



**US Army Corps
of Engineers** ®
Rock Island District

Tower Times

Volume 27

No. 1

October/November 2004





Spotlight on the District

Jeff Rose Chief Park Ranger, Saylorville Lake

By Mark Kane

Everyday events and experiences may, or may not, play a big part in a person's life, depending on whether that person chooses to act on it.

Jeff Rose, chief park ranger, Saylorville Lake, was first exposed to being a Corps' park ranger when he was in college, when that experience made an impression on him and set forth a chain of events that even played a role in how he met his wife.

"During college, I worked for a couple of summers at Carlyle Lake, St. Louis District, in Illinois and it wasn't until then that I was able to learn a little more about the agency and the work a Corps park ranger performs," said Rose.

Rose graduated in 1990 with a bachelor's degree in forestry with a specialization in outdoor recreation resource management from Southern Illinois University at Carbondale, Ill.

"During those two summers, I really enjoyed the work I was assigned to do and the people I met," said Rose. "After college, I applied for every Corps ranger job I could and eventually was selected for a ranger position in Alabama."

Rose hit the ground running after he started with the Mobile District.

"I have really been fortunate to gain a wealth of experience and been able to do so in different parts of the country," said Rose. "I started out in Mobile District working on a navigable river project, the Black Warrior and Tombigbee Lakes, where I was involved with every aspect of the recreation program and also provided a lot of assistance to the natural resource staff.

"I then moved on to a very large multi-use project, J. Strom Thurmond Lake, in Savannah District and worked my way up to chief ranger/team leader of the recreation management section," said Rose.

As a part of the Peoria, Ill., native's moving around and training opportunities, Rose attended a South Atlantic Division ranger conference, where he met an individual that would become a permanent part of his life ... his wife Kristina.

"She was a ranger at one lake and I at another," said Rose.

The Ankeny, Iowa, couple has two children, a 2½-year-old boy and a 1-year-old girl. Rose said they're expecting their third child in April.

Rose's career momentum didn't stop, and his training enabled him to take advantage of another opportunity.

"The experience and diversity working at lakes in the South Atlantic Division and the desire to be back in the Midwest, led me to

my current position here at Saylorville Lake," said Rose.

At Saylorville Lake, Rose is responsible for administering the visitor services programs, which include visitor assistance and law enforcement agreements, interpretive services and outreach, campground and day-use management, input into the Corps' Operations and Maintenance Business Information Link, and service contracts.

"Although I am responsible for the success of these programs, I have a great team of dedicated rangers I supervise that keep all of these program areas running smoothly on a day-to-day basis," said Rose. "I am also a part of the management team at Saylorville and assist in setting policy and procedure for the lake project. As a ranger, serving the public is one of our main goals along with protecting and managing the natural resources. I enjoy being able

to provide great facilities, assisting others, and being able to provide a quality recreation experience to our customers."

Rose's work goes beyond his everyday responsibilities.

"I have also been able to participate in headquarters sponsored committees," said Rose. "I was a part of a seven-member task force that just wrapped up new the Recreation Facility and Customer Service Standards document. These new standards will be implemented Corps-wide. Recently, I was selected to represent the Division on the National Uniform Committee. I look forward to this opportunity and the new experi-

ences which it will bring and new Corps professionals I will meet."

Rose said he loves being outside, which coincides with some of the reasons he likes being a Corps park ranger.

"Being out in the recreation areas usually enables me to spend some time with the general public either answering questions or providing information about the project," said Rose. "I get paid to come to the lake everyday ... it's hard to beat that!"

It's also not a surprise that Rose's hobbies involve the outdoors as well.

"I enjoy camping, fishing, hiking, and doing yard work," said Rose. "I love sports – football, baseball and NASCAR. But most importantly I enjoy spending time with my family."

Rose's advice to anyone reading this article is, "Life is short so enjoy it ... be the best you can be and everything else will fall into place ... family is the most important thing in life." 🏡



Tower Times
**U.S. Army Corps of
Engineers**
Rock Island District
Vol. 27 No. 1
October/November 2004

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This newsletter is an authorized publication for members of the U.S. Army. Contents of the Tower Times are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the Rock Island District U.S. Army Corps of Engineers.

It is published monthly using offset press by the Public Affairs Office, Rock Island District, U.S. Army Corps of Engineers, Clock Tower Building, Box 2004, Rock Island, IL 61204-2004. Phone (309) 794-5730. Circulation 1,500.

The deadline for submitting articles for the Tower Times is the 7th of the preceding month. Send articles to Editor, Public Affairs Office, U.S. Army Corps of Engineers, Clock Tower Building, P.O. Box 2004, Rock Island, IL, 61204-2004.

The Tower Times is printed on recycled paper.

On the web, in living color, at:
<http://www.mvr.usace.army.mil>

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On the Cover

Kate Soska, Operations Division, checks in a truck delivering debris to a reduction site during Hurricane Ivan Relief Operations in South Alabama.

Photo by Tim White, U.S. Army Engineering and Support Center, Public Affairs.

Check out pages 10 - 11 for more information.



the momentum, vision, and values of the 49th and 50th chiefs. Lt. Gen. Stroock used the analogy that his last two predecessors tinkered under the hood of the car (made changes to how we operate and how we are structured) and now it is time to figure how where we are going to drive (what should be our strategic direction).

Lt. Gen. Stroock confirmed that we will continue on the path laid out in USACE 2012 and that it's the right thing. While there are still some implementation issues, the Regional Integration Teams, District Support Teams, and the Regional Business Center are all non-negotiable. He also said that P2 is essential. Finally, the Chief said we need to focus on relationships and mission execution – in spite of everything going on, we still have to be able to deliver our products and services.

