





Spotlight on the District

Mike Mohr

Department of the Army Work Force Recruitment Program for College Students with Disabilities

Story and photo by Mark Kane

Everyone is different in some way or another with abilities and talents at their disposal to get the job done. But some people have limitations that make life a lot more challenging in ways most of us couldn't imagine.

Mike Mohr, a Department of the Army Work Force Recruitment Program for College Students with Disabilities employee is currently working in the District's Equal Employment Opportunity office. Mohr is making an impact on the District and refuses to let his limitations restrict him from doing what he wants.

The Sterling, Ill., native has always been on the road to success. He is currently in his last year of college at the University of Illinois, Urbana/Champaign, Ill., where he's majoring in sports management.

"My parents raised me to never take the easy way out and to strive to be mainstream in public schools," said Mohr. "They never gave me an option of doing anything else, but what everyone else does in school. My parents gave me what I needed to be successful in life. That goes for my friends and the rest of my family as well."

Completing college is a big accomplishment for anyone, and an even bigger accomplishment given Mohr's limitations ... he was born with cerebral palsy; a condition characterized by loss of movement or loss of other nerve functions. The condition is caused by injuries to the brain that occur during fetal

development or near the time of birth.

Mohr cannot walk because of the condition. It also affects his sight, motor skills, and his ability to write and type normally, but it doesn't keep him from being an effective part of an organization.

"The biggest thing I see is regardless of where you're employed the key is to educate the employers that people with disabilities are normal; they've just been dealt a different deck of cards," said Mohr.

disabilities, that's non-stop and has to meet a different set of needs for each person. The key is to continue and not go backwards.

"The national average (for employing people with disabilities) is seven percent and the District exceeds that with 8.1 percent."

Mohr works well with everyone in his office; and they feel he's done a good job while he's been with the District.



Mike Mohr talks with Gayla Pacheco about District disability employment statistics. Pacheco says, "Mike jokes all the time and provides a great office atmosphere."

"We're very happy with Mike," said Gayla Pacheco, Equal Employment Opportunity. "He's really been an asset to this office. He's got a great personality, made a lot of friends, and he's honest no matter what."

When it comes to hobbies Mohr says he's a big sports fan.

"I like going to all sporting events," said Mohr.

The main teams he says he roots for include the Chicago Cubs, Bears and Rush, and, of course, the Fighting Illini.

His mother and father work in his hometown and his 22-year-old sister is a senior at the University of Northern Illinois at DeKalb, Ill. She is majoring in special education and will graduate in December.

His advice to anyone reading this article is, "Appreciate what you have today because tomorrow you may not have it. Make the best out of any situation you're put in. Go into every battle to win, but even if you don't, always come away with something." 📧

"Some employers don't know how to deal with people with disabilities."

Mohr is currently working on a disabilities employment plan for District employees with disabilities, and says as far as he can see, the District is doing well.

"So far my experience here has been very pleasant and beneficial to me," said Mohr. "They (the District) are very accepting of people with disabilities. As far as training and educating people about

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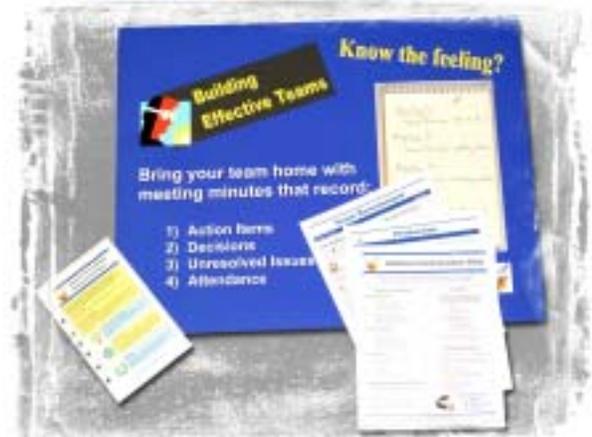
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On the Cover

District employees temporarily defy gravity during a competitive game of volleyball as a part of the annual Corps Day festivities, June 13. See page 6 and 7 for more photos and information.

Photo by Mark Kane.

Recently I've been writing about becoming a learning organization. Here are a few more thoughts on that topic.

