



Employees hone leadership skills

Deployment offers compelling assignments Pg. 4

District employees enjoy holiday party Pg. 5

Corps plays role in constructing jet fuel facility Pg. 6

Soundings is an authorized newspaper of the Army Corps of Engineers Detroit District. It is published quarterly, under supervision of the Public Affairs Office in accordance with provisions of Army regulation, AR-360-1. It is prepared using desktop publishing and printed by offset press. The *Soundings* is also available on the Internet at <http://www.lre.usace.army.mil/>

Circulation: We print 400 copies per issue and circulate them to employees, retirees, and anyone requesting a copy in writing.

Contents: Views and opinions expressed in this publication are not necessarily those of the Department of the Army. The U.S. Army does not endorse any product or service that may be advertised or mentioned in this publication. News copy is prepared in accordance with Associated Press, AP Style Guide. All photos are U.S. Army photos unless otherwise indicated.

Submission: The Public Affairs Office welcomes comments and opinions about the information published in *Soundings*. News tips, ideas, suggestions and articles may be mailed to *Soundings*, U.S. Army Corps of Engineers Detroit District: 477 Michigan Ave. Detroit, MI 48226. Fax: 313-226-5993
E-mail: Lynn.M.Rose@us.army.mil
For general information, call toll free: 1-888-694-8313

COVER: Tina Stonemetz of the Buffalo District navigates a high ropes course at the Base Camp Challenge Center in Flint, Mich., as part of the Leadership Development Program II. The exercise helps employees build confidence and encourages teamwork. (Photo by Lt. Col. Robert J. Ells)

Promoting Science, Technology, Engineering and Mathematics

Team Detroit – I want to take the opportunity in this edition to highlight an ongoing national and USACE priority effort: an emphasis on the promotion of Science, Technology, Engineering and Mathematics, STEM, among the youth of our country. The National STEM Awareness Program goals are to:



Lt. Col. Robert J. Ells

- Foster/motivate increased awareness and interest in Science, Technology, Engineering and Math among underrepresented inner-city students grades 5-12;
- Foster an increased underrepresented minority presence in the nation's college level STEM programs, a mission supported by the U.S. Army Corps of Engineers and other federal agencies;
- Lay the framework for an increase in the representation of underrepresented minorities within the Corps of Engineers and other federal agencies' workforce by "seeding" the future applicant pool.

As the nation's premier engineering organization, USACE plays a vital role in supporting this effort to encourage more people to pursue engineering and STEM-related degrees. From the USACE STEM website:

"The U.S. Army Corps of Engineers recognizes the critical role that Science, Technology, Engineering and Mathematics (STEM) education plays in enabling the U.S. to remain the economic and technological leaders of the global marketplace, and enabling the Department of Defense and Army in the security of our nation. We are committed to teaming with others to strengthen STEM-related programs that inspire current and future generations of young people to pursue careers in STEM fields."

During a recent visit to a STEM event in Los Angeles, Calif., Lt. Gen. Thomas

Bostick highlighted the task at hand, saying, "Out of 100 ninth-graders, only six will go on to pursue STEM. That's our challenge. By the year 2020, we will need a million more engineers, so we have to start early."

In China, they will graduate 700,000 engineers a year. We do about 70,000 in America. And, many of those engineers go back to their home countries."

There are a number of ways you can be a part of this effort. Your involvement can be as simple as giving a presentation to a class, interacting with a boy or girl scout group, acting as a judge for a science competition or volunteering to work a shift in the USACE booth at the Detroit Boat Show.

Or, it can be as complex as volunteering to coordinate with a school or community to hold a large-scale awareness program utilizing the Blanket Purchase Agreement USACE has developed. I encourage everyone in the District to find ways to share your experience with the youth in your local communities and support this ongoing program.

Our local STEM coordinator is Blake Gerken, a civil engineer in the Geotech & Structures Branch. He is a member of the Great Lakes and Ohio River Division STEM Outreach Team and one of his many tasks is reporting Detroit District STEM activities. If you have been involved in a STEM event, think an event you were involved in qualifies, or have any ideas for potential STEM events, please contact him.

