

**SPECIAL
HOLIDAY ISSUE!**

Detroit District



Winter Quarterly Issue 1999

SOUNDINGS

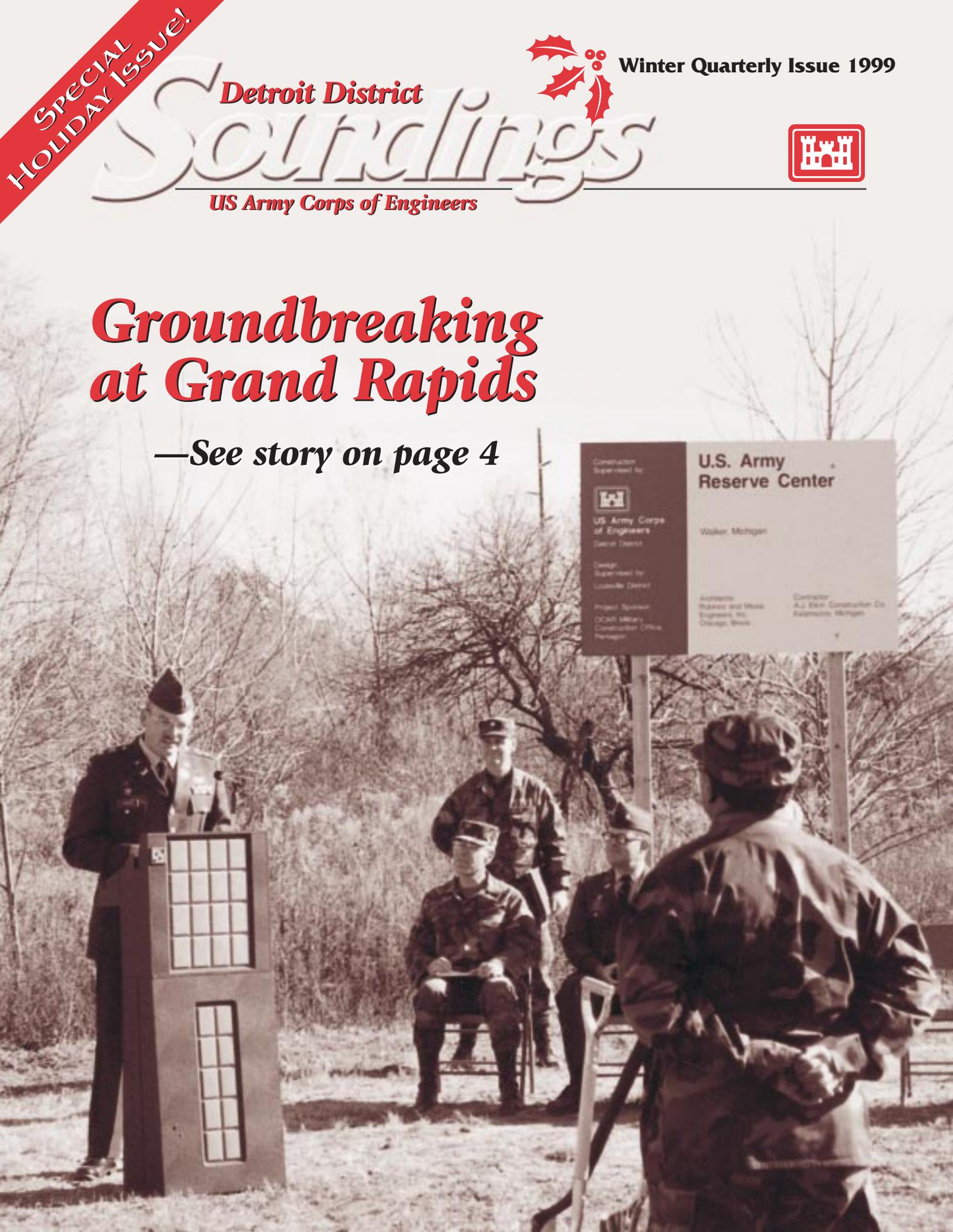
US Army Corps of Engineers



Groundbreaking at Grand Rapids

—See story on page 4

Construction Supervised by  US Army Corps of Engineers Detroit District	U.S. Army Reserve Center Walker, Michigan
Design Supervised by Livonia District	
Project Sponsor OICAR Military Construction Office Perth Amboy, NJ	Contractor A.J. Ekin Construction Co. Kalamazoo, Michigan





Soundings

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On the cover: Maj. Scott Jackson shares Detroit District comments at the Groundbreaking Ceremony on November 7th in Walker, MI. (Photo by Carl Platz)

Holiday Message

During the holidays, people look back and reflect on the lessons of the previous year. But this should be a time to look forward as well! Although the next century and next millennium doesn't really start until 2001, we will all celebrate the turning point when 1999 rolls over to 2000. So this is a good time to look to the future.

The Corps is changing and growing, and we're more ready than ever to meet the challenges of a new millennium. Response 2000 received its first real-world tests this year and came through with flying colors. During Hurricane Georges the Corps provided ice, water, roofing, debris removal, and emergency power throughout Puerto Rico. During Hurricane Floyd, we assisted in damage surveys, controlled floodwaters with our reservoirs, supplied emergency ice and water and temporary housing, and managed sandbagging operations. The Corps also provided vital damage survey and clean-up work in Oklahoma after the tornado in May.

New concepts like Divisions as Business Centers and One Door to the Corps ensure that outside agencies will continue to consider us the "Engineer Team of Choice." This past year, other agencies have sought our expertise in growing numbers. To name just a few, Jacksonville District was an important part of the effort to write the Central and South Florida Comprehensive Review Study which will restore the Florida Everglades. The U.S. Agency for International Development requested Transatlantic Programs Center's help to repair damage after the terrorist bombing of the American embassy in Nairobi. After a gas pipeline explosion in St. Cloud, Minn., the Minnesota Department of Safety turned to St. Paul District for technical expertise. When a ski-equipped C-130 fell into a crevasse in the Antarctic, the National Science Foundation called on the Cold Regions Research and Engineering Laboratory to find crevasse-free taxiways and work areas to free the aircraft.