Recall a definition of a learning organization: One that uses a good idea more than once and seldom repeats a mistake.

Here are a few ways we can become a learning organization:

First, we learn to learn from our own experience.

For example, a few weeks ago, we convened an after-action review of the recent Lock and Dam 12 rehabilitation project.

While this project was a complete success, a learning organization even reviews its successes. (You can bet that last year's Super Bowl champions reviewed the game tapes to see what they

could do better.) Such a review is designed to help us further develop the processes, tools and communications strategies to enable us to do better during our next lock closure.

Next, we apply performance measurement. Measuring our performance allows us to see if we are getting better at doing what we do. Without measurement, it's impossible to spot either positive or negative trends in our performance. (You can't imagine a track athlete neglecting to time practice runs!) Measurement allows us to compare our performance against that of similar organizations, or provides us a tool to compare our performance to that of organizations that are the best in the world

Learning From Our Experiences

By Col. William Bayles, District engineer



Col. William Bayles awards Mike Thomas, Programs and Project Management, for his 35 years of service to the government and to the Corps of Engineers.

at what we do. Establishing a level of performance is good. Noting its trend is better. Improving steadily toward high, but attainable, standards should be our goal. Thus, a potential tool to enable our learning is performance measurement. It's key to forming a winning ... and learning organization.

Finally, we align our efforts to not only do things well, but to do the right things well. Our business is changing, and what we do has to evolve. We must apply what has worked for us in the past to new challenges, in new contexts, and to new problems. National Association for Stock Car Auto Racing teams have adapted to the rule changes regarding race car construction, engines, and aerodynamics to the point that the (NASCAR racer of today bears little resemblance to its 1960s fore bearers ... yet this wildly successful sports venue still relies on applying previous decades' experience to new problems!) Likewise, solving our new challenges will require the lessons and experience of our workforce.

Many of you have started through a training curriculum on the Corps' Project Management Business Process. Others will soon see it. This is one of the Corps-wide initiatives to enhance our stature as a learning organization. The purpose of the curriculum is to standardize the way the Corps does business across all 41 districts worldwide.

With a common frame of reference and common approaches to serving our customers, we will be better enabled to learn from the experiences of others. I know that I have learned a lot from the first lesson in this series. I challenge you to learn from it, teach your fellow employees, and apply the techniques in our everyday work.

As a final point, I challenge you again to help us continue on our road to becoming a learning organization ... one that uses a good idea more than once and seldom repeats a mistake. ■



Tool Time

By Steve Johnson, Programs and Project Management, and Debi VanOpdorp, Real Estate

Ever wondered why a meeting you're trapped in was needed? Ever wondered why a team took three weeks to get a project step completed? Ever wondered when one of the work teams you're on would finish its job?

"We Have!" said Mark Cornish, Programs and Project Management, as well as the other seven participants in the District's Leadership Development Program for 2002.

"We've each served on teams and wondered how we could help get things done more efficiently and effectively," said Steve Johnson, Programs and Project Management.

After doing much research, the eight LDP participants determined that many employees within the District feel the same way as they do regarding the need to help our teams operate more efficiently and effectively. After discussions with senior staff, the participants decided to use the topic of "Building Effective Teams" as the cornerstone of their project.

"LDP guidelines require that the participants work together on a group project that will solve a problem, be of value to the District, and show a net benefit," said Gary Loss, chief, Programs and Project Management.

"Program participants had to identify a specific problem within the District and work through that problem in order to provide a cost-effective solution," said Loss.

Speaking for the Program Steering Committee, Col. William Bayles, District engineer, described the project as, "The component of the Leadership Development Program that helps the participants learn to lead by working together."

Karen Hagerty, Programs and Project Management, said, "Participants in the District's 2002 Leadership Development Program are producing a variety of tools for those team members and team leaders that care to use them."

"We wanted to provide a variety of products in several formats, so they might be most useful to the team members and leaders," said Dan Leigh, Logistics Management.

Leigh said that he urges employees within the District to check the conference rooms and library.

"You'll find posters on the walls, two-page information sheets regarding various aspects of effective teaming, and personal-planner sheets that address special issues."

