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of Engineers®
Rock Island District

Tower Times

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STEP DOWN



Spotlight on the District

Story and photo by Mark Kane

Carol Rothert

Human Resources Specialist
(Labor and Employee Relations)

The importance of being a people person is often thought of in regards to customer relations and how people should be treated. It's equally important, if not more so, when you depend on those skills for your job, especially when your day-to-day activities revolve around interacting with fellow employees.

Carol Rothert, human resources specialist (labor and employee relations), Civilian Personnel Advisory Center, continuously interacts with fellow District employees during both positive and negative situations.

"My job is to advise management and employees on many issues, some of which could ultimately result in a disciplinary action being taken or a grievance being filed," said Rothert.

Because her job deals with disciplinary actions and grievances, Rothert jokingly admitted that she's kind of become synonymous with that subject.

"People have come up to me and asked me if there is a problem when I wander from my office, when they see me walking around on the floor on which their office is located," said Rothert.

Rothert said the subject matter that she deals with makes it that much more important to her to communicate with employees in the best way possible and to have a positive impact on them.

"Carol has been a real asset to our team," said Gretchen Leigh, chief, CPAC. "She's hard-working, dedicated and performs her job with the utmost integrity. She enjoys making a difference in people's lives."

Talking and working with all District employees is at the top of Rothert's list when it comes to what she likes most about her job. She especially stressed how much she enjoys working with her co-workers in her office, as well as the particulars of her job.

"They are a knowledgeable and terrific group," said Rothert. "I also like the variety and challenges each day presents. Each disciplinary action taken and grievance filed is different even though similar in nature."

Rothert started working for the District in 1985 after her previous job closed their doors.

"As a single mom with four girls to raise, I heard the Arsenal

was a good place to work, so at that time I applied to Office of Personnel Management for a clerical position. My name was sent on a referral list to the Corps of Engineers. I was hired by Dick Baugh, Operations Division, as a clerk typist and worked in Operations until 1990, when I applied for a position in Personnel. As a staffing specialist, I got to know all of the lockmasters and processed in many of the lock and dam operators working at the lock and dams today.

"When regionalization took place in 1997, the full-service personnel office was downsized and I went to work at the North Central Civilian Personnel Operations Center on the Island, where I worked for two years before going to Germany, a life-long dream. I worked at the CPAC in Wuerzburg, Germany, and then returned to the CPOC when my tour was complete. When the Labor/Employee Relations Position became available here at the Corps, I was excited when I was offered the position, especially

since I had previously worked with Kim, Vicki, and JoAnn and had frequently talked with Gretchen on the phone. I still have many of the field people say to me, 'I remember you, you offered me the lock and dam position' at whatever lock it was. I always hope I was nice to them."

Rothert lives in Davenport, Iowa, with her husband Ron (who retired from the Corps of Engineers). They have four daughters, (Terri, Amy, Jenny, and Chrissy), two step sons, five grandsons, and one

granddaughter, who, she said, all live relatively close to the Quad-Cities.

Her hobbies include sewing, cooking, baking, traveling, spending time with her family, and, "trying to grow flowers in my greenhouse."

Rothert's advice to anyone reading this article is, "Enjoy where you are when you are there. That sounds strange; however, so many times we get caught up in the past or fret about the future so much that we don't live the moment ... and it's gone all too quickly. Also, be flexible in your thoughts and having a sense of humor. Those two traits have helped me through many difficult moments." 🍷



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Tower Times

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On the Cover

Members of the Mississippi River Structures Maintenance Crew (Johnny Bennett, left, and Rod Stover, right) complete tensioning of the stress bars on the miter gates at Lock and Dam 22.

Find out more about the District's new procedure on pages 6 and 7.

Photo by Jim Wilson, Operations Division.

Thriving During Times of Change

By Col. Duane Gapinski, District Engineer

Since my arrival at the Rock Island District, I've spent a good amount of time explaining the current status of many initiatives and programs. These include the National Security Personnel System, competitive sourcing (A-76), USACE 2012 and regionalization, our annual program resulting from our congressional appropriations, and P2. What all of these things have in common is that they involve change or potential change. For example, NSPS will change how we hire and compensate employees; A-76 will change how we perform certain functions; and regionalization will change how we make decisions on resource allocation.