Our first and most important mission of supporting the Army also continues to flourish. From replacing flood-damaged buildings in Korea, to building SEAhuts in Kosovo, to managing a quarter-billion dollars in projects at Fort Benning, Ga., the Corps is making a difference in the Army. At bases throughout the world, soldiers and airmen and their families have brand-new or renovated

homes, barracks, schools, and other quality-of-life facilities. And innovations like the Installation Support Forward program, re-engineering Military Programs, the Theater Construction Management System, and tele-engineering will ensure that the Corps is firmly embedded in the Army and that we will continue to carry out our most important mission.

But what gives me the most faith in our future is our people. There has been no shortage of Corps volunteers to serve in austere conditions in Kosovo and Albania. I'm never prouder than when I hear people like Clint Anuszewski from Baltimore District say, "We at USACE believe in a totally integrated Army, with soldiers and civilians working side-by-side. As civilians, we're looking to fit in and be in the trenches with the Army. I'll move out of the tent when the soldiers are out of tents." After the tornado in Oklahoma, Corps workers collected personal items they found and took steps to return them to their owners. Corps people like Mike Rosales and Matt Burg in Little Rock District unhesitatingly risked their lives to rescue a mother and her baby from a flaming wreck. John Lindermann of the Transatlantic Programs Center is helping build a fissile storage facility in Russia. He and other folks from TAC have joined with people from Bechtel National Inc. to support a Russian orphanage near the project site. With people like these in the Corps of Engineers, I know our future is in good hands.

I am proud of the Corps of Engineers and how far we have come during my time as Chief of Engineers. I look forward with anticipation (and no fear at all) to the challenges of the New Year, and the new century, and the new millennium.

The Corps family wishes you a safe and joyous holiday season, and a happy, exciting New Year.



Joe N. Ballard
 Lieutenant General, USA
 Commanding 



Commander's Column

by Lt. Col. Robert J. Davis,
District Engineer



"A brief review of 1999 and a look ahead to 2000"

This is a very special year end column. Not often can someone say that they've seen the beginning of a century. We are all really fortunate to be present for the beginning of a millennium! It's been a busy 1999, a year that has passed all too quickly for me. The District can be proud of what we accomplished during the year in 1999. I appreciate the hard work, focus, effort, and dedication of all of you in meeting the

needs of our customers, as well as our business goals.

Briefly, there were several significant achievements in the District in 1999. I'd like to highlight just four. First of all, we executed 100.9% of our originally scheduled O&M program. Never before has the District obtained this type of execution. This achievement is indicative of a great teamwork and technical competence. Secondly, the District established Project Managers, not technical managers, for all projects within

the District. These individuals were responsible for "cradle to grave" project management and their efforts are paying big dividends. What is most impressive to me is that everyone in the District wants to be part of these teams! Thirdly, we continue to reduce our cost of doing business, and did so without taking any drastic personnel steps. This is truly the mark of a great organization. Finally and most significantly, our organization feels good about itself. By in large, you feel like you are a valued

the history of the civil works program of the U.S. Army Corps of Engineers with the multi-million dollar environmental dredging project on the Saginaw River. Also during FY00, the District will complete the \$45M Fort Wayne (IN) Flood Control project and we will continue to progress towards the design and construction of a new lock at the Soo. We will also make some structural changes to our organization in FY00 that will enhance teamwork and help us to be more efficient, with minimal adverse impact to people.

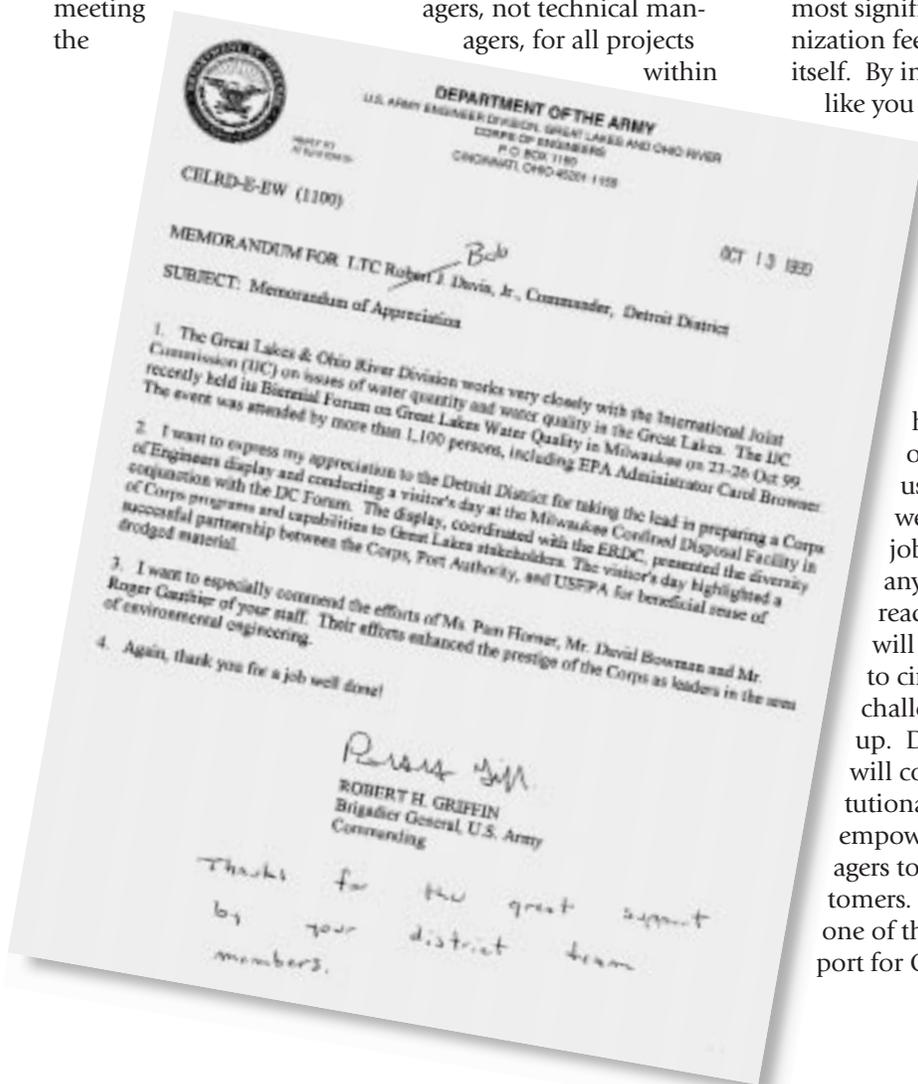
member of the District team and contribute to the success. I couldn't think of a better way to start Y2K.