Sherri Richardson-Duey, Operations Division, said she hopes, "District

employees will use these tools or references wherever they might be needed, whether serving on teams here at work, at home or volunteer organizations, or working with project co-sponsors or external authorities on Corps projects."

"This project fosters a teaming environment and provides tools for you to enhance the effectiveness of your work teams and project teams," said Laura Abney, Programs and Project Management.

"We hope these tools reach every level of employee within the District, and that they will help everyone in some way," said Debi VanOpdorp, Real Estate.

VanOpdorp said she encourages people to, "Take a few moments to read the posters and other materials that are on display."

Every couple of weeks the Leadership Development Program participants will provide fresh posters, information sheets, and personal-planner sheets. Each will provide suggestions for team members and leaders about one of six aspects of teamwork and management -- team definition, getting teams started, production, communications, customer focus, and evaluation. Electronic copies are available upon request. To request additional color paper copies of the team materials, e-mail Mark Cornish, Mark.A.Cornish@usace.army.mil.

Program participants would appreciate your feedback on the usefulness of the products and tools provided, said Scott Whitney, Programs and Project Management. "We want to hear your comments about team environments."

Suggestions for other topics are also welcome and should be e-mailed to Abney, Laura.M.Abney@usace.army.mil.

Mari Fournier, Resource Management, said, "The project is just one of a dozen program components. It's just more visible than the other components, some of which include personality assessments, classroom training, mentoring sessions, book reviews, and facility visits."

For more information about the District's Leadership Development Program, contact Fournier at 309-794-5510, or e-mail at Mari.K.Fournier@usace.army.mil. ■

CORPUS DAY



From Top Left to Bottom Right

- Hardcore 3-on-3 basketball participants begin to break a sweat.
- The hot weather takes its toll on this Corps Day furry visitor.
- Who says frisbee tricks were only popular in the '70s.
- Frozen in time moments before a "ringer."
- You can't win unless you dive into the action!
- A close up look at the excitement at the bingo tables.



AV 2002

Award Winners (Not previously published)

Employee of the Year

Professional Occupations

Ray Tatro, Engineering Division

Technical Occupations

Mark Clark, Engineering Division

Trades and Crafts Occupations

William Crist, Operations Division

District Commander's Lapel Pin

Kevin Carlock, Operations Division

Roger Perk, Programs and Project Management

Otto Marion, Operations Division

Suggester of the Year

Jeffrey Blazekovich, Operations Division

Rock Island District Employee Team Awards

Lake Red Rock Team: Ronald Allison, Shawn Bonnett, Delmar Burk, Gerald Dowell, James Dunkin, Tom Heinold, Donald Hocker, R. Lee Meyers, Dennis Mockenhaupt, Jimmie Wells

Gardner Division Habitat Restoration and Enhancement Team: Sue Brown, Charlene Carmack, Mark Clark, Rodney Clausen, Jim Farris, Glen Hotchkiss, Kara Mitvalsky, Roger Perk, Gary Swenson. Non-Corps Team Members Are included the Fish and Wildlife Service: Dave Ellis and Karen Westfall

John F. Spalding Wastewater Treatment Plant Expansion Design Team: John Behrens, Tom Dumoulin, Ted Kerr, Ron Mott, Bryan Radtke, Louis Uptmor

Princeton Refuge HREP Project Delivery Team: John Behrens, Gary Bertram, J'layne Bigelow, Charlene Carmack, Mark Clark, Ronald Cover, Sandra Dixon, Rachel Fellman, Richard Fristik, John Gall, Rod Hallstrom, Nancy Holling, Daniel Johnson, Randall Kinney, Thomas Kirkeeng, Thomas Mack, Robert McAfee, Roger Perk, James Ross, Gary Swenson

Milan Bottoms Section 1135 Product Delivery Team: David Bequeaith, Gary Bertram, Susan Brown, Mark Clark, Gail Clingerman, Scott Estergard, Rod Hallstrom, Barbara Kimler, John Lacina, Joseph Lundh, Thomas Mack, Robert McAfee, Kara Mitvalsky, Gary Swenson, Charles Vanlaarhoven. Non-Corps Team Members Are: Jon Duyvejonck – USFWS, Anne Mankowski – Ill. DNR, Randy Nyboer – Ill. DNR, Troy Stimpson – Brandt Const., Scott Stuewe – Ill. DNR

