



Spotlight on the District

Heather Bishop Hydraulic Engineer, Engineering Division

Story by Mark Kane

The Quad-Cities Chapter of the Society of Women Engineers recently had its charter approved by the national organization and Heather Bishop, Engineering Division, is playing an active part in the local chapter and in the District where she says she loves working.

Bishop, the secretary for the Quad-Cities Chapter of the SWE, started working for the Rock Island District a year-and-a-half ago as a hydraulic engineer.

Bishop says she's been interested in the Corps since shortly after she graduated high school.

"I've been intrigued with the Corps of Engineers since I met some Corps employees at a county fair in Fairbanks, Alaska," said Bishop. "I was surfing on the web when I noticed a job opening here at the Rock Island District in the Hydraulic Branch. I decided to apply. A couple of weeks after I applied, Marv Martens called me and asked if I was still interested."

Bishop hit the ground running and is heavily involved in floodplain studies.

"I have only worked on one major project – Black Hawk County Planning Assistance to States," said Bishop. "The goal of this project was to perform floodplain studies on several streams and their tributaries in Black Hawk County. I was responsible for developing hydraulic models for Miller Creek and its three major tributaries."

Now Bishop is working on a special study project in Hannibal, Mo.

"I will be developing hydraulic models for portions of Bear Creek, St. Claire Creek, and Minnow Branch," said Bishop. "Once the hydraulic models are complete, I will run the models to determine the water surface profiles and floodplain extents for the 100- and 500-year flood events."

Bishop says she not only enjoys the



projects she's worked on, but the co-workers she works with everyday.

"I really enjoy the work that I do and the people with whom I work," said Bishop. "Everyone is willing to take time to answer my questions and help me when I need it."

When asked, Bishop actually claims Rock Island, Ill., as her hometown even though she's lived many other places.

"I was born in Bloomington, Ill.," said Bishop. "Shortly thereafter, my parents moved here to Rock Island where we

lived until we moved to Austin, Texas, when I was 11-years-old. The summer after I graduated high school, my family moved to Fairbanks, Alaska. At the end of the summer, I returned to Austin, Texas, for college."

Bishop's higher education achievements include a bachelor's of science in civil engineering with an emphasis in environmental engineering from the

University of Texas at Austin. She also earned a master's degree in civil engineering with an emphasis in water resources engineering from the University of Colorado at Boulder.

Now she's making a career with her education and living where she grew up ... literally.

"My husband and I live in the house I grew up in," said Bishop. "My great-grandfather built it and my grandmother, father and I grew up there."

Bishop says their home has even become a hobby.

"I enjoy helping my husband fix up our house," said Bishop. "I also like to cross-stitch and do water aerobics. I love to go to the theater and travel with my husband too."

Mistletoe and Mr. Mistoffolees, the felines that occupy the Bishop's abode, round out their family.

Bishop's advice to anyone reading this article is, "Don't forget to tell your loved ones how much they mean to you." 🐾

Tower Times
**U.S. Army Corps of
 Engineers**
Rock Island District
Vol. 25 No. 1
December 2002

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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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Chuck Crocker, Mark Twain Lake, St. Louis District, sprays inert pepper spray at Chris Botz, Baldhill Dam, St. Paul District, during pepper spray training at the Clock Tower Building Sept. 25. Botz was simulating an attack on Diane Stratton, Wappapello Lake, St. Louis District, as part of the training.
 Photo by Mark Kane.

On the Back

A look back at the Tower Times' predecessor, the Safe Channel, 66-years ago.

Corps Consistency

By Col. William Bayles,
District engineer

Over the past few months, many in the District have heard about something called the Project Management Business Process, or PMBP. Some have even had the first few in a series of training compact discs and discussion sessions about applying these ideas to our work. My hope in this column is to clarify what this initiative is all about.

What the PMBP is

The purpose of the initiative is simply to guide both individuals and our organization in the understanding and skills needed to work successfully in a project-focused environment. We hope to develop a project-centric culture and the processes to support it. In this project-centric culture, there is one person who is ultimately responsible for delivering that product -- the project manager. This PM leads a team comprised of individuals from throughout the District (and perhaps other districts) who have the skills to turn the project into a reality. This concept is applicable to operations managers at reservoirs, rivers and locks. These PMs are responsible for the operation and delivery of certain products, or benefits of their project, to the public. The rest of us support these project teams with specific contributions to the projects. At a more focused level, even those who aren't titled as PMs will be in charge of others with the goal of delivering some product or service to a customer -- so nearly everyone will perform PM duties at some point.

What we are doing?

To many of us in the District, this is nothing new. The shift to project management as our key business process has been evolving for several years within our organization. However, adoption of the PMBP has occurred at varying degrees and rates throughout the Corps. With the increasing need to operate between districts, there is likewise an increasing need for all of us to operate in consistent ways. This will allow us to work with and for other districts on projects, and to transition to corporate project management software in the next year or so.

As a first step, we established the project management organization several years ago. Not long after, we reorganized the Operations Division into five operations projects, each with an operations manager responsible for all facets of that project. Currently we are undertaking the PMBP curriculum, part of a Corps-wide initiative designed to establish corporate consistency in the way we approach our business. This will facilitate our ability to bring in work from other districts, as well as allowing us to export packages of work. In about a year, the Corps Headquarters will give us an automated information system called "P2" which will enable us to have one database -- one source of information for all our projects -- and more importantly, one point of data entry.