The year 2000 holds some great opportunities for us. First of all, we've done a great job in preparing for any Y2K bugs, our readiness branch will be at "full alert" to circumvent any challenges that pop up. During 2000, we will continue to institutionalize how we empower project managers to delight our customers. We will finish one of the largest Support for Others projects in

As I prepare with my family for our Christmas celebration, in spite of how hectic it seems, I am constantly reminded of the many blessings I enjoy in my life. Foremost, I am blessed to have a loving and supportive family.....but the members of the Detroit District are not too far behind. I am grateful to have the opportunity to serve with all of you.

I wish you and your families a happy and joyous holiday season.

All the best!
Lt.Col.Bob Davis





Groundbreaking near Grand Rapids

Story and cover photo by Carl Platz, Grand Haven Area Office

The return of Military Construction (MILCON) to Detroit District was formally realized on November 7 in Walker, MI.

With Maj. Scott Jackson, Deputy Commander, Detroit District, three Grand Haven Area Office (GHAO) employees, several U.S. Army Reserve Officials, local dignitaries, many veterans, the construction contractor, and even a church choir in attendance, a formal groundbreaking ceremony was held at the 13-acre site which will soon be home to a new US Army Reserve Training Center and Organization Maintenance Shop (OMS).

Contracting and construction management responsibilities have been assumed by Detroit District for construction of the 60,000 square foot training facility and additional 13,000 square foot OMS. The \$8.3 million contract was awarded to the A.J. Etkin Construction Company from Kalamazoo, MI on September 16. The building will include office space, a drill hall with medical treatment and examination facilities, a large maintenance and motor pool area, training grounds, and a pond for water purification training.

The new facility will be home to at least three units, including:

- The HHD, 334th Medical Group which serves as major field command and control headquarters for 18 medical units in Michigan, Wisconsin and Minnesota;
- The 323rd Combat Support Hospital, Surgical Unit — a highly trained field medical treatment group that is part of a

larger hospital based in Southfield, MI; and

- The 301st Quartermaster Company—a specialized and professional combat service support unit that handles water purification and distribution.

In the works for more than a decade, this building will replace an outdated facility in Grand Rapids, MI. About 500 soldiers will work out of the office at various times, but there will be about 40 persons employed there on a full-time basis.

Detroit District involvement in this project is in step with the recently implemented Memorandum of Agreement (MOA) between the Detroit and Louisville Districts, designed to enhance Corps

support to its military customers. Truly an outreach success story, inter-district coordination on this project actually began several years ago with Grand Haven Area Office personnel becoming aware of the pending work.

Strategically located a short distance from the project site, but without military construction authority or experience, GHAO set out to revolutionize the effectiveness of construction management of this project by utilizing local Detroit District staff rather than temporarily relocating Louisville District personnel to the site. This had been standard practice based on Louisville's role as the Military District within the Great Lakes and Ohio River Division. While seek-

ing this growth opportunity for the Detroit District, an investment in its personnel was possible by producing a potential diverse work force enhancing its value to the Army by the experience to be gained in the MILCON arena.

Because of Louisville District's willingness and commitment to achieving the Corps Strategic Vision, this innovative team approach to the project was enthusiastically supported and successfully agreed to. As we have now aligned ourselves for success, there is great expectation for positive results.

Under the jurisdiction of the GHAO, construction is expected to commence in early spring 2000, with completion anticipated in the summer of 2001. 

MILCON returns to Detroit District

by Carl Platz, Grand Haven Area Office

In an era of ever-tightening resources, shifting roles and changing missions, the Detroit District is proactively addressing its future.

In recent years, several initiatives have been undertaken to posture the organization to effectively meet future challenges. These initiatives have all involved emphasizing the provision of professional, customer-oriented service. In other words, we in Detroit District are making the Strategic Vision of the Corps a reality!

Implementation of the master "Corps Plus" strategy in the areas of revolutionizing effectiveness, seeking growth opportunities and investing in people can be evidenced by the return of the Military Construction (MILCON) function to Detroit District. For the first time since November 1965, when most of the Detroit Dis-

trict's military responsibilities were transferred to the Chicago District, construction management services to military customers has again become a Detroit District responsibility.

Effective October 1, 1999, a Memorandum of Agreement (MOA) between the Louisville (LRL) and Detroit (LRE) District's was implemented, addressing the need to provide improved support to the Corps military customers. Specifically, this included the consolidation of LRL's Detroit Project Office, located at the Tank Automotive Command (TACOM) in Warren, MI, with the Detroit Area Office of LRE. The former LRL office is now under direct supervisory control of the Detroit Area Office, and its various projects have become LRE's responsibility to effectively execute.

A tremendous workload at TACOM, the Selfridge Air National Guard Base SANG in Mt. Clemens, MI, and in Western Michigan will keep several Detroit District employees busy for quite some time. At the same time, LRL involvement will continue to be critical in the area of Project Management and Engineering during Construction. These vital project aspects will not only ensure that the most effective and efficient service is provided to our customers, but will enhance the partnership that has developed between both Districts as a result of this "virtual office" arrangement.

Detroit District is poised and ready to take on these new challenges and responsibilities as together, we move forward to the 21st Century! 



South Bend Field Office Moves to New Digs

On August 16, the South Bend Field Office (SBFO) of Regulatory Branch moved into new quarters at Viridian Office Park in South Bend, Indiana. The SBFO had previously called University Gardens home, located across town in Granger, Indiana, where it resided since its establishment in 1989.

In an effort to better serve the Regulatory customers of northern Indiana, the SBFO team was recently increased to four individuals: Greg McKay, Greg Molchan, Jim Gries and Steve Sprecher. Of these four, only Greg McKay has any longevity with the office, having come from Louisville District Regulatory in 1996. With the departure of husband and wife team Brent and Cheryl Jasper this past May, reinforcements were desperately needed. They arrived in short order with Greg Molchan coming from Tulsa District Regulatory in

July 1999 and Jim Gries from the consulting firm of Law Environmental in Louisville, Kentucky in August 1999. The final piece of the puzzle, Steve Sprecher, arrived in October 1999, coming from Waterways Experiment Station in Vicksburg, Mississippi. This new team, with its experience and wide range of fields of expertise, coupled with a more productive and efficient office environment, should enhance the effectiveness of the Corps' regulatory mission in northern Indiana.