Our 51st Chief's final comment was that the USACE vision is still in effect – it wasn't his predecessor's vision, it's our vision.

The New MVD Commanding General

In June, we had the first opportunity to meet Brig. Gen. Robert Crear and hear his "prelude of things to come." He sees the role of the District as being there to support the Division team with the best resources in the region, and wants MVD to leverage the resources to make that happen. He feels that, as a new commander, it is important to give him too much information, as opposed to not enough, and we should not assume that he knows everything that is going on in the Valley. Brig. Gen. Crear also addressed the importance of the support staff and

of our regional concerns and some important district missions that we are currently working. The regional issues I addressed were: P2 and how it will make operating regionally better by sending the work where the capability is; regional rates and ensuring we do not penalize efficiency; funding shortfalls and what efficiencies can be achieved regionally to help; and strategic planning. From my perspective, one of our most important missions is balancing the workload to support funding shortfalls; this has been an issue that we have struggled with and is the reason for the implementation of cost saving measures over the past few months. Other missions I reported on were the Navigation Study, the Comprehensive Plan, and the implementation of P2.

Low Water Inspection Trip

The District hosted a successful Low Water Inspection Trip in August in which the Motor Vessel Mississippi transited the District with the Assistant Secretary of the Army (Civil Works), the Honorable John Paul Woodley, and members of the Mississippi River Commission. Rock Island employees provided exceptional support and conducted briefings on a wide variety of topics, including support to the Global War on Terrorism and the Navigation Study. We conducted a public meeting in Dubuque, Iowa, and were able to host a roundtable discussion with our stakeholders and partners, in which we received some valuable feedback on their concerns and what we can do during the next year to improve

By Col. Duane Gapinski, District Engineer

Recent Events Impact District

This month I'd like to talk about three major recent events to give you an idea of what is happening at the higher levels of the Corps.

USACE Senior Leader Conference and the 51st Chief of Engineers

I had the opportunity to attend the USACE Senior Leader Conference in August. The purpose of the conference was to gain a better understanding of the external environment and identify areas that need attention as Lt. Gen. Carl Stroock takes the reins. The action plans that are needed will be developed at the October transition conference.

The Chief spoke several times during the conference and I would like to describe what he talked about so that we can all understand where we are headed:

The Chief's first priority is the support to the Global War on Terrorism. This includes deploying personnel to the Gulf Region Division in Iraq and to the Afghanistan Engineering Division; providing reach back support by assuming the duties of those deployed; supporting those deployed as they – deploy, when they are deployed, and when they return; and by working to prevent attacks, protect infrastructure, and maintain our emergency response capabilities.

His initial focus will be to build upon

how critical they are to mission accomplishment. He also gave his philosophy on the Senior Executive Service and indicated his extreme admiration and trust to them; he sees their role as working with employees regionally and as mentors to the workforce.

The district commanders shared some

our customer support. We were also fortunate to have the opportunity to show employees, and members of the MRC, concrete damage at Locks 11 and 19, and Dam 18. It was a great visit and we appreciate all of the support we received.

Thank you for all the great work you do. 🇺🇸

Pathfinders Program Extends Beyond Your Everyday Job

By Tom Heinold, Engineering Division

In January 2004, 15 protégés and their mentors embarked upon a journey. Not all of them knew what their destination would be, but most knew that it would be “anywhere but here.”

The District’s Pathfinders Mentoring Program matches protégés and mentors carefully, pairing those who have career goals and core interests in common. The interaction between the mentor and the protégé serves to develop both. More often than not, the protégé gains the experience of a “view from above” and the mentor gains the insights and perceptions of someone a little lower on the totem pole, as was my case. There are some pairs whose goal is not necessarily one of learning the leadership and development requirements at different levels within the District’s hierarchy, but instead they “cross-pollenate,” gaining experiences from similar levels of authority but in different branches or divisions. In either case, it’s a learning experience that requires a step outside the boundaries of your everyday job.

I was fortunate to have the District Engineer, Col. Duane Gapinski, as my mentor this year. We met several times one-on-one and I had the opportunity to attend a few meetings and events that I would not have normally attended. We would sit down afterwards to discuss the reasoning behind the decisions made, and I found that there are a great many things I do in my job that directly reflect upon the District’s mission. I was also able to interview for a promotion, while in the mentoring program, and the DE provided an after-action

review on my interviewing performance, which I hope will help me during my next interview.

In turn, Col. Gapinski benefited from some of my views and perceptions about Engineering Division, Design Branch and my own section, and learned what project development looks like from my level.

In addition to “shop talk,” we were also able to talk about our experiences in the Army, since we are both engineer officers. I was able to glean some pointers about my own career path not only in this District as a civilian, but also as an Army officer. He learned a little about the way the Army Reserve does business, which may help him in his next position or somewhere down the line in his Army career, especially since our country is relying more and more upon its reserve forces since the vast reductions in the late 1990s. These experiences will help us both not only in our leadership roles in our present positions, but in the next step of our respective career progressions.

I would recommend the Pathfinders Mentoring Program to anyone who is a self-starter, looking for advice, career-

development, insights, and experiences from any of the many capable mentors we have in our District. I’ve talked to several protégés and mentors, and every one of them has enjoyed and benefited from the program.