In the meantime, the curriculum will also help us to understand what is expected of us, to develop skills to be successful in a team environment, and to point out new opportunities to contribute and to grow. This has benefits to us as individuals, as teams, as an organization, and to the public we serve. Key to the success of the PMBP is a workplace environment that enables effective teamwork, which is at the heart of the PMBP. If we get nothing else out of PMBP between now and the P2 fielding, I want to get stronger teams that focus on putting our products out the door on time, on budget, and with the quality for which the Corps is known.

Are you talking to me?

The PMBP applies to every member of the Corps of Engineers. It is based on the philosophy that everything we do can be considered a project and every employee is a team member. Are you working on the Loves Park Creek Flood Protection Project team? -- That's obviously a project (it has project in its name). Are you repairing a damaged tainter valve? -- That's a project, too! In both cases, there's a desired product, a customer, and a plan to convert the resources available into that product. That's what PMBP is all about.

We're trying to be smart in the timing



of this training. The training has started at the Clock Tower and other selected sites. Some field sites will conduct this training later in the year to allow those who work on outdoor projects the opportunity to complete as much outdoor work as possible, while the weather is still good.

What to expect

The PMBP curriculum involves self-paced learning via CD and the Internet, small group discussions, some coaching from supervisors, and formal classroom training as needed. There are parts of the curriculum that will seem trivial to some. These same parts will be a revelation to other people ... and vice versa. There are good nuggets throughout this training course and I'm glad that I have been a part of it so far.

Here are the course titles. Not everyone is required to do all the courses, but most people will do most of the first three and the last.

- **Course 1: Why PMBP?**
- **Course 2: Teams and Me**
- **Course 3: Public Service and Me**
- **Course 4: Organization, Teams and Me**
- **Course 5: Quality and the Project Delivery Team**
- **Course 6: Working in the PDT**
- **Course 7: Success, the PDT and Me**
- **Course 8: Your Call to Action**

If you can't wait to learn more about the PMBP initiative, the website is www.hq.usace.army.mil/pmbp2/, or, feel free to dive into the first course, if you haven't already. ■

District **P**athfinders

By Gail Clingerman, Programs and Project Management

Twelve District employees are about to embark on a six-month journey toward their goals, with the help of 12 District volunteer mentors who will coach and guide the protégés every step of the way.

Starting in January 2003, the 24 participants of the new Pathfinders Mentoring Program will get together in their matched pairs for one hour every other week to focus on the short- and long-term goals of the protégés, and the process to accomplish those goals. A monthly lunch-n-learn series on workplace development skills will be offered to aid protégés during the six-month program.

Why does the Rock Island District need a formal mentoring program?

Informal mentoring takes place every day within the District, and many employees have learned about training, job opportunities, and the District culture through these informal relationships. The Pathfinders program expands on that current informal network by providing mentors with formal training and encouraging all District employees to participate in a mentoring relationship, especially those currently without an informal mentor to help with goal-setting and strategizing to meet those goals.

Lt. Col. Torkild Brunso, deputy District engineer, has been a supporter of the Pathfinders program development from the beginning.

"It is extremely important that employees have an opportunity to get guidance and direction for their federal career,"

said Brunso. "The complex federal employment world we work in is changing, and with it, the roles of our employees are also changing. It can be very difficult for employees to develop a road map for their careers. The mentor program provides employees with another person who can help the employee chart his or her career path. The mentor is an individual, outside their supervisory chain, who has experienced similar challenges and can provide insight in how to succeed in reaching their goals."

The mentors and protégés have been matched and are looking forward to beginning their formal relationships in January.

"I feel privileged to have been chosen as a mentor, and I am

excited to use the knowledge and skills I learned through participation in the Leadership Development Program to help my protégé further her career," said Karen Hagerty, Programs and Project Management, one of the 12 volunteer mentors.

Hagerty's protégé is Mary Wolgast, Operations Division, who joined because she said she would, "like assistance with developing and maintaining network relationships, understanding the organizational structure, and developing, realistic goals for career development and advancement."

There are many benefits of developing and maintaining a mentoring relationship, such as learning more about the organiza-

tional culture, receiving a broader perspective on District functions, and being encouraged to persist in personal and professional development while learning to effectively handle personal and institutional obstacles to advancement.

The Corps is committed to attracting and retaining a highly competent workforce that is recognized for technical and professional excellence. This goal is stated in both the overall Corps of Engineers, strategic goals and in the District's goals and strategies. The Pathfinders Mentoring Program is a large step in that direction, and the Special Emphasis Program Committee is excited to have initiated the program to help all employees reach their full potential.

The Pathfinders program will be offered annually, District employees interested in next year's program are encouraged to talk to any of the twenty-four participants of this year's program, or any of the mentoring steering committee members: Karen Grizzle, Real Estate; Mari Fournier, Resource Management; Gayla Pacheco, Equal Employment, or Gail Clingerman, Programs and Project Management. ■



“It is extremely important that employees have an opportunity to get guidance and direction for their federal career.”

- Lt. Col. Torkild Brunso

Jim Homann, Mississippi River Project, winces in pain after being hit with pepper spray during park ranger training at the Clock Tower building. Homann was eagerly waiting his turn to douse his face with water after his face was saturated with decontamination fluid used to lift the pepper spray off his skin.