Regulatory staff wish to extend special thanks to Valerie Stevenson, Mary Gidner and the rest of Real Estate Division for securing the new office space, and Cary Worsham and the rest of Information Management Office for arranging communications at the new office location. Extra special thanks are owed to Doug Rail, Regulatory Systems Administrator, for orchestrating technical



New quarters of the South Bend Field Office.

aspects of the move and for getting the SBFO up and running so quickly, and to Greg McKay who located the new office space,

arranged the physical move, and persevered all the chaos associated with an office move. 

Saginaw River clean-up

by Lisa L. Williams, Ph.D., U.S. Fish & Wildlife Service

The dredging project to remove the areas of sediments with the most significant masses and concentrations of PCBs from the Saginaw River began in November.

As required in the consent judgement for the Saginaw River and Bay Natural Resource Damage Assessment settlement, General Motors has transferred the money for this project to the trustees and they have hired the U.S. Army Corps of Engineers to manage and oversee the dredging. The trustees in this case are the U.S. Fish and Wildlife Service, the Michigan Department of Environmental Quality, the Michigan Attorney General's Office, and the Saginaw Chippewa Tribe.

The Army Corps of Engineers awarded the contract for the dredging project to Luedtke Engineering. They will be using a specially-designed gasketed clamshell dredge, and the dredging operation will be enclosed by silt curtains. Turbidity in the water and PCB concentrations in the water and air will be monitored. The dredged material will be transported by barge to a nearshore Confined Disposal Facility (CDF) which was designed to contain sediments dredged from the navigation channel in the Saginaw River. The contractor is currently constructing a subcell to contain the material from this project within one part of the CDF.

Once the subcell is completed, dredging in the river will begin. We expect that one of the five areas will be completed this fall before the weather halts work. The remaining areas are scheduled to be completed by mid-October of 2000. 



Jim Gries and Steve Sprecher work in a more productive and efficient office environment and the new SBFO quarters.



Congress adds money for Detroit District projects

by Scott Parker

The Fiscal Year 2000 Energy and Water Appropriations Bill, signed by the President on September 29, provided \$4.1 billion for the Corps' Civil Works program nationwide. Federal programs are funded by thirteen annual appropriations bills. This year, only four of the thirteen were enacted prior to the beginning of the fiscal year. The \$4.1 billion appropriated for the Corps is a slight increase over the Fiscal Year 1999 appropriation of \$4.0 billion, and a significant increase over the \$3.8 billion recommended in the President's Fiscal Year 2000

Budget submitted to Congress last February.

The early enactment of our appropriations bill and the level of funding provided are a reflection of the way in which Congress views the Corps — as problem solvers who bring value added to the development and management of the water and related natural resource of the Nation. The Detroit District also enjoys an exceptional reputation within the Great Lakes Region — and with the Congressional Representatives serving the region. The Fiscal Year 2000 Energy and Water Appropriations Act included Congressional

adds in excess of \$4.5 million for work within the district boundaries.

Within the General Investigations category, Congress included funds to initiate six new reconnaissance studies. This is the largest number of new studies added for the district in recent years and reflects the continued needs for Corps involvement within the region, particularly for environmental projects. Recon studies lead to cost shared feasibility studies, which in turn lead to design and construction effort. Having new recon studies is critical to ensuring future workload for the district. Congress also included \$200,000 to continue our efforts on the Soo Replacement Lock. With assistance from the Division office, the Navigation Center in Huntington, WV, and others, we are completing the project review. The Great Lakes States have agreed to cost share in the construction of the project and are formalizing their support through the Great Lakes Commission. With this years appropriation we will establish a future design/construction schedule for this important project.

Within the Construction, General category, Congress provided funds for the specifically authorized Clinton River Spillway Project, MI for us to do some dredging just upstream of the recently modified spillway. The remaining Construction, General adds were for

specific projects under the Continuing Authorities Programs (CAP). CAP projects are small, rapid response activities that are well suited for addressing many water resource needs, and are greatly favored by potential sponsors. Our CAP program is growing rapidly. The House Report associated with the Energy and Water Appropriations Act cited two of our CAP projects for *Beneficial Uses of Dredged Material (Sec. 204)*, Duluth Harbor, MN, and Cat Island Chain, WI, as examples for the rest of the nation to follow. Also noteworthy is the \$2.0 million appropriated for the *Small Navigation Project (Sec 107)* at Duluth (McQuade Road) Harbor, MN. Only \$7.5 million was appropriated for this program nationwide!

Within the Operation and Maintenance, General category, Congress added \$500,000 to continue the repair of the West Breakwater at Cedar River Harbor, MI.

These adds have come about because the States and communities within the area we serve, and the Congressional members representing them, have been delighted with the professional services provided by the Detroit District. Our challenge is to successfully execute the new adds, as well as the rest of our program: to provide quality, cost-effective products, and to do so in a timely matter. A delighted customer brings more work! 

Detroit District FY 00 Congressional Adds (\$000)

General Investigations	800.0
St. Joseph River and Spy Run Creek, IN	100.0
Detroit River Environmental Dredging, MI	100.0
Fox River, WI	100.0
Kalamazoo, MI	100.0
Muskegon Lake, MI	100.0
Sault Ste. Marie, MI	200.0
White Lake, MI	100.0
Construction General	3274.0
Clinton River, MI Spillway (Design Deficiency)	250.0
Aquatic Ecosystem Restoration (Sec. 206)	
Lake St. Clair, Metro Beach, MI	100.0
Emergency Streambank and Erosion Control (Sec. 14)	
Shoreline Protection Project at Muskegon, MI	100.0
City of Escanaba, Delta County, MI	534.0
East Bank of Fox River in Green Bay, WI	90.0
Small Navigation Projects (Sec. 107)	
Duluth (McQuade Road) Harbor, MN	2000.0
Operations & Maintenance	500.0
Cedar River Harbor, MI	500.0



Louisville District sets Section 14 project record

by Mr. Glen Beckham, CELRL-PD-F, and Mr. Michael Turner, CELRL-PD-E

The Louisville District team set a national Corps of Engineers record for how quickly a project could be studied and construction authorized under Section 14 of the 1948 Flood Control Act — 29 days. The previous study and authorization record was 55 days. Actual on-site construction of the project began after only 37 days (March 23, 1999 – May 7, 1999):

the project was reduced from a number of months to several days.