Additional information about STEM efforts can be found at the following websites:

<http://www.usace.army.mil/stem.aspx>

www.GreatMindsinStem.org/k-12/stem-awareness-program-components

Thank you all for the incredible work you do on a daily basis. I continue to be amazed at the talent we have within our ranks. Keep up the great work!

Detroit District Chain of Command



Barack H. Obama
President of the United States of America



Charles Hagel
Secretary of Defense
U.S. Department of Defense



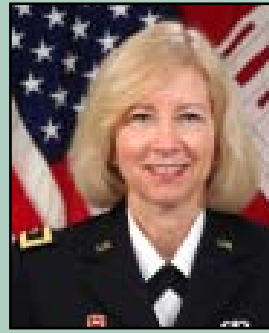
John M. McHugh
Secretary of the Army
U.S. Department of the Army



Gen. Raymond T. Odierno
Chief of Staff of the Army, U.S. Department of the Army



Lt. Gen. Thomas P. Bostick
Chief of Engineers
U.S. Army Corps of Engineers



Brig. Gen. Margaret W. Burcham
Commanding General
Great Lakes and Ohio River Division



Lt. Col. Robert J. Ells
District Engineer, Detroit District, U.S. Army Corps of Engineers



**U.S. Army Corps of Engineers
Detroit District**

Detroit Area Office crew conducts Rouge River condition survey



Photo by Keith Kropfreiter



Photo by Keith Kropfreiter

Left, a Detroit Area Office work crew prepares to conduct an emergency condition survey of the Rouge River turning basin in Dearborn, Mich., after part of the riverbank collapsed. Above, a portable conveyor used by a steel company to offload and stockpile taconite pellets is sunken into the collapsed bank.

Well-traveled Sallans finds deployment rewarding

By Tom Black
Public Affairs Office

Rich Sallans has thoroughly enjoyed his deployments, which include two stints in Afghanistan, one in Iraq and several in other American states.

“Deployment has been a great, great experience,” said Sallans, a project engineer with the Detroit Area Office. “I get to see different parts of the country and travel across the world. I’ve made a lot of friends and really enjoyed the work.”

Sallans, a 26-year Corps employee, has deployed to Afghanistan, Iraq, Iowa, West Virginia and Mississippi.

His first deployment to Afghanistan in 2010 was near the eastern border with Pakistan. As a resident engineer, he helped build an airport runway, helicopter pad, roads and buildings at two Afghanistan National Army bases.

Sallans said he treasures the friendships he developed with Afghani contractors and Romanian soldiers who helped with construction. He stays in touch with them and other friends he’s made along the way.

During 2012, Sallans served at Shindand Airbase in Herat Province near Afghanistan’s western border with Iran. There he oversaw construction of a wastewater facility, ordnance mutations storage area, airport



Photo by Lutfullah Saraj

Rich Sallans and an Afghan construction worker check out the wiring in a light pole at Shindand Airbase in Afghanistan.

runways, an electrical power station, barracks and warehouses.

Despite the excitement and fulfillment, deployment lacks some of the advantages of being at home, Sallans acknowledged. In particular, the ability to move about freely without security concerns.

“Whether on or off base, extra security precautions are normal,” Sallans said. “At home we pack up and travel by car and visit people and places without concern.”

Sallans has also served as a project engineer in Baghdad, Iraq in 2007-2008, managing 12 separate civil works contracts and several military construction contracts. Working with U.S. Army battalions, he helped clear roads of debris to eliminate potential insurgent hiding places. Prior to his Iraq deployment, he responded to domestic disasters including flooding, tornadoes and Hurricane Katrina.

Sallans noted he’s extremely grateful for the numerous care packages he’s received – from his wife, the Detroit Area Office, as well as soldier and civilian friends in the United States. The packages offer a variety of cookies, coffee, candy, soap, toothpaste and shampoo.

“The care packages are always a big hit,” he said.

For more information on deployment opportunities contact Bob Jarema in the Emergency Management Office, 313-226-1332.