Rangers must meet all of the following five criteria before they can carry pepper spray:

- ✓ Be employed at a Corps Water Resources Development Project in a permanent, seasonal, or temporary position, including Student Career Experience Program, Stay-in-School, and summer hire.
- ✓ Hired as a park ranger/manager, environmental protection specialist, any related natural resource position in the biological science job series, or outdoor recreation planner.
- ✓ Authorized to wear the Natural Resources Management uniform.
- ✓ Work in a job function that has been determined at risk under the District Position and Project Job Hazard Analysis process, and;
- ✓ Successfully complete all pepper-spray training and related ranger training.





Story and photos by Mark Kane

No No Pain, Gain

"It hurt ... and it kept hurting!" said Park Ranger Brett Call, Lake Red Rock, in response to being attacked by pepper spray during a simulated attack as part of train-the-trainer training at the Rock Island District.

The attack was simulated, but the pepper spray was very real.

"Corps' ranger safety is currently undergoing a new and significant change," said Scott Strotman, Operations Division. "While a ranger's authority has not changed, they are now authorized to carry a defensive weapon beginning with the 2003 recreation season."

In April 2002, Maj. Gen. Robert Griffin signed a memorandum authorizing Corps park rangers the authority to carry and use Oleoresin Capsicum (pepper spray) for self-defensive purposes.

"Using the pepper spray on an aggressor should only happen as a last effort and in self defense, not as a means of control," said Strotman. "The fact of the matter is, anyone that wears a badge on a uniform is perceived to be an authority figure. Some bad guys don't react in a positive way toward a person with a badge. If that happens to a Corps park ranger, they need to be able to get away."

For some, not having a means of self defense against a weapon was intimidating.

"While in college, my advisor kept saying to me you should try to get a co-op position with the Corps," said Kimberly Rea, Rivers Project, St. Louis District. "My response for a year-and-a-half was, 'I will not work for an agency where I have no way to protect myself, if I am going to be a park ranger I am going to be able to protect myself and carry a gun.' For me this was a big concern being 5'6" and 165 lbs., there are many folks out there who could break me like a twig."

Rea's college advisor changed Rea's mind and she became a Corps park ranger in the following years. After receiving park ranger self-defense training she says she no longer feels like she needs a gun, but welcomes the addition of carrying pepper spray.

"When I heard about the pepper spray train-the-trainer course in an e-mail I was excited and then quite nervous, said Rea. "Trainers were required to be sprayed. How would I react, how would it feel, how would those watching perceive me?"

Other park rangers' opinions about the training and the use of pepper spray varied.

"I believe it will be a useful tool," said Mark Roderick, Rend Lake, St. Louis District. "We've had two assaults on rangers at my project within the last seven years. If they had OC then, maybe the results would have been different."

"If pepper spray will give me that added advantage to be able to go home at the end of the day and see my family, all the better," said Jim Homann, Mississippi River Project.

"I hope that (Corps) rangers use this weapon with great care and restraint," said Diane Stratton, Wappapello Lake, St. Louis District. "To me, it is very important that staff understand that this is a last resort."

"I was happy this finally happened," said Call. "Rangers now have the opportunity to carry pepper spray if they wish to. It's a giant step in the right direction."

Regardless of how positive rangers' feelings are about carrying the pepper spray, actually being sprayed in the face created a little apprehensiveness. ☹



Above - Stephen Summers, Lake Shelbyville, St. Louis District, pretends to radio for help before he can have the pepper spray washed off his face.



Above Right - Brett Call, Lake Red Rock, drenches his face with water rinsing away the last remnants of pepper spray from his face.



Right - José Rivera, Saylorville Lake, has his face saturated with decontamination fluid prior to progressing to the wash station.

☪ "As the class got closer and closer I began feeling a little anxiety," said Homann. "My best description would be to compare it to the dentist knowing that you have a cavity, and the dentist is going to have to drill."

The eight-hour day of training involved classroom discussion, hand-to-hand combat techniques (using inert pepper spray), and the down-and-dirty shot of pepper spray directly in the face of each participant.

"I never thought that could hurt so bad, I think I would rather give birth again than be sprayed," said Stratton.

"It hurt," said Call. "And it kept hurting!"

"Well, since pepper spray is made from cayenne pepper, the feeling is like eating very spicy foods, but having it on your face," said Homann. "My eyes were forced shut by the irritation. Within a minute or so my mucus membranes went into overdrive."

"Personally I can still visualize the moment that Herb (the instructor) raised the canister and I could see the cloud of OC coming at me," said Roderick. "My first reaction was to try to turn my head and close my eyes, but obviously I was

not fast enough. I didn't have the burning sensation on my skin that many of the others described, but the burning around the eyes was bad enough that I definitely wanted to keep them closed."

While none of the rangers may have liked the idea of being sprayed, many agreed that they were glad they did it.

"The reason that everyone in this District who chooses to carry has to be sprayed is to give them a real appreciation for the effects pepper spray can have on a person," said Strotman. "I think everyone agreed that accidentally getting sprayed during an altercation is not the time to learn how it feels."

"I am glad I got sprayed," said Call. "I think it's important that the trainer knows exactly how it feels so he can express the value of its use."

"If I ever have to really use it in the field, which I hope I never do, there is a good chance that I will get some OC on me and I know what to expect and how I will react," said Roderick.

"I know now what I need to evaluate during an approach to a visitor, to be able to react should something go bad, and what defensive measures should be used," said Rea.

"I think it builds character," said José Rivera, Saylorville Lake. I heard people say they wouldn't want to get sprayed again for a \$1,000; I'll do it for \$100! With all of that said, I hope I never have to use it."