These changes are pervasive. That is, they affect us all, either directly or indirectly. I know that all of this change is causing a great deal of angst. So, what I'd like to do this month is talk a little about dealing with change.

I think the greatest concern with all of this change is the uncertainty of the future -- whether or not one's job is secure, and under what conditions will I perform my job in the future?

At this point in time, it is too early to make any specific predictions. For example, we have explained the Fiscal Year 2006 President's Budget to the Congress and based upon their re-

sponse, it appears that our workload will support our current staffing levels. Also, we are providing data and support to the A-76 competitions -- but the competitions will have to run their course. So, it seems the best advice at this point is to continue focusing on serving our customers and stakeholders by providing products and services to the best of our ability. Because, in the end, the greatest threat to our future happens if we are unable to meet the needs of those customers and stakeholders. After all, that is our purpose: being capable of responding to the nation's needs during peace and war.

Since we cannot stop the change these initiatives bring, we will be best served by focusing on the things over which we have control ...

It is that clear sense of purpose which will allow us to thrive during times of change. There are other things we are doing that will also enable us to succeed. We will continue to be excellent stewards of the resources



entrusted to us. We will strive to improve our internal two-way communications so everyone has access to the information they need. Additionally, we will continue to develop relationships, both internally within our region, and with our customers and stakeholders.

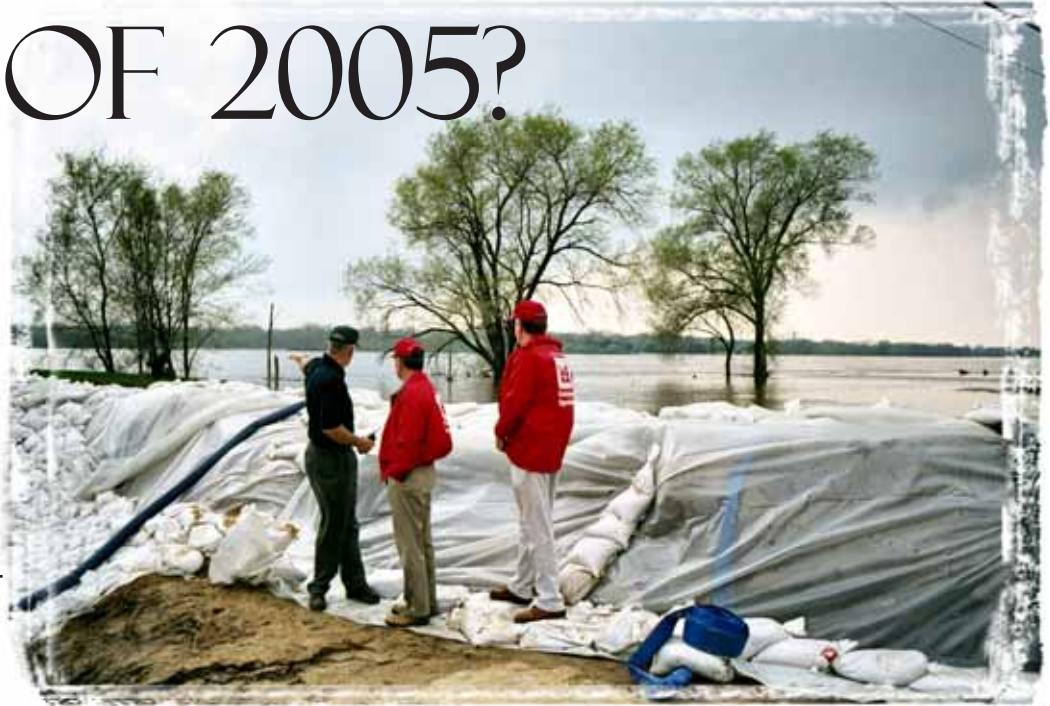
If those last three points sound familiar, they should. Even though I happened upon them while reading an article on dealing with change (this column is like writing a college English paper sometimes!), they are very closely related to our strategic goals, which we formulated in the context of these many change initiatives.