Local Flood Protection Digital Vault Development Team: Larry Bernauer, Brianne Costello, Brooke Delacruz, Rodney Delp, Sarah Jones, Kristy Keemle, Brian Lane, Michael Tarpey

LaGrange and Lock and Dam 18 Emergency Scour Protection

Team: Jim Aidala, Heather Anderson, David Armentrout, David Avenarius, Lawrence Badtke, Benjamin Bagwell, Mike Beneventi, Donald Benson, Sue Brown, Kenny Brenner, Paul Burnette, Ronald Cameron, Todd Chapman, Rod Clausen, Jose Coronado, Frank Current, James Dean, Alois Devos, Alan Dickerson, Dewayne Diestelhorst, Sandy Dixon, Richard Doyle, Tom Dumoulin, Patrick Flaherty, Larry Folgers, Henry Fryer, Joseph Fryer, Danny Helmers, Glen Hotchkiss, Dan Johnson, Charles Hood, Mike Jurkowski, Barb Kimler, Donald Larson, Charlie Lovell, Michael Malone, Marv Martens, Bob McAfee, Alan Mcluckie, George Millar, Curtis Norby, Michael Robbins, Gary Rose, Brian Smith, Karl Schmitz, Lee Schweiger, Jeff Wamsley, Russell Weeks, Ron Wunderle, Lane Yeager

Lake Chautauqua National Wildlife Refuge, Lower Lake

Enhancement Team: Robert Adams, Charlene Carmack, Dean Cerny, James Clark, Rodney Clausen, Michael Cummings, Thomas Gambucci, Willis Graham, Rodney Hallstrom, Teresa Kirkeeng, Robert McAfee, Kara Mitvalsky, Roger Perk, Karl Schmitz, Steven Slaughter, Scott Whitney. Non-Corps Member: Michael Hamilton – Contract Employee

Pleasant Creek EMP Design and Implementation Team:

Lawrence Badtke, Benjamin Bagwell, Thomas Bales, Jodi Bausman, Kenneth Brenner, Susan Brown, Mark Clark, Jose Coronado, James Dean, Alois Devos, Sandra Dixon, Tom Dumoulin, Jeffrey Dupont, Rod Hallstrom, Ted Kerr, Teresa Kirkeeng, Camie Knollenberg, Erika Mark, Robert McAfee, Richard Nickel, George Ofslager, Bryan Radtke, Karl Schmitz, Christopher Trefry, Jeffrey Turner, Louis Uptmor, Jeffrey Wamsley, Russell Weeks, Sibte Zaidi

These Shoes are

By Sharryn Jackson and Sue Simmons

On June 14 through 16, we reached a goal that we set more than 18 months ago – we participated in the Avon Breast Cancer 3-Day, a 60-mile “trek” from Kenosha, Wis., to Chicago.

What would possess two seemingly sound-minded women to embark on such a journey? We were driving to a public meeting in January 2001 and were discussing Sue’s daughter-in-law’s participation in the then upcoming June 2001 walk and what a wonderful cause the event supported. One thing led to another and pretty soon we decided that walking in the three-day event would be not only worthwhile, but also fun, and to go for it. Another deciding factor for participating in the walk was that 2002 marks Sue’s 10-year anniversary as a breast cancer survivor, and we wanted others to be that fortunate.

Six months later, our journey began when we paid our registration fee and committed to raising the \$1,900 required to participate. Thinking that fund-raising might be our biggest challenge, we began early. In October (also Breast Cancer Awareness month), we held a “breakfast and learn” for the employees in our branch, we hosted an autumn cookout and bonfire for our card club, and sent out letters to our families, friends and many coworkers telling them about the Avon 3-Day, our reasons for participating, and asked for their consideration for a contribution. We both far exceeded our fund-raising goals because of the generosity of so many.