Thus, efficient coordination was established among the Corps, the local sponsor, and the resource agencies. A multi-agency team met weekly to design the project and resolve issues in the field. The team quickly achieved consensus on critical project issues and dramatically reduced project study time and costs.

the Louisville District's Quality Management Plans and ISO 9000 certification. This measure ensured that the highest quality, effective and responsive solutions to the problem were developed.

The team accomplished this by developing an efficient, innovative, planning, design and coordination strategy at the beginning of the study. For example, instead of the traditional

the study team (4-8 members) over a series of 3 weekly site visits to formulate alternatives, prepare design and cost estimates, and identify project construction requirements in the field. This reduced study time and costs. The efforts of the team to award this project in record breaking time, and the contributions of the onsite management team and contractor to start the work quickly, contributed substantially to the success of this project.

This project was completed on 3 June, 1999, approximately 30 days after construction began, and turned over to the local sponsor after it cleanly passed final inspection. By every measure — study time reduction, project cost reduction, internal and external customer cooperation and satisfaction — this project was an unparalleled success.

For more information on the record-setting project, go to <http://www.lrl.usace.army.mil/pa/sect14.htm>. 

Project Schedule:

Project Initiated	PCA Signed	Constr. Auth.	On-Site Constr. Started	Constr. Completed
Day 1 3/17/99	Day 28 4/21/99	Day 29 4/22/99	Day 37 4/30/99	Day 71 6/4/99

The study cost of \$30,000 was also substantially less than the average for other Section 14 projects of similar magnitude. The average study cost of the typical project is about \$100,000 and the average study time is about 1.5 years.

The team tailored the project design to the needs of the local sponsor and resource agencies by incorporating innovative environmental design features. This measure, combined with the emergency nature of the project and exceptional assistance from the Ohio Environmental Protection Agency, allowed use of Nationwide Permit number 13 (33 CFR 330). Consequently, the environmental permitting process for

Throughout the fast-track process for this project, the team incorporated all provisions required by

approach of using 2-3 team members per site visit in attempts to reduce costs, this project used most of



Above: Material installation in progress.



Right: The finished area.



Defense authorization bill includes pay raises, revamped retirement

by Gerry J. Gilmore

WASHINGTON (Army News Service, Sept. 29, 1999) — Pay raises for soldiers and Department of the Army civilian employees are one step closer to reality.

Congress passed the Fiscal Year 2000 Defense Authorization Bill that recommends the amount of money allocated to the military, said Department of Defense officials. The authorization bill now awaits President Bill Clinton's signature.

The Defense Appropriations Bill — which provides the money to fund Army programs — is in congressional conference, said DoD officials. While the House

and Senate iron out the appropriations bill, a continuing resolution that provides military funding until Oct. 21 has been sent to the President. The President is expected to sign that resolution.

In recent years senior DoD and Army officials have told Congress that military pay and retirement benefits have been slipping. The defense authorization bill recommends a 4.8 percent across-the-board pay raise for service members and DoD civilians. That pay raise, if contained in an approved military appropriations bill signed by the President, would take effect Jan. 1, 2000, officials said.



The Marquette County Conservation District held its first annual "Conservation Fest" on September 17, at the Conservation Center. Richard Gutleber of the Marquette Regulatory Office represented the Detroit District. The day long "Fest" included information and displays involving Michigan wetlands, forests, soils, watersheds, and native flora and fauna. Gutleber provided information regarding the Corps' Regulatory Program and wetlands to approximately 270 4th-, 5th-, and 6th-grade students and their teachers, 125 Northern Michigan University students, and a number of area residents. Some of the questions asked of the Corps ranged from "Why are wetlands important?" and "What is the Corps going to do about the lake levels?" to "Where are the Corps' campgrounds?"

The "Fest" was geared toward the family, providing specific technical information, demonstrations, a greenhouse tour, computer mapping, face painting, clowns, food, and live music."



Trick or Treat!

We're not sure who had more fun at Halloween: the adults or the kids!



Are they s-s-scary? Not at all, it's just Shanell Wilkerson as a little curious kitty cat and Amber Shadd being a little devilish; they're both from Res. Mgmt.



Below: Adam Fox, from H & H Branch, found his princess among the little trick-or-treaters.



Above: The great pumpkin took time out of her busy schedule in the pre-school to visit the Corps where generous employees handed out pounds and pounds of candy.



Jones Island CDF demonstrates dredged material compost

More than 30 representatives of Federal, state, and local governments; universities; and industry attended Visitors' Day activities at the Jones Island confined disposal facility (CDF), Milwaukee, Wi, Sept. 23, 1999. Activities included presentations on the feasibility of dredged material decontamination using composting technology. "Visitors' Day is an opportunity for us to showcase one of our projects and for us to thank our partners for their participation," said COL Robert J. Davis, District Engineer, Detroit District.

The composting process involves mixing dredged material with biosolids, such as sewage sludge or manure, and wood chips in windrows periodically turning the windrows to aerate. The objective is to biodegrade organic contaminant's such as polycyclic aromatic hydrocarbons (PAHs) and polychlorinated biphenyls (PCBs) in

the dredged material so that the material can be used beneficially. Removal of noncontaminated dredged material in the CDF will provide space in the CDF for future use, avoiding the cost of new CDF construction. 

Article courtesy of Dredging Research.

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Free civilian pay charts available

Several weeks ago, Military Report published several military pay charts on the "Archives" page of our website. Thousands of service members are visiting those pages to review the information. This week, we have added civilian GS pay charts, both general and for all localities, as well as a leave chart. The charts are formatted to fit on a single page when printed out and we encourage you to print out the information you want. To get your chart, visit the "Archives" page on the Military Report website at www.militaryreport.com and click on the icon of your choice under the civilian pay and benefits section. When the 2000 pay charts, both military and civilian, are finalized, we will post them as well. 

Below: Cleopatra, Carletta Degroot from Res. Mgmt., an Ancient Egyptian queen, brought the essence of the Nile to the Corps.



You know, some of that candy never made it to the preschool.



Recognize Mary Anderson, from Reg. Func. Branch, disguised as a black widow?