Finally, I want to reemphasize that since we cannot stop the change these initiatives bring, we will be best served by focusing on the things over which we have control -- meeting the needs of our customers and stakeholders with quality products and services.

Thank you for all you do. 🇺🇸

FLOOD OF 2005?

District flood area engineers speak with a Moline, Ill., representative at the banks of the Mississippi River during the Flood of 2001. Photo by Mark Kane.



By Jim Stiman, chief, Water Control Section, Engineering Division

It is the time of year again when people that work, live, and play along the District's rivers and streams become concerned about the potential for spring flooding. Here is a rundown of current conditions and what we might expect during the next few months.

As of March 7 in the Upper Mississippi River watershed, there was no snow on the ground south of a line from St. Paul, Minn., to Milwaukee, Wis. North of this line, there are still three to 12 inches of snow on the ground in some locations, which corresponds to as much as one inch of snow-water equivalent. This is good news with regards to flood potential. Historically, December and March are the snowiest months in Minnesota and Wisconsin. But, unless significant snowfalls take place, it looks as though any flooding that occurs this spring will most likely be induced more by rainfall than by snowmelt.

As of the end of February, frost depths were significantly shallower than they were in late December and January, due to sporadic bouts of above normal temperatures. This again, reduces flood potential since deep frost limits infiltration of water into the soil. Therefore, more runoff occurs when it rains or snow melts.

This year, the single biggest factor leading to an increase in flood potential is soil moisture, especially in the Illinois River basin. A wet fall and an early-

winter flood in the Illinois River basin have left the ground nearly saturated in some areas. However, over the remainder of the Upper Mississippi River watershed, soil moisture was very near the historical average.

Finally, the climate outlook for March through May shows no strong indication of any tendency for temperatures to deviate from the historical norms, but a tendency toward above normal precipitation. This could spell problems in areas where the ground is saturated.

So, what does all of this information mean with regard to the potential for flooding this spring? The National Weather Service issues 90-day probabilistic outlooks of river conditions every month. The outlook prepared on Feb. 24 covers the period from March 1 through May 30. The outlooks take into account all of the factors mentioned above. At most locations along the Mississippi River, within the Rock Island District, there is a 40 to 60 percent probability of exceeding flood stage this spring. This is very near the historical average associated with the occurrence of minor flooding, i.e. flooding that occurs about every other year, but with minimal impacts limited primarily to public inconvenience. The probability of major flooding occurring is between 15 and 30 percent. Here in the Quad Cities, there is a 50 percent chance of exceeding the 15-foot flood

stage and a 20 percent chance of major flooding, which occurs when the river reaches an 18-foot stage. The term major flooding refers to extensive inundation and property damage usually characterized by the evacuation of people and livestock and the closure of both primary and secondary roads.

Along the tributaries to the Mississippi River in Iowa and Illinois, the story is similar. There is about a 50 percent chance of exceeding flood stage and a 10 to 20 percent chance for major flooding.

In the Illinois River basin, where major flooding already occurred in early January, there is about a 60 percent chance of exceeding flood stage again this spring, due to the ground being saturated from the earlier rains. In early March, however, river stages along all of the Illinois River and its tributaries had returned to near normal with water levels at all gage locations below flood stage.

In general, while the factors that influence flood potential have improved over most of the District, it is still too early to definitively discount the possibility of having a major flood this spring. It should be remembered that last year at this time, the potential for drought was much greater than the potential for flooding. However, heavy rains in late May and early June produced flooding along many of the rivers in the District. ■

A BETTER MOUSETRAP

By Mark Kane



Johnny Bennett, left, and R Stover, right, Mississippi River Structures Maintenance Crew complete tensioning of the stress bars on the miter gates at Lock and Dam 22. Photo by Jim Wilson, Operations Division.