Mark Cornish probably said it best



when he said, “I get a great sense of satisfaction from seeing people succeed in their career through the Pathfinders program. As a mentor, I believe that I get as much out of the program as the protégé. These people are sincerely interested in improving their career opportunities, and working with motivated people is fun.” ■



CFC Chili Cook Off contestants test each others' concoctions before crowds of eager chili tasters ate up their entries. From left to right, Nicole McVay, Programs and Project Management; Rich Rupert, Engineering Division; Darryl Carattini, Programs and Project Management; Jim Stiman, Engineering Division.

District Contributions, Fundraisers Continue Positive Impact

Story and photo by Mark Kane

The 2004 Combined Federal Campaign kicked off on Sept. 23 when District CFC keypeople began distributing CFC forms, which enable federal employees to contribute to local and national charities through paycheck deductions or a one-time contribution.

"Every One of Us" is the theme for the 2004 Illowa Bi-State CFC campaign, an annual fund drive that covers federal and postal employees on Arsenal Island and in a 12-county region of western Illinois and eastern Iowa. The area reaches many District sites that include the Clock Tower, Locks and Dams 13 through 19, LaGrange Lock and Dam, as well as LeClaire Base employees.

This year, the District raised money for charities through the CFC by participation

in four different events, which included the Corps' chili cook off, online auction, a 'wear your blue jeans to work' day, and a Hawaiian Luau day held by Operations Division.

Specifically, the District's annual Chili Cook Off, held Oct. 7 on the Clock Tower Annex lawn, once again drew a large crowd of chili connoisseurs and costumed chili masters and raised more than \$660 to be contributed to charities through the CFC.

The winners for best chili were: First Place – Jim Kohl, Locks and Dam 15, "Chili Disappointment," Second Place – Cathy Tilberg, Engineering Division, "Tilly's Chili," and Third Place – Joy Deporter, Army Field Support Command, "Pioneer Chili."

The winners for best costume were: First Place – Larry Jones, Executive Office, and Debi VanOpdorp, Real Estate, "Cigar Bar," Second Place – Gail Smith, U.S. Army Garrison - Rock Island Arsenal Public Affairs, "Klingon Science Officer," and Third Place – LuAnn Steen, Logistics Management, "Chili Witch."

This year, for the second time, the contest featured a People's Choice Award, which was awarded to Leslie Robinson and Tom Harp, Defense Finance and Accounting Service, "Double Dog Dare Ya."

The first place winner of the best chili award, Jim Kohl, will have his name added to the traveling "Best Tasting Chili" pot.

In addition, the District once again played host to an online auction to raise



Scott Pettis, Engineering Division, stirs his "Cheesehead Chili" and readies it for consumption by the numerous chili tasters that ate most of the available chili during the cook off.



Jim Kohl, Locks and Dam 15, shows off the coveted Best Tasting Award after his "Chili Disappointment" was judged as the best tasting chili in the District's annual cook-off competition. District Engineer Col. Duane Gapinski presented Kohl with the award.

funds for the CFC. The online auction took place Oct. 1 through 14 and raised more than \$4,400 that will be contributed to charities through the CFC.

Items that were bid on during the online auction can be found on the Internet at: <http://www2.mvr.usace.army.mil/CFC/default.cfm>.

The CFC is the only authorized solicitation of employees in the federal workplace on behalf of charitable organizations. It continues to be the largest and most successful workplace fundraising model in the world.

The District's goal for this year's Illowa Bi-State CFC was set at \$48,000 and 50 percent participation. As of Oct. 25, the District had raised more than \$41,600 and

had almost 40 percent participation from the District employees that can contribute to the Illowa Bi-State CFC.

Last year, the final tally came to more than \$49,300, just under the District's goal of \$50,000 last year.

"I am very pleased to see year after year how well the Rock Island District continues to support our charities," said Steve Russell, District CFC Chair. "As chair, my greatest challenge was to reduce overhead associated with the campaign, looking for the simplest ways to request funding. The basic requirement of a chair is to ensure that all CFC activities transfer the needs of individuals to others who have the ability to help."

Russell underscored the roll of the fundraisers, as well as the giving spirit of

the area, to the success of the District's campaign.

"The chili cook off has become a great fall event for the Corps and our Arsenal co-workers, while raising funds for CFC," said Russell. "Living in the Midwest has many advantages, the greatest is working with people who truly care for one another. Special thanks goes to those individuals who chaired each event and all the key people who asked for funding. To all those who answered that need, I wish to say thank you."

Vickie Davis, Resource Management, is the co-chair for the District CFC this year and will be the chair next year.

Online information regarding the Illowa Bi-State CFC can be found at www.illowacfc.org.



Banner Marsh Project Completed, Dedication Ceremony Held

The Banner Marsh Habitat Rehabilitation and Enhancement Project were recognized at a ribbon-cutting ceremony on Sept. 25 at the Marsh.

Banner Marsh is part of the Illinois River Valley Flight Corridor, which is part of the Upper Mississippi River Flyway, a major migration route for waterfowl and other migratory birds.

Officials from the District and the Illinois Department of Natural Resources were present, along with dignitaries and supporters of the project.

The environmental improvements at Banner Marsh enhance approximately 5,000 acres for use by migratory birds and other wildlife.

Project costs totaled \$6.9 million, of

which \$1.9 million was paid by the state of Illinois as project sponsor.

Col. Duane Gapinski, District Engineer, called the Upper Mississippi River System a truly unique system of major national wildlife refuges and a commercial navigation.

Gapinski explained that for thousands of years, millions of migratory birds have rested and fed in the Illinois Waterway river bottoms during annual migrations from northern breeding grounds to southern winter homes.