Low Great Lakes water levels impact the nation

Low water levels threaten the Great Lakes’ role as a conduit for transporting commodities vital to the American economy and way of life, including iron ore, coal and grain.

Commercial cargo vessels are carrying up to 30 percent less cargo than they did in the late 1990s under higher water level conditions to avoid having their hulls scrape channel bottoms, according to the the Corps of Engineers’ Great Lakes Office of Hydraulics and Hydrology. This leads to higher transportation costs for commodities – costs

passed along in the form of higher prices for automobiles, electricity and food.

All five of the Great Lakes are below their long-term average water levels, according to the Corps. For January 2013, Lakes Michigan and Huron registered their lowest water level since the Corps began recording the levels in 1918. The two lakes are connected at the Straits of Mackinac and are regarded as one body of water for hydrologic purposes. Lakes Superior, Michigan and Huron have been below average for

14 straight years.

Drought conditions throughout the Great Lakes basin in 2012 led to excessive evaporation, and snowfall was below average in the winter of 2011-2012. Water levels are expected to remain below the long-term average for the next six months.

The Corps will continue to monitor and assess the impacts of low water levels on the Great Lakes.

For more information on Great Lakes water levels, log onto the Detroit District home page.

www.lre.usace.army.mil

Employees gather for holiday celebration



Employees enjoy themselves at the Detroit District holiday party, Dec. 13 at the Doubletree Hotel in downtown Detroit. Clockwise from top left, Maj. James Booth steadies his daughter; Angeliqve Bartreau and Mary Weidel check in attendees; Evan Luff concentrates on maintaining his beat as nearby co-workers compete in 'corn-hole,' a bag-tossing game; Renee Thomas, Mike Allis and Tim Smith enjoy watching colleagues John Goetzeluck and Matt McClerren engage in the friendly competition between supporters of two Michigan universities; and Alaa Jafar socializes with retirees George Fedynsky and Surendra Sukhtankar. About 160 people attended the festivities.



Photos by Ricardo J. Garcia



Quality: A way of thinking, commitment to do right thing

I just wanted to take a few minutes today to share my thoughts about the broader issue of quality. We talk a lot about our Quality Management System (QMS), Qualtrax, ISO certification, audits, Non-Conformance Reports, Opportunities for Improvement, etc. These are indeed key pieces of how the Detroit District provides a quality product – but they are not all we do.

Quality is much more than a system or a process. It is a way of thinking and a personal commitment to doing the right things, the right way. You don't always rely on a specific written process to tell you how to execute every part of your mission in a quality way. It will be one of the tools you use, but there may not be a process for every small aspect of your role. This does not prevent you from doing a quality job.

Having quality as an ingrained part of who you are means that you will do your best on everything you touch. It may be as simple as catching a spelling mistake on a colleague's document or taking the extra step to

have someone double check your calculations. It even extends to things like picking up a piece of trash off the floor to make a safer work environment so that no one slips and falls.



Scott Thieme

Along with the documentation of our critical processes – checking the QMS to be sure you are following the latest process, correcting any problems that you find, and suggesting improvements – I ask you to just keep quality in mind with everything you do.

Ask yourself, "Is this my best work?" If we all strive to make sure everything we do is our best work, it will go a long way toward ensuring that the Detroit District is walking the quality walk, and not just talking the talk. Once it becomes a regular part of how you work, it won't seem like a big step to ensure quality products. Thanks for your efforts, and stay focused on quality in everything you do.

Scott Thieme, deputy district engineer for project management, serves as the Detroit District Quality Champion.

Jet fuel station completed at Duluth Air National Guard Base

By Tom Black
Public Affairs Office

Minnesota's Air National Guard, ANG, will benefit from a new jet fuel facility thanks in part to the efforts of the Army Corps of Engineers.

The \$11.6 million Petroleum, Oil and Lubricants, POL, complex will store jet propulsion fuel for F-16s and other aircraft of the 148th

Fighter Wing. Two Area Offices (Duluth, Minn., and Fort Crook, Neb.) oversaw construction of the facility, which replaces a 1950s-era fuel depot that was demolished.