Safety Bulletin:

Get ready for another cold winter

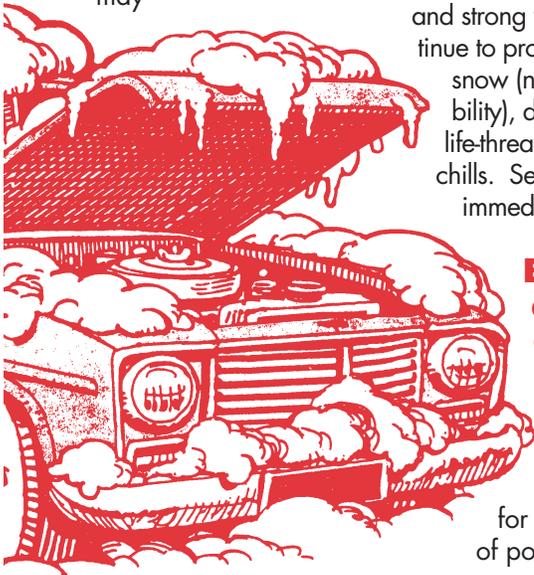
Winter storms impact all parts of the country. Even if your region does not experience sub-zero temperatures, you still need to be prepared to confront whatever is considered to be "extreme cold" in your area.

What are the warnings?

The National Weather Service issues advisories, watches, and warnings to keep the public informed about hazardous weather conditions. You can hear these reports by listening to the National Oceanic and Atmospheric Administration's NOAA weather radio. Commercial radio and television stations also broadcast these weather reports.

Here is a quick summary of these winter weather notifications:

- Frost/freeze warning—Below freezing temperatures are expected and may



cause significant damage to plants, crops, or fruit trees. In areas unaccustomed to freezing temperatures, people who have homes without heat need to take added precautions.

- Winter weather advisory—Winter weather conditions are expected to cause significant inconveniences and may be hazardous. If caution is exercised, these situations should not become life threatening. The greatest hazard is often to motorists.
- Winter storm watch—Severe winter conditions, such as heavy snow and/or ice, are possible within the next day or two. Prepare now!
- Winter storm warning—Severe winter conditions have begun or are about to begin in your area. Stay indoors!
- Blizzard warning—Snow and strong winds will continue to produce blinding snow (near zero visibility), deep drifts, and life-threatening wind chills. Seek refuge immediately!

Be ready at work and at home

Before a winter storm hits, be ready for potential loss of power, heat,

telephone service, water, and a shortage of supplies if the storm lasts longer than a day.

Have an emergency heating source and know how to use it safely. Keep flashlights, a radio, and extra batteries available. First aid supplies, food and water, warm clothes or blankets, and fire extinguishers should be in stock.

Stay inside. Make sure to have good ventilation if you're using a gas heater or wood stove. If you don't have heat, close off rooms that aren't being used. Eat and drink to keep up energy level, and wear warm, dry clothing.

Be prepared on the road

It's best to winterize your vehicle before winter starts (for example, check your battery, oil, antifreeze, windshield washer fluid, and tires). When you travel, check the latest weather reports to avoid storms. Keep your gas tank near full to avoid frozen fuel lines. Let someone know about your travel plans, and try not to travel alone.

Keep the following items in vehicle:

- Windshield scraper and brush.
- Compass and road maps.
- Shovel.
- Bag of sand or cat litter.
- Blankets/sleeping bags.



- Flashlights and batteries.
- First aid kit.
- High calorie, non-perishable food.
- Water containers.
- Extra clothing.
- Candles, a safe candle holder, waterproof matches.
- A small can to use to melt snow for water.
- Tool kit, booster cables, tow rope.
- A large empty can with tight fitting cover and tissues and paper towels for sanitary reasons.

If you are caught in a storm, stay in your vehicle. Run the motor about ten minutes every hour for heat, but be sure to open the window a little for fresh air to avoid carbon monoxide poisoning, and keep the exhaust pipe clear of snow and ice. Set up a signal for rescuers — tie a colored cloth to the door or antenna, turn on the interior lights while running the engine at night; raise the hood after the snow and wind have stopped. Exercise from time to time to help keep warm. Eat and drink to keep up energy level. 



CFC Collection goal exceeded

The Combined Federal Campaign was held from September 14 through November 19.

This year, the Detroit District Corps of Engineers kicked off it's campaign with a pep rally, held on October 31. Mr. Tony Thomas, who works closely with the federal executive board, gave a short commentary on the CFC efforts.

As an added attraction, the audience was mesmerized by a newly-formed cheerteam, affectionately called, "the Army Corpsettes." Their names are as follows: Amber Shadd, (Programs and Budget) Shanell Wilkerson, Erica Howard and Tarsus Moore (all of Resource Management). The cheerteam, who all served as canvassers, was also invited by the federal executive officer, Rose Hubbard, to perform at the CFC Victory Luncheon on December 2, held at the University of Detroit, Mercy Campus.



The CFC cheerteam

The campaign was co-chaired by Carletta DeGroat (Resource Management) and Shirley Dismuke (Human Resources) who combined their talents and provided other fundraising events to

raise money, beginning with the Agency Fair held on September 23. The co-chairs sold unique flower and goblet arrangements for \$5.00 each. Other fundraising events included a Sweetest Day gift basket raffle and a raffle of 5 gift baskets earning over \$300. Both Shirley and Carletta received several special orders to create gift baskets and floral centerpieces, which sold for \$25 to \$50 each.

The canvasser solicitation goal of \$21,175.00 to reach and earn the gold award was well exceeded, reaching a **final total of \$29,536.30!** There were 24 canvassers assigned as follows: Ruby McGill, Gerald Davis, Simone Brantley and Daminya Allenson (Eng & Planning Div.) Mary Ann Lee, Adam Fox, Barbara But-

ler, (Hyd & Hyd). Patrick Thrift, (Contracting), Erica Howard, Tarsus Moore, and Shanell Wilkerson, (RMO) Charmaine Howell, (Eeo/Counsel/Pa/Hr/Safety/Ir) Denise Gulley, Rosa Thomas, Michelle Booker, (Con-Ops & Exec Office), Thomas Allenson, Mary Anderson, Michelle Thrift, (Reg-Functions) Shirley Demolen, (Saginaw/Detroit Boat Yard), Carlene Horton (IMO), Amber Shadd, (Programs & Budget), Valerie Stevenson, (Real Estate Div), Sandra Watson, (IMO), and Demetrius Lindsay, who performed auditing/administrative services.