We quickly discovered that an even bigger challenge proved to be training for the event. Neither rain, nor sleet, nor dark of night could keep us from our training mission. In order to meet the challenge of walking eight to 10 hours a day for three straight days, we began our training in October. We both found that the training involved a huge time commitment, but that it was necessary to feel prepared to walk 60 miles. So we walked, and we walked, and we continued to walk. The mild winter allowed us to enjoy the great outdoors for many of the walks. During inclement weather, we walked in the Arsenal Center. We were fortunate to have a facility close by, but we became dizzy walking around the track 17 times for each mile. Long-distance training walks were mostly done on Arsenal Island. At the end of our training, we logged hundreds of miles and wore out a couple of pairs of shoes, but never ran out of conversation topics – or enthusiasm for participating in the event.

So, after 18 months of talking, walking and planning, we were ready to begin our journey.

Day Zero (June 13)

We arrived in Lombard, Ill., and anxiously waited to board the bus to Kenosha. On the bus, we watched a safety video that explained the rules and regulations for the walk. The number one



Sue Simmons, left, and Sharryn Jackson, right, begin to stir after a short rest stop during the Avon Breast Cancer 3-Day walk-a-thon.

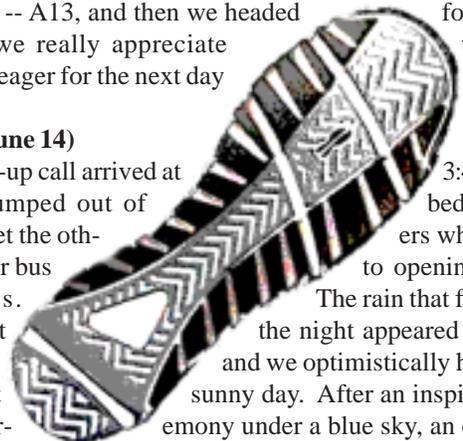
rule -- “no whining” -- was tested many times over three days. It worked! We arrived in Kenosha, and it was raining off and on. Get it out of its system, we thought! Registration went smoothly (picture several thousand walkers snaking around barriers as if we were waiting for a ride at Disney World), we received our tent address -- A13, and then we headed for our hotel (did we really appreciate those soft beds?), eager for the next day to begin.

Day One (June 14)

Our wake-up call arrived at 3:45 a.m., when we jumped out of bed to get ready to meet the others who would be taking our bus to opening ceremonies. The rain that fell throughout the night appeared to have stopped, and we optimistically hoped for a bright sunny day. After an inspirational opening ceremony under a blue sky, an enthusiastic record number of 6,236 walkers (who raised a record amount of money for the cause) began the first leg of the journey to Montrose Harbor in downtown Chicago.

As we made the 19-mile walk through neighborhoods and along a beautiful bike trail to our campsite, we were confident that Pallotta TeamWorks definitely knows what they’re doing to ensure the well-being of each walker. We were told to stretch (five minutes for every one hour of walking) and to “drink, drink, drink,” so pit stops every 1.5 to two miles along the entire course were welcome sites.

The pit stops had “themes” and the 600 volunteers working at the pit stops, as well as those riding the trails to check on the walkers



Made for Walkin'

Programs and Project Management



Rest and rehydration

and direct traffic, dressed in costumes, which made it all the more fun for the walkers. At the pit stops, walkers refueled with Gatorade, water, and lots of food choices. The pit stops also had medical services. As we were being “wowed” by the enormity of the event, we began to notice that we were getting damp.

It rained on us off and on all day, but it was not uncomfortable – yet. The intermittent rain throughout the day turned to a steady downpour as we arrived at camp – much later than anticipated. We picked up our gear (Sharryn’s was there; Sue’s was missing) and looked for our tent. Our entire neighborhood (the “A” section) seemed to be missing. When we finally found it, we also found Sue’s bag – outside in the rain. Luckily the tent was set up for us, but it was raining in the tent. We draped plastic over our tent and on the floor of the tent and began setting up our household. Two adults trying to open sleeping bags in a small tent is a challenge, but we

succeeded! We walked to and from the dinner tent in the rain, and returned to our home in wet clothes, surrounded by wet bags, with water dripping in the front of the tent. We considered trying to call the Holiday Inn to see if they had pick-up service, but instead curled up in our sleeping bags and thought, “someone will be alive next year because of this.”

We set our alarm clock so we’d be up fairly early the next morning (ha!) and hoped that we could get to sleep.
Time: 8:57 p.m. -- heads on pillows; 8:57 p.m. -- asleep!