The POL complex consists of two offloading areas for tank trucks to deliver jet propulsion fuel; two above-ground storage tanks; a heated parking building for the base refueler trucks that transport fuel to

aircraft; an administration building; a pump house and associated piping; as well as sanitary sewer, water and natural gas lines; security fencing; communications equipment and lighting.

"The success of the project was not based on one or two agencies or contractors working individually but rather the group as a whole," said Corey Weston of the Du-

luth Area Office, who served as project engineer. "All parties were onboard to produce a quality end product."

He said personnel from the ANG and the contracting firms contributed "a vast array of knowledge in contracting, mechanical and electrical systems, and general construction which allowed the project to move forward in a quality manner."



Photo by Corey Weston

Tank trucks unload jet propulsion fuel at the new Petroleum, Oil and Lubricants facility at Duluth Air National Guard base in Duluth, Minn.

Leadership training challenges employees

By Tom Black

Public Affairs Office

The Army Corps of Engineers strives to develop good leaders to make it a thriving, successful organization.

Leadership Development Program II, LDP II, is intended to cultivate leaders who will inspire their colleagues to reach their potential and advance the Corps' missions.

"Understanding yourself is the first step in knowing what and how to improve," said Cindy Jarema, a hydraulic engineer who serves on the LDP II steering committee. "Each person has different qualities and strengths they bring to an organization and it is up to them to determine which ones to improve and which ones are assets to making them great leaders."

The first phase of the program involves physical exercises designed to challenge participants, facilitate teamwork and build confidence. Participants from the Detroit, Chicago and Buffalo districts recently gathered at the Base Camp Challenge Center in Flint, Mich.

They climbed a rock wall and navigated a high ropes course. In an exercise intended to increase communi-



Photo by Lt. Col. Robert J. Ellis

Corps employees watch co-workers climb the faux rock wall at the Base Camp Challenge Center in Flint, Mich.

cation and collaboration, participants were attached to each other by ropes as they navigated high up on the grid.

During the eight-month program, LDP II participants are expected to complete individual assignments as well as one group project. "*The Leader's Guide to Radical Management*" by Stephen Denning is required reading for all participants. Participants also read a book of their choice on leadership, then present a summary and describe how they can apply what they've learned.

A current participant, Jan Smith of the Management Support Branch, is reading "*Tribes: We Need You to Lead Us*" by Seth Godin. "It encourages you to think about the opportunities you have to lead in your daily life," Smith said. "Anyone can be a leader; it doesn't have to be a supervisor or manager." She said she enjoys LDP II and looks forward to the remainder of the program.

LDP II's final assignment is the Make a Difference Project, in which each participant develops a plan and implements an improvement in his or her office or section.

Non-supervisory employees with at least one year at the Corps may apply for LDP II, which is a competitive program. Those completing the course are strongly encouraged to continue developing their leadership capabilities.

Boat shows offer district outreach opportunities

Employees recently interacted with enthusiastic crowds at the Detroit Boat Show, Feb. 16-24; and the Duluth Boat, Sport and Travel Show, Feb. 13-17.

The volunteers distributed brochures, stickers, toss rings, coloring books and other materials promoting water safety, and answered questions about the Corps of Engineers and its missions.

Employees also distributed Great Lakes water level bulletins, Regulatory outreach brochures and permit applications. Visitors to the Detroit exhibit frequently asked questions or commented about Great Lakes water levels.

"Both boat shows offer an excellent opportunity to connect

with the public," said Maj. James Booth, deputy commander. "They provide an avenue for teaching young adults and children the importance of water, ice and Corps structure safety."

An added benefit of interacting with the public, Booth said, was addressing Lt. Gen. Thomas P. Bostick's emphasis on Science, Technology, Engineering and Math (STEM) by demonstrating the concepts behind how the Soo Locks operate.

"The Corporate Board truly appreciates the selfless service of all employees who volunteered their time to support these events," Booth said.

Nearly 65,000 people visited the



Photo by Mary T. George

A happy visitor shows off her 'Kids Don't Float' T-shirt decal at the Duluth Boat, Sport and Travel Show in Duluth, Minn.