Originally, the development and implementation of a Chemical Aerosol Spray program for the Corps' Visitor Assistance Program was considered as part of studies and recommendations from the Corps' Visitor/Ranger Safety Review Initiative. In 1999, the Director of Civil Works approved a one-year test of Oleoresin Capsicum (pepper spray) at Belton/Stillhouse Project, Fort Worth District, Southwestern Division. Following the successful test (expanded to a second year in 2000) at Belton/Stillhouse, Southwestern Division recommended that the test be expanded to all projects within the Fort Worth District in 2001 and to the entire Southwestern Division in 2002.

"It is clear from the years of testing that the Corps has not entered into this lightly," said Strotman. "While this is a voluntary program and rangers can decline to carry pepper spray, there are strict eligibility requirements." ■

Brig. Gen. Don Riley became the commanding officer of the Mississippi Valley Division Sept. 19, and with less than two months under his command, conducted his first town hall at the Rock Island District.

Brig. Gen. Edwin Arnold, Jr., transferred command of the Division to Riley in a ceremony officiated by the Corps' 50th Chief of Engineers, Lt. Gen. Bob Flowers in Vicksburg, Miss.

"This Division has a magnificent reputation and is a leader among engineering organizations in the nation," said Riley. "You know of the outstanding work of the Division - its large civil works program, its leadership in balancing environmental stewardship with social and economic development needs, and its development of a visionary campaign plan. And it's the people of this Division that make it great - talented and dedicated employees that will do anything within their power to get the job done - and do it well.

"Additionally, our challenges are great. We need to transform into a learning organization and move on a path of continuous improvement. Simultaneous with this organizational change, we must establish internal processes that lead us to improving navigation, flood control, and the environment simultaneously.

New MVD Commander Conducts Town Hall at District

Story and photo by Mark Kane

To do this, we must build strong relationships with all our stakeholders and develop effective project development teams.

"This work is tough, but I am confident that we will accomplish this because of what I see in our people - all willing and able to serve our great nation. I am excited about the privilege of leading the Mississippi Valley Division and to be on your team; and I look forward to meeting you as we move forward."

Riley comes to the Division from Heidelberg, Germany, where he served as the Deputy Chief of Staff for Engineer Headquarters, U.S. Army Europe.

In addition, Riley will be president-designee of the Mississippi River Commission, the presidentially appointed agency that oversees the comprehensive Mississippi River and Tributaries flood control and navigation project, as well as the entire Mississippi River and its tributaries.

During his town hall conducted Nov. 14, Riley introduced himself and talked about numerous subjects that impact the Corps, the Division, and the District.

Riley specifically addressed the budget, Corps reform, the Project Management Business Process, and competitive outsourcing.

Before Riley left, he emphasized how important it is to be the best at what you do, how vital our mission is to the nation, and

that the Corps' challenges are great; which, he said, is the very reason why Americans want the Corps to be responsible for those challenges.

Riley is a graduate of the United States Military Academy at West Point, N. Y., and was commissioned in the Corps in 1973. He earned a master's degree in civil engineering from the University of California, Berkeley, and is a registered Professional Engineer in the state of California.

He is a graduate of the U.S. Army Command and General Staff College, School of Advanced Military Studies, and the U.S. Army War College.

Riley's troop assignments include duty as platoon leader, assistant, S-3, company executive officer, and company commander, 14th Engineer Battalion, Fort Ord, Calif.; Assistant Division Engineer and Chief, Plans and Exercises, G3, 3rd Armored Division; S-3, 23rd Engineer Battalion; Deputy G3, 5th Infantry Division; Commander, 7th Engineer Battalion, Fort Polk, La.; Commander, 17th Engineer Battalion, Fort Hood, Texas; Chief, Plans and Exercises, G3, I Corps; Commander, 555th Engineer Group, Fort Lewis, Wa.; Director, Maneuver Support Battle Lab, Fort Leonard Wood, Mo.; and Executive Officer to the

Commanding General, U.S. Army Training and Doctrine Command, Fort Monroe, Va.

In addition, Riley has served as Contract Construction Engineer for the Corps' Far East District in Korea. He also held the

following positions at the U.S. Engineer Center, Fort Belvoir, Va.: Instructor; Aide-de-Camp to the Commanding General; Chief, Captain's Training Team, Directorate of Training and Doctrine; Instructor/Team Leader, Engineer Officer Advanced Course; and Chief, NCO Training Division, Department of Military Engineering. ■



Brig. Gen. Don Riley speaks with District employees during his town hall meeting held Nov. 14 at the Naval Reserve Center.

You're getting
sleepy.

Very sleepy.

At the count
of three,

you will not
wake up.



It's a fact. Shift workers often nod off during their drive home. And this is when some of the most serious and fatal traffic crashes occur. The most effective thing you can do to keep this from happening is to get better sleep on a regular basis. By doing so, you'll also improve your life, and that can be an eye-opening experience. **Wake Up And Get Some Sleep.**

Sleep Tips: During your breaks, try exercising, walking or even napping if possible.  Know the side effects of medications—sleepiness is a commonly overlooked one.  If you're sleepy at the end of your shift, take a short nap and/or drink two cups of coffee before   driving home.