Day Two (June 15)

We woke not to our alarm clock, but to the sound of the many campers surrounding us. We were greeted by a beautiful day.

We enjoyed perfect walking weather and continued the great route along a tree-lined bike path through the northern suburbs of Chicago. Neighborhood sidewalks were lined with people offering support, clapping, and saying thank you for walking. A few children set up free juice stands for the walkers.

Fortunately, the weather was so comfortable (mid-70s) because it was a long day. We covered about 23 to 26 miles that day (depending on whose pedometer you believe, Pallotta’s or the walkers). We’re not sure that the walkers appreciated Pallotta’s “sense of humor” when at about mile 22, the route included walking down several steps and then climbing back up again (it really was necessary so we could walk under a high-

way), but the walkers followed Pallotta’s rule (no whining) and we continued. By that time of the day, we began searching for some self-propelled shoes to help us along (a sure money-making endeavor for an entrepreneur).

Walkers also looked for ways to take their minds off walking – singing and discussing food (especially Whitey’s ice cream). Along the route we met so many friendly, kind and wonderful people, all with their stories to share. We met two walkers who are participating in all 13 Avon 3-Day events this year.

Finishing this day was like finishing boot camp; our camp that night looked like the home of the walking wounded – sore feet, blisters and taped knees. The medical, chiropractic and massage service tents at camp were kept very busy. After returning to camp we made our way over for a nice hot shower – which was actually in the back of a semi-truck, had a good meal, and were back in the tent and asleep by 9 p.m.

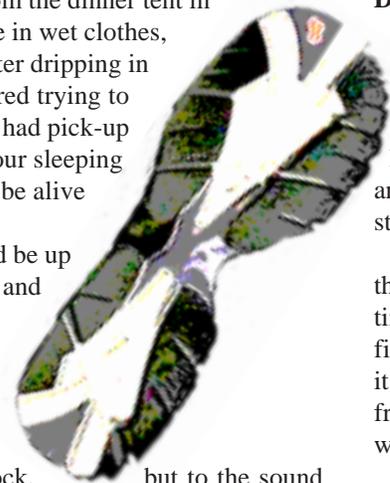
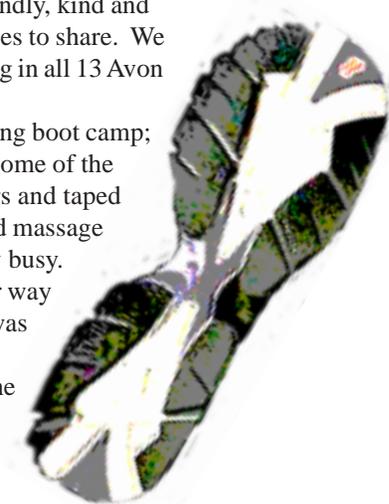
Day Three (June 16)

We woke up to a cloudless clear-blue sky, had a delicious breakfast, packed up our tent and gear, and were eager to get back on the trail. We thought, “This day should be a “breeze” with only 12 miles to cover, right?” Well, our legs and feet didn’t seem to realize this was to be an “easy” day and forever reminded us that they were tired, sore, and needed stretching every few miles.

That day was definitely full of guts and determination as all the walkers moved toward the finish line. We walked much of the time along the beautiful Chicago lakefront until we arrived at our final destination at Montrose Harbor -- and what a welcome sight it was! We estimate for the last mile or so nearly 20,000 family, friends and well-wishers lined the route cheering for all the walkers as they finished.

The closing ceremony started with the very last walker proceeding to the stage followed by a group of nearly 1,000 breast-cancer survivors in their pink shirts (a very moving site). After the final song was sung and the final thank-yous given, we picked up our gear and headed home, feeling a certain pride in “mission accomplished.”

We walked to celebrate Sue’s victory, but we also walked in hopes that a cure will be found soon so that you and your family and friends can also survive. ■



On the ‘Net

www.breastcancer3day.org

www.BeThePeople.com





Investing In Our People

Around the District

District Women's Equality Day Luncheon

The Special Emphasis Program Committee accepted nominations for the Equal Employment Opportunity Champion of the Year Award and has selected a winner. The award will be presented at the District Women's Equality Day Luncheon, which is scheduled for Aug. 1, at the Arsenal Club, on Arsenal Island, Ill., beginning at 11:30 a.m.