We would like to extend our thanks and appreciation to all of you who worked so hard to help make our 1999 CFC campaign a huge success!!



One of the gift baskets.



Corps Speaks...

Bert Kinnear from Soo Area gave a tour of the locks to the Boy Scouts of American Gerald R. Ford Council from Grand Rapids, MI in September. A note of thanks was received by Bert and it expressed the great appreciation for the history of the locks. Mr. Kinnear has been active as a scout leader for 27 years.

Don Reinke served as a classroom and field instructor for an inter-agency wetland determination and delineation training course from September 27 to October 1 at the Ralph A. MacMullen Conference Center near Roscommon, Michigan. The 41 course attendants were from the Natural Resources Conservation Service (NRCS), US Environmental Protection Agency (EPA), Michigan Department of Environmental Quality, Ducks Unlimited, and Corps Regulatory staff from Detroit and Buffalo Districts. The course provided detailed instruction

on the Corps 1987 Wetlands Delineation Manual and carried the same accreditation as the Corps' Regulatory IV PROSPECT course. The Corps, EPA, and US Fish and Wildlife Service must follow the 1987 Manual's guidelines when conducting wetland delineations. The NRCS must use the same guidelines when delineating wetlands in non-agricultural settings.

On November 5th, Kevin Sprague, Soo Area, briefed and conducted a tour for students belonging to the Society of Manufacturing Engineering organization at Lake Superior State University.

On the evening of November 9th at the Grosse Pointe Yacht Club, Dave Schweiger of H&H made a presentation on Great Lakes Water levels to about 60 members of the Grosse Pointe Power Squadron.



Power Plant Visitors

On November 10th, visitors from the Lake Superior State University student chapters of IEEE and SWE toured the power plant and lock facilities at Soo Area Office. This electrically oriented bunch spent most of the tour at the Government power plant which generates much of the electricity consumed by homes and businesses in the Eastern Upper Peninsula.

On November 10th, members of the Lake Superior State University student chapter of the Institute of Electrical and Electronics Engineers (IEEE) toured the locks and power plant facilities at the Soo Area. The tour was hosted by local Corps engineers Jim Peach and Steve Rose.

On November 10th, Steve Rose, Soo Area, participated in a Y2K symposium for the Lake Superior State University Elders organization.



On October 26, 1999 Nancy Peterson from Regulatory Branch and Gary Segrest from Office of Counsel led an environmental law class from the University of Detroit Mercy. The class was held in a wooded wetland on Belle Isle, adjacent to the Detroit River in Detroit, Michigan. Nancy demonstrated to the class how wetland delineations were completed utilizing the Three Parameter Wetland Methodology and discussed the regulatory program. Gary discussed several legal cases that the Corps of Engineers had recently worked on and reviewed the legal aspects of the regulatory program. 



Prompt support for Hurricane Floyd and Charleston District

Detroit District, Logistics Management Office, received a telephone call from Charleston District Office (SAC) EOC, requesting availability of 500,000 sandbags on Friday, September 17. The Charleston District needed trucks, drivers and delivery on Monday, September 20, to Conway, South Carolina. Flooding in Waccamaw Basin was a primary concern of SAC. Charleston District would provide technical assistance to the local governments to delineate flood plain areas based on predicted flood stages. Two

SAC personnel were with Horry County Officials on September 17 to evaluate potential flood fight methods. Sandbagging machines were available for deployment from Jacksonville District and Shaw AFB to assist with flood fighting for critical facilities.

An estimated 500,000 sandbags were available from the Detroit District upon request. Dorretta Battles immediately understood what it meant to support our sister district's requirements and immediate response to their customers needs. On a Friday



Supplemental Corps of Engineers sandbags used to help save pumping station Waccamaw River at Conway, S.C.

evening, it was a challenge to communicate with Military Transportation Command (MTMC) and locate a trucking company with flat bed trucks and drivers. We were able to reach Steve Lord at MTMC Headquarters early evening to discuss possible assistance in pricing and available companies under contract for Department of Defense. Dorretta and MTMC had worked together to locate Rite-Way Transport Company by 21:00 hours. They

had flat bed trucks and drivers available to ship the following day. The Charleston District provided immediate response by faxing us a MIRP to pay for the shipping and labor support. Coordination was made with Detroit District, Readiness

Branch Chief Jerry Doline and Construction Operations, Management Support

Branch Chief Darlene Bennett for MIPR support by calling them at home. Steve Thompson was contacted to make arrangement for Mike Milspaugh to drive the forklift on Saturday morning and load the 54 crates of sandbags.

The trucks arrived on time at 0930 hours September 18 at the Detroit Area Office. Ray Velazquez, Mike Milspaugh and Bill Yerabek expedited the loading and coordination with SAC. The trucks arrived in Conway, South Carolina mid-afternoon on September 19 — one day ahead of schedule. The trucks delivered the sandbags to the local prison to be filled onsite by inmates. The inmates then reloaded trucks with filled sandbags that were subsequently trucked to specific public infrastructures threatened by the Waccamaw River Flooding. Delivery of these sandbags was made without delay, thanks to our Detroit District Emergency team members energy and real quick pick-up by Rite-Way Transport. Teamwork made this a real success story. 



Above: Doretta Battles.

Left: Map depicting East Coast flood status resulting from Hurricane Floyd.



Kudos!

Excellent Performers in the Detroit District

by Mary Ann Lee, Leadership Development Program Participant, Engineering & Planning Division — Hydraulics and Hydrology Branch

“Excellent” is the only adjective that can be used to describe the Kick-Off of the

Detroit District’s 1999/2000 Leadership Development Program (LDP).

District Commander, Lt.Col. Robert J. Davis, set the pace with an **excellent**, powerfully energized overview of the Detroit District and Leadership. Col. Davis fully endorsed the Leadership Development Program and gave full support for its success. He encouraged participants to learn the tools, use them, and to have fun with the many challenges ahead.

Rich (MR POS) Wilkins maintained the pace set by Colonel Davis with an **excellent** 3-day motivational workshop. The workshop was a powerful, informative experience. We found great value in the presentation. We received an abundance of simple tools, and strategies that we quickly absorbed and used.