Preventing Driver **IF-A-T-I-G-U-E**

By Jerry Golden, chief, Rock Island Arsenal Safety Office

During this holiday season, many of us will spend our time visiting with family and participating in the celebrations throughout the area. However, for those who will be driving long distances, a silent and often unnoticed danger may be accompanying you -- driver fatigue.

It's one of the most unnerving experiences in driving. You've been on the road awhile. The highway seems endless -- long, smooth and monotonous. The car interior is warm. You're tired. The radio isn't holding your attention, and neither is the driving. You stare straight ahead, at miles and miles of road, as you start to feel your shoulders sag, and your eyes slowly ... start to ... close.

Abruptly, you open your eyes, and jerk up in your seat. You've started to drift out of your lane, or maybe even off the road. You steer your car back into the lane, take a few deep breaths, and realize, fearfully, what just happened. You were asleep.

Fatigue on the road can be a killer. It happens frequently on long drives, especially long night drives. You may have recognized some warning signs of fatigue in the foregoing scenario. Other signs of fatigue include back tension, burning eyes, shallow breathing, inattentiveness, and any kind of erratic driving, such as drifting, abnormal speed, tailgating, or failure to obey traffic signs.

According to the Iowa Department of

Transportation's web site, driver fatigue is the most common cause of traffic crashes caused by driver inattention. The National Highway Traffic Safety Administration reports that "drowsy driving" causes more than 100,000 crashes a year, resulting in 40,000 injuries and 1,550 deaths.

One cause of fatigue is alcohol consumption. Alcohol is a depressant, and a driver doesn't have to be drunk to fall asleep at the wheel. Even one drink can be enough to induce fatigue.

Another culprit is the nature of modern highway driving. Most car interiors have comfortable, cushioned seats in quiet, carpeted, temperature-regulated environments. Many vehicles have "cruise control." Most major roads have been engineered to eliminate sharp curves, hills and bumps. Ironically, these designs for comfort contribute to falling asleep at the wheel.

Additionally, dull landscapes, the droning of tires and engines, and the repetitive patterns of oncoming headlights, trees, poles and highway center lines can lead to a dangerous, trance-like state known as "highway hypnosis," which deadens drivers' senses and slows their reaction time.

Fatigue behind the wheel is a very real danger, even if you've never experienced it firsthand. The National Safety Council offers these tips for staying awake while you're driving:

- An obvious cause of fatigue is lack of sleep. If you haven't received seven or eight hours of sleep the night before a trip, you're courting fatigue. Get enough rest, and don't start a trip late in the day. Long-distance driving is hard work, and you need to be fresh and alert.
- If possible, don't drive alone. Passengers can take turns driving and also serve as conversation partners to keep you awake.
- Adjust your car's environment so that it helps keep you awake and alert.
- Take frequent breaks. At least every two hours, stop at a gas station, restaurant or rest stop. Get out of the car, walk around, even jog or do calisthenics. Exercise fights fatigue.
- If anti-fatigue measures fail and you start noticing the danger signs of fatigue then there is only one solution. Sleep.

Safe driving demands your full attention. If you feel your eyelids getting heavy, then your next actions may not simply determine whether you'll stay awake, they might determine whether you'll stay alive. ■

On the 'Net

www.nhtsa.dot.gov/people/injury/drows_driving/

www.dot.state.ia.us/brakes/



District Wraps-up CFC Campaign

Story and photos by Mark Kane

The District's 2002 Combined Federal Campaign recently came to a conclusion with the completion of the Corps' annual live CFC auction and turned in monetary CFC campaign numbers that exceeded many past campaigns.

The approximate final tally came to more than \$49,500, just under the District's goal of \$52,000.

"The Corps' outpouring of charity is alive and well, even though goals were not met," said Jody Schmitz, District CFC Chair. "I can't thank everyone enough for giving their hard-earned money to the hundreds of charities served through the CFC campaign. The Corps shined, as it always does, and everyone who contributed should be proud of the immense impact their kindness will have on many people."

The District eclipsed pre-Sept. 11 CFC campaign totals with the inclusion the Corps' fundraisers -- the CFC Chili Cook Off, the online and live CFC auctions, and many others.

The Chili Cook Off once again drew a large crowd of chili connoisseurs and costumed chili masters.

The winners for best chili were: First Place - Tracy Morgan, Information Management, "Silence of the Lambs," Second Place -

and Angela Rursch, Information Management, "Silence of the Lambs," Second Place - LuAnn Steen, Operations Division, "Wapsi Willie," and Third Place - Larry Jones, Executive Office, and Debi VanOpdorp, Real Estate, "Hog Wild Road Kill."

The First Place winner of the best chili award, Tracy Morgan, will have her name added to the traveling "Best Tasting Chili" pot.

This year, the District put a different spin on its annual CFC auction. In addition to conducting a live auction held Nov. 13, an online auction was conducted one week prior to the live auction.

"Once again the auction was a success," said Schmitz. "The online auction was especially successful and every item received a bid, thanks to the efforts of Information Management."

Schmitz emphasized how important payroll deductions and cash donations were to the success of this year's District CFC campaign, but also stressed how important the contributions were from keypeople and those who assisted with the fundraisers.

"All the District CFC keypeople involved were incredible, and there's no way this could've happen without them," said Schmitz. "Everyone that was involved in the fundraisers really gave a lot of themselves, I can't thank them enough.

"I hope next year's campaign can be even more successful. Just remember, it's not how much one gives, it's that we all give something." ■



Paula Sands, KWQC-TV6 on-air personality, interviews LuAnn Steen, Operations Division, about her chili as "Wapsi Willie" sneaks up on Sands from behind.