A close-up view of the equipment used by the Mississippi River Structures Maintenance Crew to complete tensioning of the stress bars of the miter gates at Lock and Dam 22. Photo by Jim Wilson.

Tensioning stress bars on a miter gate ... a time-consuming and arduous task that has probably been done by workers on the Mississippi and Illinois River structures maintenance crews more times than they care to remember, has recently become much easier.

"The guys on the crew came up with a new method for doing this and teamed up with the folks in Engineering Division to actually get it designed and built," said Bill Gretten, Mississippi River Operations Manager. "The old method required using enormous wrenches and a lot of manpower to move turnbuckles on the stress bars. It was a slow and laborious process. The new method uses a hydraulic tensioner and the guys say the time required to do the job went from around 10 hours to around two hours."

John Wayne, general supervisor, Maintenance Section, Mississippi River Project Office, said the idea to make it happen came after talking about how to do the job better.

"It was considered after assembling the spare gates for Lock 19, which use a similar system, by the foremen who all thought it could work on all miter gates," said Wayne. "It was looked at for two years and rehashed many times to consider every good and bad point, and how we could make them work in every aspect without compromising any known integrity of the structures."

Even after the idea came into focus, there were some hurdles before it came to fruition.

"Once the Mississippi River Project Office contacted the Structural Section (Engineering Division) several meetings were accomplished with each session growing more productive on collective ideas," said Wayne. "It ended up taking several months of joint effort and another month of field application to secure a great product."

The collaboration between the two departments has not been downplayed; in fact, it is being heralded.

"This is a real success story and a great example of teamwork across divisions," said Gretten. "I think ED-DS, particularly Fred Joers and Carl Johnson, were able to take the concept and turn it into the actual design. Fred did the actual design on this and worked on it from both his position as chief of structures in ED and also as chief of the Mississippi River Maintenance Section, when he served a detail here about a year ago."

"OD-M and ED-DS have a vast knowledge base, which is unrivaled anywhere inside or outside of this organization, period," said Wayne. "I am extremely proud to be a part of this collective team and we are capable of even more, if given the resources."

The elation that has resulted from the end product and teamwork used to make it happen is there for good reason ... tensioning stress bars on miter gates wasn't easy, and now a better way has come.

"In the past, it took 10 hours of time and about 15 people to stress two miter-gates prior to installation," said Wayne. "This had to be accomplished while the gates were sitting on a barge out of the water. Once they were installed, if a slack condition emerged in any of the gates, we could do nothing about it unless we pulled the gates again. This would cost approximately \$80,000 in time and equipment. With the new system, a force of three personnel can re-tension a slack gate within hours on site without removing it."

To say that Wayne has been there and done that is an understatement. He has stressed and underscored how much hard work goes into maintaining structures that were not manufactured to last as long they have been pushed to last.

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Wayne's position with the District is where the rubber meets the road and equipment failure means that barge traffic doesn't move. He's acquainted with the frustration of recognizing a better way to do something, only to see time go by without a solution coming to completion.

"As someone who spent decades doing this type of work, I am elated to see such designs go into practice," said Wayne. "Anything to reduce strenuous work and still get a better mousetrap out is always exciting and rewarding. This project is something that will pay benefits down the road long after the members of the team who made it happen are gone. There have not been that many monumental changes accomplished during my 30-plus years, and this will certainly make the list. This job was tackled with enthusiasm by all involved and should give everyone a long-lasting smile for their participation on a quality mission and user-friendly product."

The new method of tensioning stress bars has been adopted by the Mississippi River Project Office and it seems like there will be no looking back as the transition to the new system is underway.

"All gates that are removed for major repair or rehabilitation will have these installed permanently," said Wayne. The difficult transition is over. The initial set was a learn-as-you-go process for both OD-M and ED-DS. Each subsequent set will become

easier as the Structures Maintenance Unit becomes more familiar with the process. ED-DS will be involved with technical aspects until all heights of gates are addressed, as each height of gate requires small changes in angles and dimensions."

Good news not only for the crews involved with doing the work, but also for Uncle Sam's wallet.