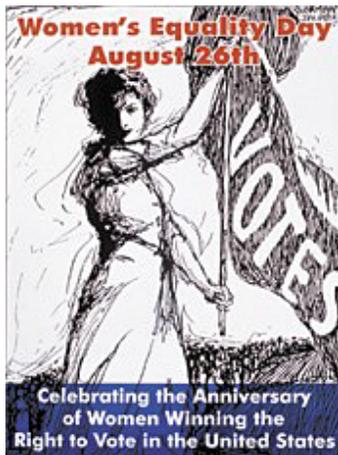
The buffet will consist of roast beef, fried chicken, potatoes, soup/salad bar, and beverages (soft drink/tea).

Tickets are required to attend the event and can be purchased for \$8.50 per person before July 29 from: Aimee Vermeulen, 5311; Gail Clingerman, 5791; Gayla Pacheco; 5641, Nic Davila, 5717; or Kay Martin, 5213.

The speaker will be Dr. Kim Armstrong, Ph.D., Black Hawk College, assistant to the president for Intercultural and Community Affairs. Armstrong will be speaking on gender differences in educational choices, particularly related to science and technology.

If you cannot attend the luncheon, but would like to hear the speaker, please call Vermeulen, 5311, to make arrangements.

The event is sponsored by the Federal Women's Program of the SEPC.



Women's Equality Day is observed across the nation on Aug. 26. The date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848.

The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women's continuing efforts toward full equality.

Congrats ...



inches long.

Joseph Lundh, Operations Division, announced his engagement to Kristen Goldsmith.

Goldsmith is a naturalist for Johnson County, Iowa.

The couple is planning their marriage for this fall.

Congratulations to **Joy and Damon Seys**, Civilian Personnel Advisory Center, on the birth of a boy, Noah Shawn, June 17. He weighed 7 pounds, 8 ounces, and was 20

Recent Retirements ...

Monte P. Hines, supervisory general engineer chief, Mississippi River Project Office, Operations Division, retired July 3, after dedicating 33 years and five months to the federal government.

Sympathy ...



Edgar W. Bisdorf, 89, Moline, Ill., died June 30, at Rosewood Care Center, Moline.

Bisdorf worked for 16 years as a hydraulic dredge lever man for the District.

He retired in 1976 as a toolmaker from Caterpillar Tractor Company, Rock Island, Ill.



Mildred R. Otto, 95, of Davenport, Iowa, died June 12, at the Kahl Home for the Aged and Infirm.

Otto retired from the District in 1974. She worked in the Design Branch, Engineering

Division.



Charles J. Henyan, 55, Hillsdale, Ill., died June 9, at Trinity Medical Center, West Campus, Rock Island, Ill.

Henyan was a welder on the Structural Maintenance Crew, Mississippi River

Project.

He served in the U.S. Army during the Vietnam War.

Notes from the Mississippi*

Lock and Dam 11, Dubuque, Iowa

- ✓ Small-boat lines placed around lock chamber.
- ✓ Dam gate debris flushed.
- ✓ Mule rail repaired.

Lock and Dam 12, Bellevue, Iowa

- ✓ I-wall handrail distance markers installed.
- ✓ Number two miter-gate oil pump repaired.

Lock and Dam 13, Fulton, Ill.

- ✓ Lock machinery gear oil filtered.
- ✓ Maintenance building radio antenna replaced.

Locks and Dam 14, Le Claire, Iowa

- ✓ Floating dock modification project continued.
- ✓ Auxiliary lockhouse shelving installed.

Locks and Dam 15, Rock Island, Ill.

- ✓ Banks and storage yard sprayed for weeds.
- ✓ Number three and five gate pike-pole hangers installed.

Lock and Dam 16, Muscatine, Iowa

- ✓ Crossover pit pumped.
- ✓ Upper auxiliary gate drift removed.
- ✓ Drift fence installed across gate pit.

Lock and Dam 17, New Boston, Ill.

- ✓ Gate pit number four refurbished.
- ✓ Lock handrail painted.
- ✓ New communications system installed.
- ✓ Paint locker cleaned and organized

Lock and Dam 18, Gladstone, Ill.