J.C. Kornbrust takes charge of the District's live CFC auction as he calls out the bids for a piece of artwork being displayed. Kornbrust is the father of Judy Melton, Information Management.

Gail Smith, Arsenal Public Affairs, "Enterprise," and Third Place - Doug Bourne, Logistics Management, "Taste of the Outback."

The winners for best costume were: First Place - Lee Matherly

Corps Takes Care of Its Own

By Lt. Gen. Robert Flowers, Chief of Engineers

Throughout this year, I've been pleased to see Corps people reaching out to help each other. "The Corps takes care of its own" has been a U.S. Army Corps of Engineers principle for as long as anyone can remember, and we saw it in action again this year.

When Hurricane Lili seemed to take dead-aim at New Orleans District, Corps planning and preparation kicked in to transfer their missions to Memphis District. Fortunately, the storm missed New Orleans, and quickly fell from a Category 4 to a Category 2 hurricane. But the situation proved that if we have a "victim district" during a disaster, other districts could step in and take the load.

Another example of the Corps taking care of its own is in Southwestern Division. SWD has created a Critical Incident Stress Management program that provides peer counselors to help their people deal with on-the-job trauma.

That attitude of helping others extends outside the Corps as well. In the past

year, we played a major role in cleaning up the aftermath of the Sept. 11 terrorist attacks. In New York City, the Federal Emergency Management Agency tapped the Corps immediately for our expertise in debris removal. With our help, the partnership of agencies removed the debris from Ground Zero months ahead of schedule and \$55 million under budget.

The Corps also assisted in the efforts to manage the Staten Island Landfill, a search and disposal location for tons of debris. Through its prime contractor, the Corps mechanized the operation and provided other assistance to facilitate the search, which identified and accounted for 500 victims of the terrorist attack.

Those actions helped speed the healing process for our nation after Sept. 11. In addition, Baltimore District is managing the competition to select a design for a memorial to honor those who died when the airliner struck the Pentagon.

The Corps is also taking steps to make sure such tragedies never happen again. We are committed to homeland security, and to preparing for and preventing future attacks. For example, the Corps is a valued member of The Infrastructure Security Partnership, a group of public and private organizations that work together on issues related to the security of the nation's built infrastructure. We recently took part in the first Annual Congress on Infrastructure Security in the Built Environment.

And elsewhere...

Thanks to Europe District, the Republic of Georgia has better security as their Border Patrol flies helicopters from renovated hangars.

Thanks to L.A. District, Los Angeles now has greater flood protection.

Thanks to Kansas City District, Jasper County has no lead contamination in their residential yards.



Thanks to Corps people, U.S. soldiers in Afghanistan have electrical power, real estate negotiation service, and construction service. And humanitarian projects that we assist are helping the Afghani people recover from the traumas of war and a repressive regime.

As for the future, people throughout the Corps are learning the Project Management Business Process, the system that is revolutionizing how the Corps does business. We are becoming a Learning Organization where we will share lessons learned across the entire Corps.

In the environment, our seven Environmental Operating Principles are sharpening and guiding our commitment to protect and restore the natural world.

All these and much more demonstrates the combination of personal caring and professional expertise that our people bring to their work. I'm very proud of what you have accomplished, and of the difference you have made in the nation, and in the world.

The coming year will bring more challenges. But I have no doubt that if we keep taking care of each other, keep changing as an organization, and maintain our unique blend of personal compassion and technical expertise, we will face those challenges as well as we always have in the past.

To prepare for those challenges, take time off this holiday season, relax, and enjoy being with your family and friends. Nothing is more precious than time spent with loved ones.

My family joins me in wishing you a safe and joyous holiday season, and a happy, prosperous New Year.

Essays! ■



Corps Family Christmas Party

Sponsored by the Rock Island District Welfare Association

**Saturday, Dec. 7
5 through 9 p.m.**

**Rock Island Fitness and Activity Center
4303-24th St.
Rock Island, Ill.**



RIDWA will provide pizza and beverages. Participants are encouraged to bring a dessert or snack to share. Santa will be passing out gifts to the children. If you want your child(ren) to receive a gift, please bring a \$5 gift to the party. Someone at the door will direct you where to take gifts when you arrive. The gift should have your child's first and last name clearly printed on it. For more information contact LuAnn Steen, Operations Division, 309-794-5505.

What Lengths Some People ...

Story and photo by Mark Kane



Lorraine Jones (left) is seen putting the finishing touches on a birthday sign she constructed outside her sister's (Donna Jones, Operations Division) office. Jones traveled from Scott Air Force Base, Oct. 8, where she works, to the Clock Tower Building to call her sister's bluff.

"This sign has been used to wish all of the kids in our family a happy 40th birthday, and she (Donna Jones) told me that there was no way I would bring this thing here," said Jones. "This is what happens when you tell me I can't do something."

Jones cut the wooden sign into three pieces with a jigsaw so she could transport the birthday sign to the Clock Tower. She also, graciously, supplied the childhood picture of her sister, seen at the right.

"I just waited 'til I knew Donna would be out of town, and with some cooperation from her co-workers, it was no problem."

Donna Jones celebrated her 40th birthday soon after she arrived back to her office and was surprised by the birthday display created by her sister.



Donna Jones



Investing In Our People

Around the District

District Commander's Award

Rebecca Norton Landwehr, Office of Counsel, received the District Commander's Award for September, from Col. William Bayles, District engineer.