"There are massive cost savings to the District in that gates that were once trying to tear themselves in two from prolonged

operation in a slack condition may now be operated safely for extended periods without damage," said Wayne. "Being able to re-tension a slack gate in place, without removing it, will reduce operations and maintenance costs, continuously and forever, on each gate fitted with the new design. Safety of operation will also be enhanced because collective damage we now see on gates will be drastically reduced or eliminated almost in its entirety."

"As someone who spent decades doing this type of work I am elated to see such designs go into practice."

- John Wayne

entirety."

The possibilities are great to say the least said Gretten, who sees no reason why this couldn't be used outside the District, throughout the Corps, even in private industry ... Wayne shares the sentiment.

"I could not see why others would not openly support this system in at least some ways, if not in all ways," said Wayne. "Any structure with a similar design could be fitted with this system and monitored for tension applications." ■



Groundhog Job Shadow Day in the District

Story and photos by Mark Kane

Students from Wilson Middle School came to the District's Clock Tower Building Feb. 15 to participate in Junior Achievement's Groundhog Job Shadow Day held throughout the United States to encourage young people to value free enterprise, business and economics, in order to improve the quality of their lives. The District supports this effort by providing volunteers to JA.

More than 13 District employees participated in this year's event as mentors to nearly 30 students from Wilson Middle School.

Groundhog Job Shadow Day is only one small part of the District's involvement in the JA program. For more information on becoming a volunteer in the JA program, please contact Justine Barati by e-mail or at ext. 5204. 📧

Top: Bob Romic, Information Management, talks to Wilson Middle School youth about the numerous functions of the District's library. Left: A District host and Wilson Middle School participants watch one of the first lockages of the season from the Mississippi River Visitor Center during one of their many stops as a part of Groundhog Job Shadow Day. Right: An area youth peers out from one of the windows in a Clock Tower clock face during her tour of the Clock Tower.

On the 'Net

www.ja.org

www.jobshadow.org

www.davenportschools.org/wilson



Rock Island, Louisville District Employees Tie Knot in Iraq

They say love finds you when you least expect it and Nick Peschang, Engineering Division, and Mary Priddy, Construction Division, Louisville District, will tell you that's true.

They found each other as mortars flew overhead. They courted over military rations. When they wed, even the bride wore combat boots.

Many will remember Iraq for death and destruction, but this Corps couple will remember it also for unity and love.

"It's kind of a funny story," Peschang said. "I never thought for a moment I would find love here. I absolutely thought I would come back to the U.S. and commit my life to the Lord, do mission work and take care of my adult kids. I came over because I wanted to help, and then this happened and I thank the Lord."

On May 6, 2004, both were in southern Iraq, at the Basrah Area Office, when terrorists began a mortar attack on the base there.

"I was scared to death," Priddy said. "I was in a trailer at the back of camp working. Then I heard this loud boom, and then there was another loud boom, and I told myself it was time to get out of there. It's not what you're supposed to do, but I got claustrophobic and ran toward the front of camp looking for people. I was scared the first time I saw (a mortar) hit."

Peschang, who had already had spent eight months in Iraq helping to restore utility service, returned to the District and then volunteered to go back overseas.

He watched as the mortar rounds streaked overhead.

"I won't say that I wasn't scared, but I had been through quite a few things the first time I was here," he said. "I came up to one of the Iraqi guards on the base, and he said they were just taking some pot shots and most of the rounds were going over us. That's when I ran into Mary. She was scared, and I told her she would get used to the noise, but if she needed someone to talk to, I was there."

"We talked to about two in the morning," Priddy said. And they would keep on talking, through the next two days, until Peschang left to go back to the United States.

"We talked on the phone and e-mailed each other" after that, Peschang said. When he returned about a month later for his third stay in Iraq, he managed to get transferred to where Priddy was stationed.

Both devout Christians, they say they felt they were brought together for a reason. They started talking about marriage.

The city of Ur technically sits on the Tallil Air Base and is a tourist attraction for the coalition forces stationed there.

