outstanding Professional Employee**, and **Jerry Stoute**, named **Outstanding Technical Support Employee**. **Gloria Just** and **Troy Constance** (standing) received honorable mentions.



DILBERT® by Scott Adams



# Talkback

This month, readers discussed two things they would change in either the way we do business or our work environment.

I would fix the airconditioning in Cost Engineering and remove all carpets from the building and have tiled floors. These could cut down on the amount of airborne allergins in the building.

**Benjamin Salamone**

I would get rid of P2 and the lengthy and expensive process employess have to go through for promotions.

**Ellsworth Pilie**

Before the integration of Planning Division, Programs Branch, and Project Management Division, planners identified feasible projects, and separately, project managers advanced development and implementation of authorized projects. The two efforts were disconnected, leaving potential for loss of knowledge and customer contact between phases. Now, project managers bring projects from conception through completion, gaining knowledge along the way and becoming more proficient in their work.

This concept may have applicability for the engineering, design and construction arenas. At present, engineering and design are performed separate from construction, yet they are closely related, as are planning and project management. We should explore assigning project engineers the responsibility for conducting the full spectrum of field data collection, engineering analysis and design, plans and specifications development, as well as project construction. Engineer specialists, operating regionally, would support study and project efforts where complex analysis and design support are

required.

The "cradle to grave" approach to technical management would provide increased continuity in the design-build process, increasing the potential that key information and contacts are retained. This will improve technical area efficiency, effectiveness and productivity, enhance the technical capabilities of engineers for future projects, and reduce technical stovepipes. This transformation would also afford greater agility to level resources, providing more technical work force stability in the long term.

**Edmond Russo**

The two things I would like to change would be to have a more "uniform" policy towards teleworking and change the "Corps" hours. Many divisions are using teleworking to its fullest advantage but quite a few are not. A lot have a "negative" view of teleworking, thereby discouraging their employees to pursue the idea. With gas prices at an all time high... with all the distractions throughout the workday, having some peace and quiet at home could really improve productivity.

A few years back, the "Corps" hours were changed to starting at 6 a.m.. This not only allowed commuters less travel time in the morning and evening but also allowed parents to save "after school care" costs. I think by extending the "Corps" hours to 10 a.m., you would do the same as far as the commute time and in this case, allow parents to save some "before school care" expenses.

**Toni Baldini**

*\*winner of the reserved parking spot*

One thing is to completely reformat P2 to where it can possibly work. It posi-

tively can't in its current state! Others in the private sector have tried and couldn't and wouldn't do it. Seems they have better sense than we do. Another is to simplify the PMBP. If it takes a stack of CDs and manuals a foot thick to know how to conduct daily business, we're in deep trouble. Don't know of another business that does that. It's tantamount to having to know the Bible inside out to be a Christian. Wouldn't have many around other than priests and ministers and possibly a handful of others.

**Allen Coates**

All new software/updates should go through a three-month trial period on several computers before being installed. This will allow problems to arise and patches to be made prior to installing the update on all computers.

Employees should be required to bring in government laptops for 'updates' on a quarterly basis except when a security issue requires immediate action.

The above would save taxpayers dollars, help prevent laptop user's back problems, and provide all-around better customer service.

**Susan Jackson**

I would like for supervisors to be supervisors and take care of problems in their sections. I've had two supervisors who knew a problem existed. Even when I showed them proof that one of their employees was not doing the job correctly, they agreed but did nothing to solve the problem and bring the employee to the level they should be. What happened to a supervisor who takes action? This would be wonderful in helping to boost employee morale, which seems to be very low.

**Mary Decareaux**

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Permit No. 80

# Strategic Directions brochure, Permission Slip in the district


adapted by Jim Pogue from USACE Headquarters' Corps Points

USACE has distributed three new or updated documents throughout the Command. These items included:

1. A new version of the "Permission Slip" also referred to popularly as "DO IT" Card (available in PAO),
2. The USACE Strategic Directions Brochure (distribution made), and
3. The USACE Campaign Plan (InSight web page).

The new "Permission Slip" continues the message of empowerment of Lt. Gen. Flowers as the 50th Chief of Engineers, now updated and endorsed by Lt. Gen. Strock as the 51st Chief. Every Corps team member should have received a copy.

The USACE Strategic Directions Brochure was also distributed to every Corps team member. It is available as both a published pamphlet and through the USACE home page ([www.usace.army.mil](http://www.usace.army.mil)). The USACE Vision is a key component of the USACE Strategic Directions Brochure: The U.S. Army Corps of Engineers - One Team: Relevant, Ready, Responsive and Reliable, proudly serving the Armed Forces and the Nation now and in the future. A full-spectrum Engineer Force of high quality Civilians and Soldiers, working with our partners to deliver innovative and effective solutions to the Nation's engineering challenges:



US Army Corps  
of Engineers®

## Permission Slip

**Ask yourself:**

1. Is it good for my customer?
2. Is it legal and ethical?
3. Is it something I am willing to be accountable for?

**If so, don't ask for permission.  
You already have it.**

**Just do it!**

*Carl Strock*

**One Team: Relevant, Ready, Responsive, Reliable**

- An Army Values-Based Organization
- Focused on the Mission and Those We Serve
- Dedicated to Public Service
- A Vital Part of the Army

The brochure also contains both enduring values embodied within our command and our people, and also strategic directions that we will emphasize in the years ahead. The enduring values in the brochure include a key excerpt from the Oath of Service that all USACE members (uniformed and Civilian) swear to as they enter Federal employment or military service—to support and defend the Constitution against all enemies. It also includes the Army Values, which are just as applicable to our personal lives as to our professional careers. There are intentional similarities between the

★ ★ ★

### Chief's Philosophy

- ♦ Every USACE Civilian and Soldier has four individual responsibilities:
  - ✓ Know your job
  - ✓ Be situationally aware
  - ✓ Be healthy
  - ✓ Treat every individual with dignity and respect.
- ♦ Leaders Set the Example.
- ♦ Live the Army Values.
- ♦ Keep a sense of humor, enjoy your families, and have fun.

★ ★ ★

Army Values and the "Permission Slip."  
The USACE "Core Competencies" are those long-lasting attributes of

USACE that we use to provide our services to the Nation. Similarly, the Strategic Vision and the Spectrum of Operations show substantial continuity with our earlier Vision statements and our spectrum from 1997 and 2001. The USACE Campaign Plan identifies our mid-term goals, focused

externally on providing service to the Armed Forces and the Nation, and those enabling capabilities internal to USACE required to reach our goals as we implement our ongoing missions. We will be taking specific actions in the years ahead to achieve these goals and to strengthen our internal capabilities.

Each of these three items was prepared for USACE team members to provide context on the command as a whole, on its heritage, values, and goals. Over the next few months, Corps leaders will be talking with their team members on how this strategic direction affects the day-to-day mission and how individually each member contribute to reaching our goals and enhancing our service to the Nation.

**STRATEGIC DIRECTIONS**

Relevant, Ready, F

Join us in making our vision a reality.  
 For the Corps to continue our proud  
 legacy of service to our Nation, we need  
 every team member's effort and energy.  
 With your help, we will be

"One Team: Relevant, Ready, Responsive  
 and Reliable, proudly serving the  
 Armed Forces and Nation now  
 and in the future."

Please read our campaign plan at  
[www.usace.army.mil](http://www.usace.army.mil) to learn more about  
 our campaign goals and supporting objectives.

**ESSAYONS!**  
 Carl Strock

US Army Corps  
 of Engineers®

[www.usace.army.mil](http://www.usace.army.mil)