"Because of the cooperative effort between the U.S. Army Corps of Engineers, the Illinois Department of Natural Resources, and other federal and state agencies, and through Congressional

funding, we have ensured that waterfowl will continue to use areas like Banner Marsh for years to come," Gapinski said. "The IDNR has been key to the completion of this project. They have provided many hours of labor and financial support to ensure that the Banner Marsh project was completed. They have also been instrumental in the Environmental Management Program. Their forward-thinking

and progressive attitude towards environmental restoration has been a key component of the program," Gapinski said as he introduced Joel Brunsvold, director of the IDNR. Brunsvold echoed much of what was called a cooperative effort.

Keynote speakers at the occasion were 18th District Illinois Cong. Ray LaHood and Jerry Lack, staff assistant for 17th District Illinois Cong. Lane Evans.

"Preserving our precious natural resources through restoration and rehabilitation projects along the Illinois River such as this one is essential," LaHood said. "Generations of river community residents will enjoy this legacy for many years to come."

A statement from Evans read, "The Environmental Management Program is a unique federal program. It allows federal, state, and local partners to work together to preserve our precious lands and wildlife. It helps us save the treasures of our earth for future generations to enjoy."

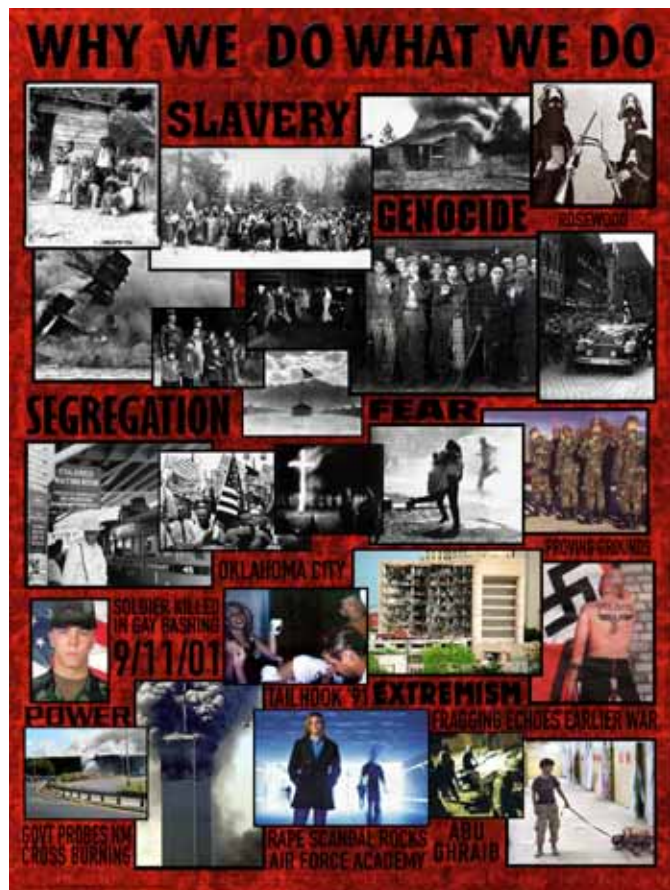
Special features of the project include: clearing and stabilizing the existing perimeter levee; rehabilitating the pump station; planting approximately 144 acres of prairie habitat; and constructing two control structures.

The project allows greater flexibility in water level and vegetation management, which helps produce a combination of open water, marsh vegetation, and floodplain forest, according to officials. That habitat is expected to provide reliable food, cover, and resting areas for a variety of birds, mammals, reptiles, and amphibians.

Linda Woods, Canton Daily Ledger, contributed to this article.



The Banner Marsh Habitat Rehabilitation and Enhancement Project came to an end when officials from the Corps and other agencies cut through the ribbon at the Sept. 25 ceremony. From left to right, Roger Perk, Programs and Project Management; Cong. Ray LaHood, 18th District Illinois Congressman; Joel Brunsvold, Director of the Illinois DNR; and Jerry Lack, staff assistant for Cong. Lane Evans, 17th District Illinois Congressman.



Army-certified EEO counselor on the EEO office staff. If there is not an EEO office staff member available, the EEO officer will request another district within our region to assign an EEO specialist to act as an EEO counselor, providing both the intake sheet and a Military Interdepartmental Purchase Request for costs. The counselor schedules an on-site visit to conduct the counseling. Management officials will be responsible for ensuring that witnesses, including the complainant, are available for interview by the counselor either in person or by telephone. Each Corps counselor will also be a certified mediator, thus allowing him or her to conduct either traditional

counseling or mediation under the Corps's Alternative Dispute Resolution Program.

With the departure of Cindy Banks, EEO Student Career Experience Program student, the District does

not have a current EEO specialist who can conduct EEO counseling. When this vacancy is filled, the selectee will be this District's EEO counselor and will handle pre-complaint inquiries, as his or her workload permits. If the new EEO specialist is unavailable or not yet on board, the District will use the Corps-wide EEO counselors for counseling complaints.

The Corps hopes that this new system will speed up the time needed to complete informal EEO counseling, encourage the use of ADR, and reduce the turnover of EEO counselors, as well as Corps-wide improvements in the quality of counselor reports and an increase in the percentage of complaints resolved in the informal stage. ■

The Corps of Engineers has come to the end of an era. Effective Oct. 1, the Corps discontinued using collateral Duty Equal Employment Opportunity counselors to conduct pre-complaint inquiries into allegations of discrimination. The Corps determined under the provisions of 2012, that it will use only Equal Employment Opportunity Specialists or Equal Employment Opportunity Assistants for counseling.