"We thought it would be a really wonderful place for a marriage," he said. "This ancient city -- this holy land for three major religions, the birthplace of Abraham. It had been closed off to people for what, maybe 100 years."

On Dec. 16, Peschang and Priddy were married by Capt. Darren King, chaplain for 115th Engineer Support Group, who performed the ceremony with members of the Corps, the 115th and 300 Area Support Command attending. The governor's representative for the Thi Qar province was invited, but could not attend. However, he

gave the couple his blessings.

Because of sovereignty issues the ceremony is not a civil marriage and the couple will be married in the United States, in April.

"It was really beautiful," Priddy said. "Some of my co-workers arranged to get flowers from Baghdad. Some of the smaller flowers came from Nasiriyah."

"It meant a lot for us to know that the Iraqi people understood our intentions and did not take offense to what we were doing," said Peschang. "We wanted to show everyone that positive things happen here in Iraq -- like the good work the Corps is doing here with the rebuilding and renovations. I didn't come here looking for a wife and she didn't come here looking for a husband. It was just something that happened in an unexpected place. And we will be grateful for that all of our lives."

Both say their families and co-workers were supportive as well.

Peschang returned to the District in mid-February, followed by his new bride in late-March who was able to find a job in the Rock Island District.

"I tell you, it was a bittersweet thing, a wonderful thing in a place where you see some bad things," he said. "The concertina wire, the camouflage, the guns. You do feel God is in the place. The people want jobs, they have cars now, their lives are getting better, bit by bit getting better."

"It's going to be an amazing story to tell our grandchildren," Priddy said.

"That good things can come from bad," Peschang said. "The Iraqi people see that too."

And love finds you when you least expect it.

Todd Welvaert, Rock Island Argus/Moline Dispatch, and BJ Weiner, Gulf Region Southern District, contributed to this article.



Chaplain (Capt.) Darren King, 115th Engineer Group, performs Peschang and Priddy's wedding ceremony at the Tallil Air Base at the ancient city of UR, Iraq. Photo by BJ Weiner, Gulf Region Southern District.



Investing In Our People

Around the District

District Commander's Award

Jodi Staebell, Programs and Project Management, received the December Commander's Award.

Staebell earned the award for coordinating the collection of more than 100 backpacks through Quad City area Boy and Girl Scout groups as a part of the Backpacks for Baghdad drive.

She also ensured that each backpack had the correct supplies, which included buying bags of supplies to make sure each backpack was full.

Dennis Shannon, Operations Division, received the January Commander's Award.

Shannon earned the award for developing a Student Career Experience Program training plan for lock and dam and maintenance personnel. He worked diligently with colleges in both the Quad Cities and the Quincy, Ill., areas to develop credible curriculums that also provided geographic accessibility to potential candidates along the broad area of the Mississippi River Project.

Shannon's efforts have given managers another valuable tool for hiring qualified and motivated employees, while helping to increase the diversity of the workforce.

Bardole Talks About Eagles on CBS Evening News

Mississippi River Visitor Center park ranger Don Bardole provided Linda Karas, producer of the CBS Evening News, and Jim Axelrod, a CBS journalist, an on-site interview on Mississippi River eagle watching activities Feb. 19.

The story aired on CBS Evening News on March 23 to a national audience.

Bardole led the camera and sound staff of CBS to other sites off Arsenal Island to



get the eagle shots and sound bites used in the story.

One of the sound bites used from Bardole may have summed it up best when he said watching eagles is like, "poetry in motion."

Anyone who would like to watch it can access a link to the video by looking at the District's news clips from March 24, located in the public folders under "News and Happenings" on the Intranet.

Congrats ...



Congratulations to **Jeff and Kristina Rose**, Operations Division, on the birth of twins, a baby girl, Sarah Evelyn, and a baby boy, Michael Wyatt, March 19. She weighed 5 pounds and 2 ounces, and was 17

inches long, and he weighed 6 pounds and 2 ounces, and was 19 inches long.