- ✓ Lawn sprinklers repaired.
- ✓ Depth finder installed on lifeboat.
- ✓ Crossover pit holes sealed.

Lock and Dam 19, Keokuk, Iowa

- ✓ Scooter tires repaired.
- ✓ Lower parking lot controls rewired.
- ✓ New drive belts installed on concrete saw.

Lock and Dam 20, Canton, Mo.

- ✓ Dam trunions greased.
- ✓ Link-belt crane battery and alternator replaced.
- ✓ Solar-charger panels installed on lifeboats.

Lock and Dam 21, Quincy, Ill.

- ✓ Pontoon compartments pumped out.
- ✓ Lower boat horn replaced.

Lock and Dam 22, Saverton, Mo.

- ✓ Upper landwall small-boat signal repaired.
- ✓ Miter-gate number one timber replaced.

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

Retiree Luncheon Sept. 4

By Lorraine Deaton, District retiree

The annual retiree's luncheon is being held at the Arsenal Club, Rock Island Arsenal (formerly the Officer's Club), Ill., located in the same building as the Arsenal cafeteria on Gillespie Avenue. The entrance to the club is through the second red canopy, furthest from Rodman Avenue.

The luncheon will be held the first Wednesday after Labor Day, Sept. 4, with a social hour (cocktails) at noon and the luncheon at 1 p.m.

The menu for the buffet luncheon consists of salad bar, roast chicken, roast beef, potatoes, vegetables, rolls and butter, and beverages (coffee, tea,

milk or soft drinks). Cost is \$9 per person, and includes gratuities.

Dick Fleischman will chair a golf tournament on the morning of the event, so, if you're interested contact him at (319) 391-2585, or e-mail him at whitey@netexpress.net. Dick needs your handicap to make the pairings, so have that ready when you contact him.

All retirees and their spouses or guests are cordially invited to attend. It's a lot of fun, so we hope to see everyone there. Reservations are necessary so please call Lorraine Deaton at (319) 323-6878 or Isabella VanOverschelde at (309) 788-3530. You can also e-mail Lorraine at

LADe2025@aol.com. Checks for the luncheon should be mailed to Isabella at 2244 3rd St., East Moline, IL 61244. Please let us know if you plan to attend by calling as soon as possible.

Because of heightened security measures on Arsenal Island, you will need to have picture identification such as a driver's license, passport or Corps retiree identification. Participants should enter through the Moline gate and tell the guard they're attending a retiree's luncheon at the Arsenal Club.

Since everyone doesn't have e-mail or receive the Tower Times, please spread the word to other retirees. 



**US Army Corps
of Engineers®**

ENVIRONMENTAL OPERATING PRINCIPLES

One Corps Serving The Army and the Nation

Further information is available at: <http://www.usace.army.mil>



*Environmental
Sustainable Housing
Fort Lee, VA*



*Wetlands at Mebra Price
Lock and Dam*

*Endangered Whooping Crane
Aransas National Wildlife Refuge, Texas*



*Planting a tree within
Mississippi Delta*

*Listening to the public at
Lake Hartwell drought meeting*



*Alligator as found
in Everglades*

*Corps labs support research and
development in Far East District*

1 Strive to achieve Environmental Sustainability. An environment maintained in a healthy, diverse, and sustainable condition is necessary to support life.

2 Recognize the interdependence of life and the physical environment. Proactively consider environmental consequences of Corps programs and act accordingly in all appropriate circumstances.

3 Seek balance and synergy among human development activities and natural systems by designing economic and environmental solutions that support and reinforce one another.

4 Continue to accept corporate responsibility and accountability under the law for activities and decisions under our control that impact human health and welfare and the continued viability of natural systems.

5 Seek ways and means to assess and mitigate cumulative impacts to the environment; bring systems approaches to the full life cycle of our processes and work.

6 Build and share an integrated scientific, economic and social knowledge base that supports a greater understanding of the environment and impacts of our work.

7 Respect the views of individuals and groups interested in Corps activities; listen to them actively, and learn from their perspective in the search to find innovative win-win solutions to the Nation's problems that also protect and enhance the environment.