Our past and present EEO counselors have served us well. They have made every effort to conduct objective and factual inquiries into the matters raised by aggrieved individuals, be they employees or applicants for employment. They have performed the often-thankless task of gathering sufficient information to attempt resolution of complaints, as well as to provide mediators with background information needed to mediate complaints of discrimination. In the absence of resolution, they have provided investigators with information needed to conduct fair and impartial investigations into formal complaints. Often this work required the counselors to set aside their regular assignments, and to bear the brunt of angry or anxious complainants and witnesses.

When an aggrieved person initiates an EEO complaint, the EEO office staff will conduct an intake interview with the individual. If the complainant has either decided that he or she will not pursue EEO counseling at that time, or if that person does not allege discrimination based upon race, color, national origin, age over 40, sex, religion or physical or mental disability or retaliation for EEO activity (such as a prior complaint or serving as a witness or representative for someone else's complaint), then an inquiry sheet will be signed by both the complainant and the EEO Office staff member. It is the responsibility of the complainant, not the counselor or EEO Officer, to decide on what basis he or she believes that discrimination has allegedly taken place. While counseling is available to all aggrieved persons who allege discrimination in this District

By Elizabeth Robinson, Equal Employment Opportunity

End of an Era in Equal Employment Opportunity Complaint Counseling

under these factors, formal complaints will be dismissed if they are untimely (the complainant failed to initiate counseling within 45 days from the date that the alleged discrimination took place, or if based upon a personnel action, within 45 days of the effective date or the personnel action), if the formal complaint does not allege discrimination based upon one of the above factors, or if the complainant has already filed a formal grievance or Merit Systems Protection Board appeal based upon the matters contained in the complaint.

If the aggrieved decides to initiate a complaint and alleges discrimination based upon one of the EEO factors listed above, then the complaint will be assigned to a Department of the



Left - Lee Schweiger, Construction Division, checks in a truck delivering debris to a reduction site during Hurricane Ivan Relief Operations in South Alabama. Photo by Tim White, U.S. Army Engineering and Support Center, Public Affairs.

Below - Bob Wild, Operations Division, tracks the progress of debris removal with fellow Corps employee Sarah Gaines, San Francisco District, during Hurricane Ivan Relief Operations in South Alabama. Photo by Mervin Brokke, Philadelphia District, Public Affairs.



Hurricanes Devastate Southeast, District Responds

By Mark Kane

If you didn't hear about it, then chances are you don't work for the Corps, or you live in a cave. In August and September, four hurricanes hit the Southeastern United States and left a wake of destruction, ruin and waste in their path.

Federal, state, county, and city agencies have rallied and come to the assistance of thousands of people left without power, water, and in many circumstances ... their homes.

The Corps has been one of the many federal agencies to respond and the Division, and the District, put out the call for volunteers, and numerous people have stepped up to the plate.

District employees have, and continue to be, involved with the clean-up and

response to the four hurricanes, which include hurricanes Charlie, Ivan, Frances, and Jeanne.

The Corps has assisted, coordinated and orchestrated aid in numerous areas of need located in the states of Florida and Alabama. Mark Clark, Emergency Management, was the first person from the District to depart for involvement in the Corps response to the natural disasters; he left Aug. 14 and remains deployed in support of the Corps' relief efforts.

Nearly 30 District employees, from almost every division, have already returned from natural disaster duty in Florida and Alabama, while approximately 14 District employees are deployed and 14 District volunteers wait in the wings in

case they're needed.

The Corps' involvement has mainly included providing support to the Federal Emergency Management Agency with debris removal, water and ice distribution, temporary housing, tarp distribution, and emergency power.