Congratulations to **Gail and Forrest Clingerman**, Programs and Project Management, on the birth of a baby girl, Sabina Grace, Feb. 25. She weighed 6 pounds and 14 ounces, and was 19 inches long.



Congratulations to **Chris and Kate Reger**, Operations Division, on the birth of a baby girl, Claire Elisabeth, Feb. 25. She weighed 7 pounds and 7 ounces, and was 19 inches long.



Congratulations to **Al and Wendy Frohlich**, Operations Division, on the birth of a baby boy, James Edward, on Feb. 19. He weighed 8 pounds and 10 ounces, and was 20 inches long.

Sympathy ...



Robert Herren, 80, Canton, Mo., died March 16.

Herren retired as assistant lockmaster at Lock and Dam 20 on July 29, 1989. He began his career with the District as an electrician at Lock and Dam 13 in December 1974. He transferred to Lock and Dam 20 in August 1975, and was promoted to assistant lockmaster in May 1983.



Joseph Normoyle, 96, of Rock Island, Ill., died Feb. 18, at Trinity Medical Center, Rock Island.

Normoyle worked for the District 13 years on the lock and dam system.

SUPPORT, SACRIFICE FOR CORPS

Thanks to our employees currently supporting the Global War on Terrorism

Maj. Melody Smith, Executive Office; Randy Brotherton, Ben Ferrell, Christian Hawkinson, Mark Hoague, Perry Hubert, and Brian Lane, Engineering Division; Dave Dierickx, Lance Gardner, John Stiffey, and Randy Walters, Operations Division; Randy Kraciun and Judy Walters, Programs and Project Management; Rod Hallstrom and Ron Williams, Real Estate; Paul Holcomb and Tom Mack, Construction Division; and Nancy Pierce, Logistics Management.

Kyle Retzlaff, Operations Division, is a District employee currently serving on military active duty in support of the Global War on Terrorism through his respective reserve unit.

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

Eric Aubrey, Dave Bequeath, Dana Brosig, Pete Corken, Julie Fisher, Dan Foltz, Christian Hawkinson, Mark Hoague, Brian Lane, Larry Melaas, Nick Peschang, Joel Peterson, Ron Plante, Tom Reinhardt, Richard Rupert, Ray Tatro, and Charles VanLaarhoven, Engineering Division; Bob Balamut, Randy Brotherton, Brett Call, Alois Devos, Terry (Sam) Hoover, Lee Myers, Steve Russell, Karl Schmitz, James Trail, David Varner, Randy Walters, and James Wilson, Operations Division; Randall Braley, Paul Holcomb, Daniel Holmes, and Rick Stebens, Construction Division; Darryl Carattini, Perry Hubert, Penny St. Clair, and Judy Walters, Programs and Project Management; George Sporer, Ralph Werthman, and Ron Williams, Real Estate; Jan Hancks, Contracting; and Nancy Pierce, Logistics Management.

Eric Aubrey, Scott Bullock, Kevin Peel, and Scott Pettis, Engineering Division; Jason Larsen, Jonathan Perrault, Robert Petersen, and Larry Reeve, Operations Division; are current District employees who completed military active duty in support of the Global War on Terrorism through their respective reserve units.

Thank You For Serving!



Women's History Month, March 2005

Excerpts from the Presidential Proclamation

During Women's History Month, we celebrate the achievements of our nation's women. For generations, American women have helped build our great nation through their leadership as writers, teachers, artists, politicians, doctors, and scientists, and in other professions. As mothers, daughters, and sisters, women have supported and strengthened American families and communities. Women are at the forefront of entrepreneurship in America, creating millions of new jobs and helping to build our nation's economic prosperity.

We celebrate those who have broken down barriers for women, such as Jacqueline Cochran, who was the founder and director of the Women's Air Force Service Pilots during World War II and the first woman to break the sound barrier. Marian Anderson, a Presidential Medal of Freedom recipient, opened doors in music as the first African American to perform with the New York Metropolitan Opera. Juliette Gordon Low encouraged community service and the physical, mental, and spiritual development of America's young women as founder of the Girl Scouts of the United States of America. As we work to advance freedom and peace and fight the war on terror, American women in uniform are serving at posts at home and across the world, taking great risks as they make our nation more secure.