Detroit show, and about 38,000 visited the Duluth show, the sponsoring associations said.

Employees of the Quarter

First Quarter 2013



Josh Hachey
Contract Administration Branch

Josh Hachey, mechanical engineer, has taken on a heavy workload in the Contract Administration Branch and done course work on his own time to earn Level 1 certification as a Contracting Acquisition Professional. He facilitated the Manistique Sea Lamprey Barrier Value Engineering Study, which resulted in \$119,000 of potential savings.

Hachey's initiative and contributions consistently reflect dedication to his projects. His performance is exemplary and reflects great credit upon himself and the district.



Katie Schill
Regulatory Office

Katie Schill, regulatory project manager, conducted a permit review in a timely and professional manner for an emergency dredging of the St. Joseph River in southwest Michigan. A fall storm caused severe shoaling in the harbor. No federal funds were available, so a concrete manufacturing company arranged to pay for dredging to enable vessels to reach its facility.

Schill's communication with the applicant and the state, along with her grasp of the technical issues, helped promptly secure the necessary Corps of Engineers permits for work to begin.



Glenn Spence
Real Estate Branch

Glenn Spence, appraiser/realty specialist, demonstrated outstanding and timely execution of the real estate process necessary for construction of a \$14 million Customs and Border Protection, CBP, facility in Detroit.

Spence communicated and coordinated effectively with CBP, the property owner and officials from the city of Detroit. His knowledge of Corps and CBP real estate processes as well as his familiarity with the Detroit market enabled the Corps to secure the necessary property in time for construction to commence this spring.



Keith Kropfreiter
Detroit Area Office

Keith Kropfreiter, project engineer for the Detroit Area Office, for his assistance in designing an innovative aluminum stop log to replace decaying timber stop logs in weirs at confined disposal facilities, CDF. His design has become the new standard being implemented throughout the district.

He also designed the new offload platform at Pointe Mouillee CDF in Monroe County, Mich. Kropfreiter's innovative abilities and his steadfast efforts to improve and streamline work processes benefit the floating plant in its daily operations.

CORPS SPEAKS

Sabrina Miller, project manager from the Regulatory Office Outreach Team, spoke Feb. 14 at the winter conference of the Michigan Association of County Drain Commissioners in Acme, Mich. Miller gave a presentation on the Corps' regulatory program and Michigan drain projects. Her topics included the Corps' regulatory jurisdiction, drain project components requiring permits, tips for submitting complete permit applications and the Corps' permit evaluation process.

Jeff Fritsma of the Lake Michigan Area Office also attended the outreach event so he and Miller could meet contractors and consultants involved with municipal drainage projects.

Pat Kuhne, chief of emergency management, spoke Feb. 21 to the monthly meeting of the Michigan Society of Professional Engineers, Capital Area Chapter in Lansing, Mich. He presented the USACE Emergency Management mission and the district's capabilities in all hazard response to FEMA events.

Mike O'Bryan, chief of the Engineering & Technical Services Division, and **Dave Wright**, chief of the Opera-



tions Office, spoke Feb. 12-13 at the Great Lakes Navigation Team Stakeholder Meeting and Waterways Conference in Cleveland, Ohio. They described the Corps' fiscal year 2013 navigation program to an audience of 75 people representing industry, lake carriers, ports, labor unions, local and state governments. O'Bryan also spoke at a March 1 webinar meeting of the Shallow Draft Stakeholders, hosted in conjunction with the Chicago and Buffalo districts. He discussed the Operations and Maintenance program for the Great Lakes, and provided a status update on the fiscal year 2013 and 2014 budgets. Participants included representatives from various congressional offices throughout the region, state agencies, the Great Lakes Commission, local communities, and regional interest groups.

Jim Selegean, a hydraulic engineer with the Great Lakes Office of Hydraulics & Hydrology, spoke March 13 at the monthly luncheon meeting of the Society of American Military Engineers, S.A.M.E., in Detroit. Selegean discussed field data and modeling conducted to evaluate dam storage capacities.