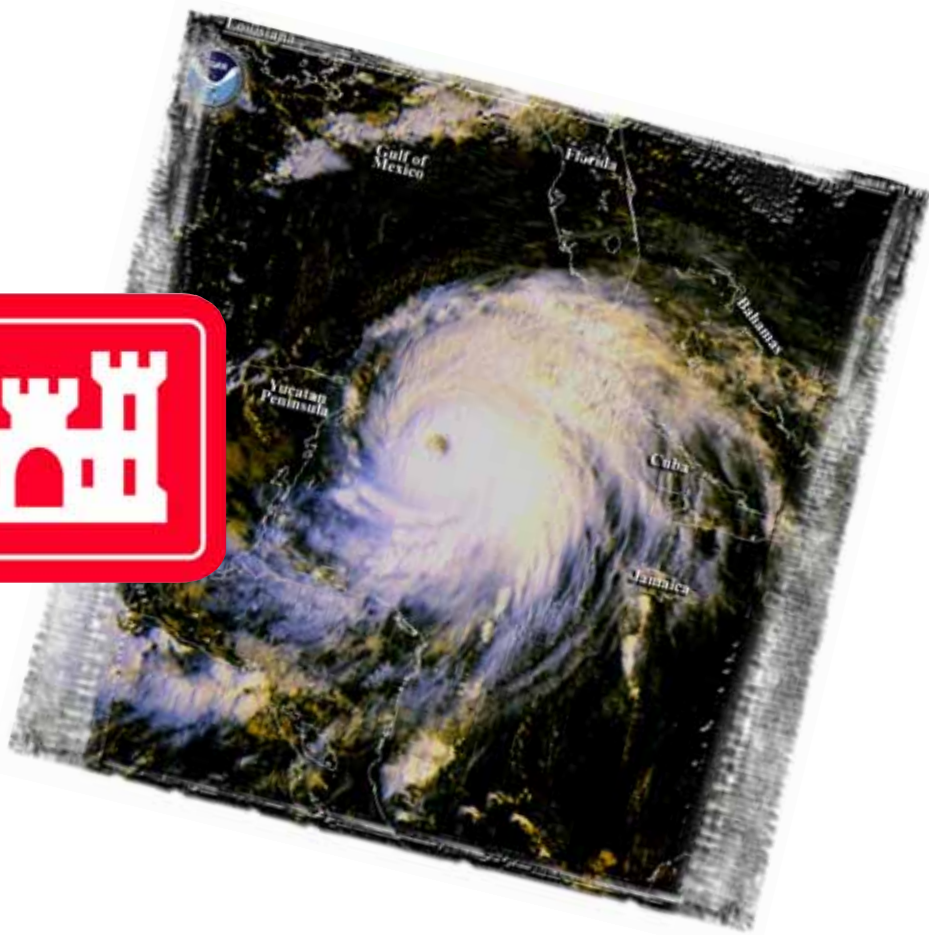
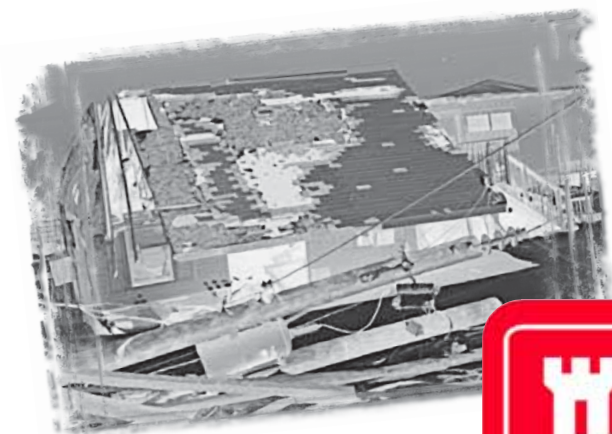
Specifically, the Corps has been managing the removal of more than 50,000 cubic yards of debris each day in Alabama in the aftermath of the storms. Corps experts estimate approximately 2.5 million cubic yards of debris will be removed by the Corps from the region.

Corps employees deployed to Alabama and Florida from around the country and have supported FEMA with 24-hour recovery operations. ■

On The 'Net



www.sas.usace.army.mil/er/CHR.htm



District Employees Support Hurricane Relief Operations

The following District employees are currently deployed in support of Natural Disaster Relief Operations

Mark Clark, Emergency Management; Mike Mannhardt, David McIlrath, Chris Reger, Lee Harold Schweiger, and Kathryn Soska, Operations Division; Roland Fraser, Ted Kerr, David Swanson, and John Vanwatermulen, Engineering Division; Harry Bottorff and Jan Hodges, Programs and Project Management; Ron Flowers, Logistics Management; and Al Lopez, Information Management.

The following District employees have completed duty in support of Natural Disaster Relief Operations

Robert Adams, Kevin Carlock, Dan Crone, Rick Granados, John Kilburg, Lucas McCutcheon, Jennifer McDermott, Manis McDougal, Larry Spengler, and Bob Wild, Operations Division; Sue Brown, Cory Haberman, Toby Hunemuller, Brian Lane, John Quick, and Matthew Zager, Engineering Division; Ronald Flowers, Nancy Pierce, and Mary Strassburger, Logistics Management; Sarah Jones and Kent Stenmark, Emergency Management; Paul Holcomb and Rick Stebens, Construction Division; Terry Riddell and George Sporer, Real Estate; Bob Willhite, Programs and Project Management.

Mike Mannhardt, Mississippi River Project Office, provides a first-hand look to Brig. Gen. Robert Crear at some of the work going on at the Mississippi River Project Office during Crear's District visit Sept. 18 - 19.



The new commanding officer of the Mississippi Valley Division, Brig. Gen. Robert Crear, visited District headquarters, the Mississippi River Project Office, as well as Locks and Dam 14, during a two-day visit to the Rock Island District Sept. 8 through 9.

During Crear's visit he met with numerous employees, attended a Society of American Military Engineers meeting with guest speaker Chad Pregracke, and held a standing-room-only town hall for District employees.

Crear gave out several awards during the town hall and addressed District employees on several issues.

"I think you should know my personal philosophy that I will employ as commander of the Mississippi Valley Division," said Crear. "My intent is to help you understand me, where we as a team are going, and also provide some insight as to my expectations of you. You should know that I am extremely delighted to have the opportunity to serve as the commander of the Mississippi Valley Division. My philosophy can be summed up in three short words – do what's right."

Among many other things Crear talked about, he underscored the way in which employees should talk to him or their leadership ... don't sugar coat it.

"Use your good judgment on what to tell me and what not to tell me," said Crear. "Do not tell me what you think I want to hear, for that is the greatest disservice you can possibly do. It is actually a form of disloyalty."

Crear also said that those in leadership positions should make sure their people are properly awarded and pointed out three basic ideas he believes can help employees excel.

"Sometimes we must find better ways of doing things – imaginative, innovative and inventive," said Crear. 🇺🇸

Division Commander Visits District

Story and photos by Mark Kane



Brig. Gen. Robert Crear speaks with Chad Pregracke, founder and organizer of Living Lands and Waters, before the start of an SAME meeting, which featured Pregracke as the guest speaker.