As we commemorate Women's History Month, I encourage all Americans to celebrate the extraordinary contributions and accomplishments of American women and to continue our progress in making our society more prosperous, just, and equal.



WAGE GRADE SALARY TABLE 2005

Special Wage-Rate Schedules for Employees on Floating Plants (other than Hopper Dredges) and Lock and Dam Operations and Maintenance Employees, U.S. Army Engineer District Rock Island, Ill.

Federal Wage-System Regular and Special-Production Facilitating Wage-Rate Schedules for the Davenport-Rock Island-Moline, Iowa Wage Area

Effective Dec. 12, 2004

WY/WG/XF WO/WL/XG WA/WS/XH	WY/WG/XF Rates					WO/WL/XG Rates					WA/WS/XH Rates					
	Grade	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	14.30	14.91	15.50	16.09	16.69	15.74	16.39	17.04	17.70	18.35	20.66	21.51	22.37	23.23	24.09	
2	15.00	15.62	16.25	16.87	17.50	16.50	17.19	17.87	18.56	19.24	21.34	22.23	23.12	24.01	24.90	
3	15.68	16.34	16.99	17.65	18.30	17.25	17.97	18.68	19.41	20.13	22.03	22.95	23.87	24.79	25.71	
4	16.37	17.05	17.75	18.42	19.11	18.01	18.77	19.51	20.26	21.02	22.72	23.66	24.61	25.55	26.51	
5	17.08	17.79	18.50	19.21	19.92	18.79	19.57	20.35	21.13	21.92	23.42	24.40	25.38	26.35	27.33	
6	17.77	18.51	19.24	19.99	20.73	19.53	20.35	21.16	21.98	22.79	24.11	25.12	26.12	27.12	28.13	
7	18.46	19.22	20.00	20.76	21.53	20.30	21.14	21.99	22.84	23.68	24.81	25.83	26.86	27.91	28.94	
8	19.35	20.15	20.96	21.76	22.57	21.28	22.16	23.05	23.94	24.83	25.64	26.72	27.78	28.85	29.92	
9	20.22	21.07	21.92	22.75	23.60	22.25	23.18	24.10	25.02	25.95	26.57	27.68	28.78	29.89	30.99	
10	21.14	22.03	22.91	23.79	24.66	23.26	24.23	25.19	26.17	27.13	27.48	28.64	29.79	30.92	32.07	
11	22.06	22.98	23.90	24.82	25.74	24.27	25.27	26.28	27.30	28.31	27.96	29.12	30.30	31.46	32.62	
12	22.99	23.95	24.90	25.85	26.82	25.28	26.34	27.39	28.44	29.50	28.58	29.77	30.96	32.15	33.35	
13	23.90	24.90	25.90	26.89	27.89	26.29	27.39	28.48	29.58	30.67	29.34	30.57	31.79	33.01	34.24	
14	24.84	25.86	26.89	27.94	28.97	27.32	28.45	29.59	30.72	31.86	30.26	31.52	32.78	34.04	35.30	
15	25.55	26.64	27.69	28.74	29.88	28.13	29.36	30.50	31.65	32.84	31.30	32.61	33.93	35.22	36.53	
											16	32.51	33.86	35.21	36.56	37.92
											17	33.85	35.26	36.66	38.08	39.48
											18	35.34	36.81	38.28	39.75	41.23
											19	36.47	37.99	39.51	41.03	42.55

The above salary schedule was issued Jan. 10. The schedule covers the majority of District wage-grade employees. Wage-grade salary tables for Cedar Rapids-Iowa City, Des Moines, Iowa, areas can be found on the Internet at www.cpm.sosd.mil/wage. From that page, choose Appropriated-Fund Pay Schedules. Most of the Rock Island District is in area 053, which shows up under Iowa, otherwise pick your state and county.

DEPARTMENT OF THE ARMY
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