Landwehr earned the award for serving as president of the Rock Island District Welfare Association.

Before Landwehr started her duties as president, RIDWA was identified as being out of compliance with the Army's regulations regarding non-appropriated fund instrumentalities and faced elimination, which would have worsened the work environment for all Clock Tower employees. Through many hours of thankless research and work, Landwehr was able to ensure RIDWA was in compliance with Army regulations and preserve its existence.

Commander's Award for Civilian Service

Joseph Olinger, lock and dam operator, Locks and Dam 14, and **Sharryn Jackson**, public involvement specialist, Programs and Project Management, received the Department of the Army Commander's Award for Civilian Service, from Col. William Bayles, District engineer.

Olinger earned the award for the immediate on shore assistance in the emergency rescue of two individuals at Locks and Dam 14 on July 4.

Jackson earned the award for her leadership and coordination efforts during the inspection trip by the Mississippi River Commission Aug. 12 through 14.

Deed of Valor

Keith Bloomer, lock and dam operator, Locks and Dam 14, received the Rock Island District Deed of Valor award, from Col. William Bayles, District engineer.

Bloomer earned the award for risking his life during his immediate assistance in the emergency rescue of two individuals at Locks and Dam 14 on July 4.

Civilian Award for Humanitarian Service

Justine Barati, public affairs specialist, Public Affairs, and **Kevin Carlock**, geographer, Operations Division, received the Civilian Award for Humanitarian Service, from Col. William Bayles, District engineer.

Barati and Carlock earned the award for their contributions to the Corps' support of the Federal Emergency Management Agency emergency relief operations in New York City following the Sept. 11 tragedy.

"Just Did It" Awards

Annette Bealer and **Patricia Nemerguth**, Resource Management, received the District's "Just Did It" Award compasses, from Col. William Bayles, District engineer.

Bealer and Nemerguth earned the awards for their involvement in improving the Clock Tower's Emergency Contact Information Form, and their suggestions for creating a Clock Tower medical emergency response process.

Recent Retirements ...

Jerome Peter, lock and dam operator, Lock and Dam 21, Operations Division, retired Oct. 31, after dedicating 37 years and seven months to the federal government.

Virginia Zimmerman, Staff Accountant, Finance and Accounting Branch, Resource Management, will retire Dec. 31, after dedicating 20 years to the federal government.

Jean Hollinrake, Park Assistant, Lake Red Rock Project Office, Operations Division, will retire Dec. 31, after dedicating 13 years and seven months to the federal government.

Sympathy ...



Leslee LaMere, 56, of Rock Island, Ill., died Oct. 10, at University of Iowa Hospital, Iowa City, Iowa.

LaMere worked for the District for three years before going to work as a contracting officer at the Rock Island Arsenal where she worked for 25 years.



George Bean, 85, of Moline, Ill., died Sept. 23, at St. Anthony's Continuing Care Center, Rock Island, Ill.

Bean was an engineer on tugboats for the District for 31 years and retired in 1984.

He was a World War II Army veteran.



Omer Jay Kemp, 70, Iowa City, Iowa, died Sept. 18, at Mercy Hospital in Iowa City following a sudden illness.

Kemp worked for the District for 37 years. He also served in the Army during the Korean War.

Notes from the Mississippi*

Lock and Dam 11, Dubuque, Iowa

- ✓ Upper bull noses power washed and painted.
- ✓ CorpsPath modules completed.
- ✓ Marine radio replaced.

Lock and Dam 12, Bellevue, Iowa

- ✓ Mulch added to shrub area.
- ✓ Lifeboat lifejackets replaced.
- ✓ Navigation lights replaced.

Lock and Dam 13, Fulton, Ill.

- ✓ Storage-shed siding installed.
- ✓ Electric baseboard heaters installed.
- ✓ Landwall jib crane sandblasted.

Locks and Dam 14, Le Claire, Iowa

- ✓ Number two gate machinery oil filtered.
- ✓ Preservation project on bridge-barge deck completed.

Locks and Dam 15, Rock Island, Ill.

- ✓ Dam crane semi-annual maintenance completed.
- ✓ Bulkhead crane maintenance completed.

Lock and Dam 16, Muscatine, Iowa

- ✓ Eight trees planted.
- ✓ Martin birdhouses cleaned and stored for season.

Lock and Dam 17, New Boston, Ill.

- ✓ Tow-haulage units painted.
- ✓ New access ladders painted.
- ✓ Zerks on dam machinery replaced.

Lock and Dam 18, Gladstone, Ill.

- ✓ Number two gate timber blocks replaced.
- ✓ Lower-lock chamber wall firebox removed.

Lock and Dam 19, Keokuk, Iowa

- ✓ Broken sidewalk removed.
- ✓ Valve-room access guard railing fabricated and installed.

Lock and Dam 20, Canton, Mo.

- ✓ Miter gate and valve machinery filters replaced.
- ✓ Ring-buoy boxes, electrical panels, and jib cranes labeled for load capacity.

Lock and Dam 21, Quincy, Ill.

- ✓ Roadway sealed with blacktop sealer.
- ✓ Fire extinguisher signs replaced.

Lock and Dam 22, Saverton, Mo.

- ✓ Pathway lighting and small-boat signal switch repaired.
- ✓ Miter gate bonnet bushings and weld keepers tightened.

*This is a small sample of work completed at District locks and dams throughout the month.