Lock 15 Closes for Emergency Repairs



Above - Al St. Clair, Mississippi River Maintenance Crew, slowly submerges into the water inside the lock chamber before checking a key area of the lock wall for any possible obstacles, while (from left to right) Ron Wunderle and Charlie Lovell, Mississippi River Maintenance Crew, make sure his line doesn't get hung up.

Right - Members of the Mississippi River Maintenance Crew (from left to right - Rodney Stover, Jeff Mayers, and Jim Fredrickson) prepare to put the finishing touches on setting a temporary miter gate into place at Lock 15 Aug. 19.

Below - Rodney Stover, Mississippi River Maintenance Crew, patiently waits while the Corps' largest crane, the Quad-Cities, is used to lift the first temporary miter gate off the barge from the Mississippi River Project Office.



The District's Mississippi River Maintenance Crew removed the lower miter gates from the main lock at Lock 15 Aug. 19, and installed a spare set.

The District's dive inspection team revealed serious structural damage to the lower portion of the gates requiring immediate removal and replacement. The damaged gates are currently being repaired at the Mississippi River Project Office. Repairs are ongoing and a completion date has not been identified.

The gate removal and installation had minimal impact on river traffic at Lock 15, as it was only closed to traffic on Aug. 19 and 21, from 7 a.m. to 7 p.m.

Lock 15's auxiliary lock remains closed until further notice due to structural damage to the lock's upper and lower gates. 📷



Investing In Our People

Around the District

Locks and Dam 14 Eco-Meet A Success

Quad-City area schools competed in the Locks and Dam 14 Eco-Meet, which has become an anticipated event and part of area school culture. The number of involved school teams continue to climb each year.

Teams of students from 24 schools in the Davenport, Iowa, Moline, Ill., North Scott and Pleasant Valley, Iowa, school districts participated in the annual ecological challenge at the Bettendorf Community Center.

The location was switched from the usual locale at Locks and Dam 14 in Pleasant Valley to Bettendorf, Iowa, because of the chilly weather, said the coordinator for the event, Steve Vacek, Mississippi River Project Office.

Corps Water Safety Committee Sponsors Corps-wide Photo Contest

The Corps National Water Safety Committee is sponsoring a Corps-wide photo contest, with a focus on promoting water safety.

This contest is open to all Corps employees.

Submissions should depict the promotion of water safety, demonstrate safe water practices, and/or showcase water-based recreation facilities.

All uniformed employees shown in the photos should be wearing the appropriate uniform for the activity in which they are engaged.

Photos will be judged for clarity, composition, originality, visual impact, and theme.

Submission deadline is Feb. 1.

Winners will be announced in April at the Corps session of the 2005 International Boating and Water Safety Summit in California.

For details go to <http://watersafety.usace.army.mil/photocontest.htm>.

Also from Corps' Water Safety ...



Meet Bobber, the Corps' new water safety dog. Check him out at: <http://bobber.info/>

Congrats ...



Congratulations to **Tom and Eileen Heinold**, Engineering Division, on the birth and adoption of a baby girl, Meredith Anne, Sept. 8. She weighed 8 pounds and 11 ounces, and was 21 inches long.

Recent Retirements ...

Ronald Doerr, lock and dam operator, Lock and Dam 11, Operations Division, retired Nov. 2 after dedicating 27 years and six months to the federal government.

Donna Willey, civil engineering technician, Permit Evaluation Section, Regulatory Branch, Operations Division, retired Sept. 3, after dedicating 24 years, four months, and 19 days to the federal government.

Sympathy ...



James "Jim" Douglas, 95, of Moline, Ill., formerly of Rock Island, Ill., died Aug. 31, at Trinity Medical Center-West Campus, Rock Island.

Douglas worked for the District before going to work and retiring from the former International Harvester.



Augusta Drucker, 93, a resident of Rosewood Care Center, Moline, Ill., and formerly of Rock Island, Ill. and Hallandale, Fla., died Aug. 26, at the center.

Drucker worked for the District as the chief of Real Estate and retired in 1972.



Arthur Aylmer, 85, of Dolton, Ill., died Aug. 12, at his home.

Aylmer retired from the Corps in 1982 at the Calumet Harbor and River Project, after working in Joliet and Chicago, Ill..

He served in the Army from March 10, 1941 through June 14, 1945 and served in the European theater during WWII.



John Eric Benson, 92, formerly of East Moline, Ill., died Aug. 11, in DePere, Wis.

Benson began his career with the District and later worked at the Rock Island Arsenal.

SUPPORT, SACRIFICE FOR CORPS

Thanks to our employees currently supporting the Global War on Terrorism

Dave Bequeaith, Dana Brosig, Randy Brotherton, Julie Fisher, Mark Hoague, and Nick Peschang, Engineering Division; Dave Dierickx, Terry (Sam) Hoover, and James Trail, Operations Division; and Randy Kraciun, Programs and Project Management; Jan Hancks, Contracting; and Ralph Werthman and Ron Williams, Real Estate.

Thanks to our employees for their support of the Global War on Terrorism

Eric Aubrey, Dave Bequeaith, Pete Corken, Dan Foltz, Christian Hawkinson, Mark Hoague, Brian Lane, Larry Melaas, Nicholas Peschang, Joel Peterson, Ron Plante, Tom Reinhardt, Richard Rupert, Ray Tatro, Charles VanLaarhoven, and Judy Walters, Engineering Division; Bob Balamut, Randy Brotherton, Brett Call, Alois Devos, Lee Myers, Steve Russell, Karl Schmitz, David Varner, Randy Walters, and James Wilson, Operations Division; Randall Braley, Paul Holcomb, Daniel Holmes, and Ricky Stebens, Construction Division; George Sporer and Ron Williams, Real Estate; Darryl Carattini and Perry Hubert, Programs and Project Management; and Nancy Pierce, Logistics Management.

Thank You For Serving!



Family Support
During Your Deployment

- ★ Open to RIA civilians and their families
- ★ Monthly Waiting Families meetings
- ★ Video Teleconference (VTC) with Deployed family member
- ★ Family Care Plan assistance
- ★ Family Counseling
- ★ Military One Source referrals and information
- ★ Open to all tenant organizations here at RIA and their families
- ★ Reunion support
- ★ Deployment support for your children and extended family

Arsenal Army Community Service Available to District

The Rock Island Arsenal's Army Community Service center is available to civilian employees, military, retirees and their immediate family members ... and yes, this definitely includes all District employees.

ACS is a multi-service organization designed to assist Arsenal tenant agencies and their family members by providing education/training programs that will enhance their ability to deal with day-to-day issues during deployments. This is one place to go for answers to your questions and help with possible problems.

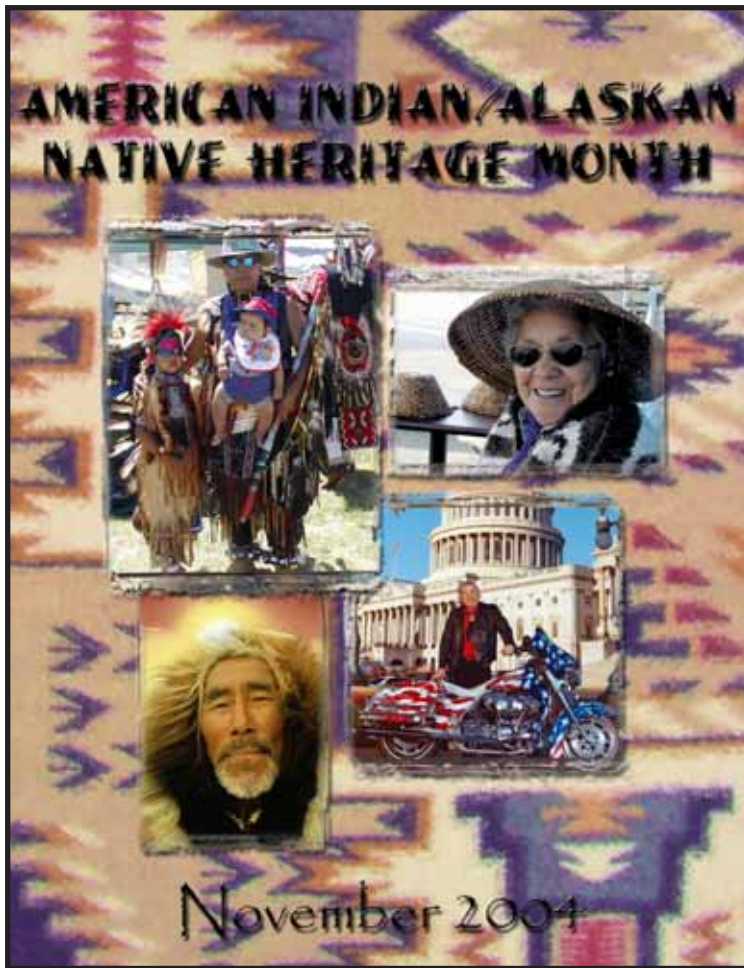
Please contact ACS at their Central Intake Program phone number of (309) 782-0829 if you desire more information or assistance. 🖱

On The 'Net



www.armycommunityservice.org
riamwr.com/ACS/acsnew.htm

AMERICAN INDIAN/ALASKAN NATIVE HERITAGE MONTH 2004



What began at the turn of the century as an effort to gain a day of recognition for the significant contributions the first Americans made to the establishment and growth of the United States has resulted in the month of November being designated for that purpose.

Early Proponents

One of the early proponents of an American Indian Day was Dr. Arthur C. Parker, a Seneca Indian who was the Director of the Museum of Arts and Science in Rochester, New York. He persuaded the Boy Scouts of America to set aside a day for the "First Americans," and for three years the Scouts adopted such a day. In 1915, at the annual Congress of the American Indian Association meeting in Lawrence, Kan., a plan celebrating American Indian Day was formally approved. The Association directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to set aside a day of recognition. Rev. Coolidge issued a proclamation on Sept. 28, 1915, which declared the second Saturday of May as American Indian Day and contained the first formal appeal for recognition of American Indians as citizens.

The year before this proclamation was issued, Red Fox James, a Blackfeet Indian, rode horseback from state to state, seeking approval for a day to honor American Indians. On Dec. 14, 1915, Red Fox James presented the endorsements of 24 state governments to the White House. There is no record, however, of such a national day being proclaimed.

State Celebrations

The first American Indian Day to be celebrated in a state was declared on the second Saturday in May 1916, by the governor of New York. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators enacted such a day in 1919.

Presently, several states have designated Columbus Day as Native

American Day, but it continues to be a day we observe without any legal recognition as a national holiday.

Heritage Months

In 1990, President George Bush approved a joint resolution designating November 1990 as "National American Indian Heritage Month." Similar proclamations have been issued each year since 1994.

National American Indian and Alaska Native Heritage Month is celebrated to recognize the intertribal cultures and to educate the public about the heritage, history, art, and traditions of the American Indian and Alaska Native people. 🇺🇸

DEPARTMENT OF THE ARMY
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