Speakers Bureau

By Shannan Walsten, Public Affairs

On Oct. 1, **Clint Beckert**, Engineering Division, spoke with more than 30 students at Bettendorf Alternative High School in Bettendorf, Iowa, about water quality.

The historical perspective of the Mississippi River was the topic of discussion when **Ron Deiss**, Programs and Project Management, spoke to more than 30 people at the Wapsi River Environmental Education Center's Ecology Day in Dixon, Iowa, on Oct. 5.

On Oct. 16, **Donna Jones**, Operations Division, spoke to more than 50 engineers at the Engineering and Surveying Conference held by the American Society of Civil Engineers and the Society of American Military Engineers in Davenport, Iowa. Permit requirements was the topic of her speech.

Mike Schwar, Engineering Division, spoke with more than 25 boat enthusiasts on Oct. 16 at the Quad City Propeller Club's monthly in Davenport, Iowa. Restoration activities and the hydrology of the Mississippi River were the topics of his speech.

On Oct. 22, **Steve Felderman**, Locks and

Dam 15, and **Roger Harroun**, Locks and Dam 14, hosted four job-shadow students from Sherrard High School. The students were interested in the field of heavy equipment operation. **Damon Barati**, Information Management, hosted two job-shadow students from Sherrard High School. The students were interested in computer programming. Four students from Sherrard High School, interested in the field of engineering, job shadowed **Tom Heinold** and **Heather Bishop**, both from Engineering Division.

On Oct. 28, **Heather Anderson**, Engineering Division, visited Holy Family Elementary and discussed her career in engineering with more than 35 first graders.

More than 22 college students from Knox College visited the Mississippi River Visitor Center on Oct. 29 and listened to a speech given by **Mark Cornish**, Programs and Project Management. The topic of discussion centered on the Corps' vision of a healthy and sustainable Mississippi River, while effectively dealing with multiple stakeholders.

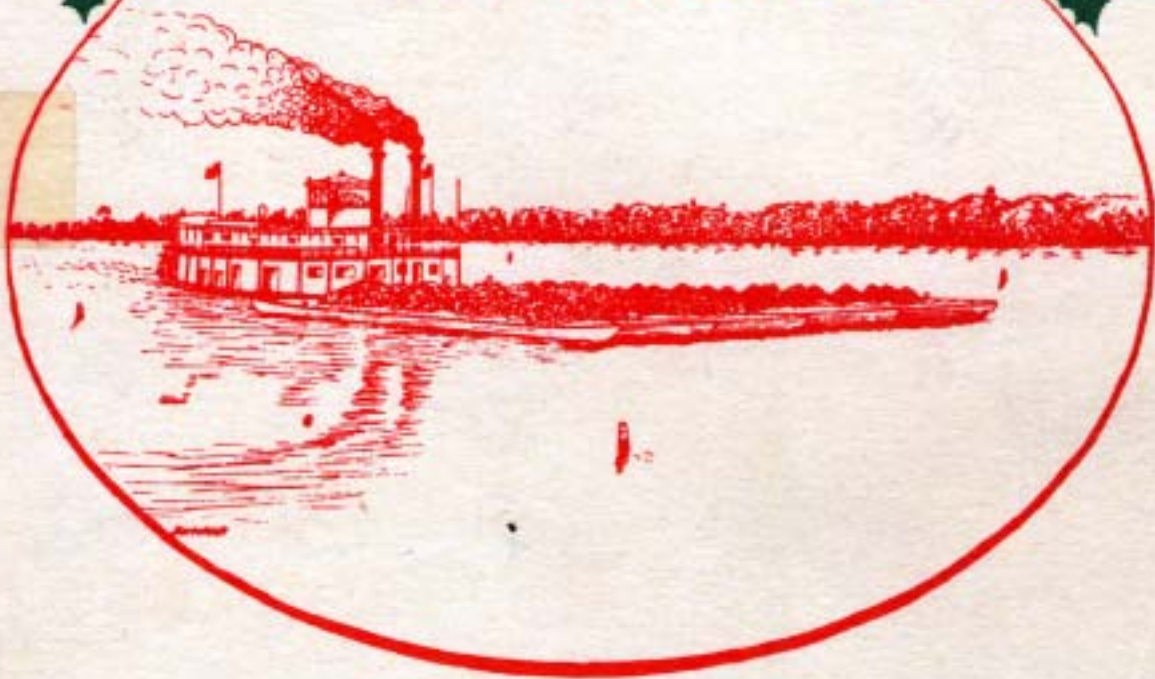
Donna Jones, Operations Division,

traveled to Iowa State University in Ames, Iowa, on Nov. 6, to speak with more than 150 city, county, state, and, federal transportation officials and ASCE members at the ASCE Transportation Conference. Permit changes was the topic of her presentation.

On Nov. 14, **Jim Ross**, Programs and Project Management, spoke with more than 60 fourth graders from the East Moline School District in Moline, Ill. The Mississippi River and its impact on the Quad Cities was the topic of his speech.

The Speakers Bureau is part of the District's outreach program. Through these programs, employees work to foster positive relations between the community and the Corps. Contact with our public provides an opportunity to reaffirm the importance of the District's role in our communities, the Midwest and the nation. District employees interested in these outreach opportunities can learn more by visiting our website at www.mvr.usace.army.mil/PublicAffairsOffice/CommunityRelations.htm or by contacting Justine Barati at ext. 5204. ■

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