We learned recipes for successful leadership, characteristics of “dot” people, and character traits of “big picture” people, how to work outside our personal comfort zone, and how to deal with change. Other highlights dealt with attitude behaviors and how they relate to beliefs and

values. We were introduced to eight attitude building principles and their relationship to leadership.

Everyone was very attentive to the discussions about natural vs. adapted behavioral styles—supporter, initiator, conformer, and dominator. We learned that all styles are good and are needed to build effective teams. Flexibility, when used properly, is one key element that can improve communication.

“MR POS” led us through sessions about task-oriented people vs. relationship-oriented people; leadership style concepts and understanding who you are as a leader; how leaders connect and how to impact communication; inclusive vs. exclusive communication; and what good leaders should do when they don’t understand—**ask questions!**

Performances continued to be **excellent** on the fourth day. With a solid foundation in place, the LDP team bonded. We were well prepared for victory at the University of Michigan Challenge Program! Together, we faced the challenges of the day armored with a deep sense of loyalty to our team, commitment to our duty, respect for and trust in each other, our commitment to selfless-



LDP participants are: Carolé Bell, Debra Benson, Andrea Duff, Adam Fox, Francine Grant, Eleanor Laethem, Diane Kroll, Mary Ann Lee, Robert Meyer, Tarsus Moore, Gina Nathan, Carl Platz, Michael Stencil, Eric Tauriainen, and Yvonne Toney.

service, our sense of honor and integrity, and above all, our personal courage—**We Were Awesome!**

The last day, we shared our personal feelings about the **excellent** weeklong activities. In the afternoon, we visited with Division Commander, Brig.Gen. Robert H. Griffin, and District Commander, Lt.Col. Robert J. Davis, followed by an **excellent** Town Hall Meeting. This was a rewarding experience that allowed us to hear and see our leadership in action from a new perspective.

We presented both Brig.Gen. Robert H. Griffin and Lt.Col. Robert J. Davis with a small remembrance and expressed gratitude for their continued endorsement and investment in the **excellent** Leadership Development Program within the Detroit District.

The LDP Steering Committee and the Senior Leader Liaisons built a solid foundation for the LDP participants with their **excellent** planning and organizational leadership for **Session I** of the yearlong program.

They displayed **excellent** teamwork to prepare the LDP participants for success.

Self-confidence is high as we move forward to meet the challenges ahead. We are excited about the future sessions, eager to see what challenges await us, and how each session will impact our life. 

Student mentor

 **Al Klein** is a volunteer for the St. Louis River Citizens Action Committee, offering to serve as a mentor for students working on Science Fair projects during the 1999-2000 school year. Students contact Al regarding projects relating to civil engineering, dredging, and harbor maintenance. 

Compliments for Corps personnel

 **COE** people were absolutely great on the Fox River Deposit N dredging project. Gary Knapton, Jim Bonetti, Tom Dziadosz have all been great help in getting through the regs, property access, leases, etc. 

(Kudos continues on next page)



Retirees' Corner

Arnie retires after 33 years of federal service

“It’s been fun and good,” says retired Corps employee Arnie Meriwether, who started her federal service career as a clerk-typist in 1966 at the old Fort Wayne station on West Jefferson, later renamed Armed Forces Entrance & Examining Station (AFEES), which moved downtown on Gratiot Street.

She worked at the U.S. Army Tank Automotive Command, TACOM, from late 1960s as a clerk in the Installation Supply & Transportation Division, returning to AFEES in 1971 until she left in 1975.

“I met a lot of nice people working for the Corps. I’ve had good days as



Arnie Meriwether

well as bad days, but the good days outweigh the bad days,” says Meriwether, who joined the Corps of Engineers in 1975 working in the first Word Processing Center. After a few years there, she was promoted to Printing Clerk in the Reproduction Branch, then to Binder worker. In 1982, she became a secretary in Planning Division and then went on to be the District Executive Secretary until she retired in 1999.

“I’ve made great friends here. I don’t plan on missing anyone because I plan to keep in touch and continue to see my friends. But, it’s time for me to move on. I

won’t retire from life — there are so many things to do — I’ll be wherever I’m needed. Besides, this was the best time for me to leave... the end of the century. Everything good has happened to me in the 90s — I want to leave on a high note,” she said. 

To Detroit District retirees: We need to hear from you! We’re looking for information about your everyday lives and special events, but mostly, we would like to know what you’re doing now.

Kudos! (continued)

Bunker earns degree

 Kurt Bunker, Mechanical Engineer at Soo Area Office in the Shops, Yards and Mechanical Branch recently received his BS Degree in Mechanical Engineering. 

Money-saving performance

 Mike Milspaugh, Logistics Management Office, recently made a trip from the Detroit Area Office to Selfridge to turn in a truckload of excess property. When he returned to the office, he took the initiative and recommended that he take a truckload of furniture to the Soo Area

Office. After loading the truck himself, the furniture was delivered, resulting in a savings of \$1300. On the return trip, he brought back a truckload of excess items, thus assisting in the disposal process. 



Mari Hop

Hop to great heights

 Cadet Mariann Hop has received the Silver Star at the U.S. Military Academy at West Point. The Silver Star is given to cadets who have achieved a 3.0 grade average or higher, carry a full academic load (minimum of five courses each semester) and have received no failing grades. She plans to graduate from West Point in 2002 and will be commissioned a Second Lieutenant in the U.S. Army.

Mariann is the daughter of Jim and Tena Hop of Grand Haven, MI. Jim is a Construction Representative at the Grand Haven Area Office. 

Historian honored

 DULUTH NEWS TRIBUNE, SEPTEMBER 28, 1999— The director of the U.S. Army Corps of Engineers’ Lake Superior Maritime Visitors Center has been named Lake Superior Magazine’s 1999 Achievement Award winner. Maritime historian C. Patrick Labadie has been director of the Duluth center since it was built in 1973. He helped organize the 500-member Lake Superior Marine Museum Association and has worked as a consultant for a number of state, national and private organizations, including the National Park Service, the Minnesota and Wisconsin historical societies, the Smithsonian Institution and the National Geographic Society. “Pat has become an invaluable and oft-tapped resource for the entire lake,” said Paul L. Hayden, Lake Superior Magazine. “Patrick’s is a lifetime of building trust among people around Lake Superior and the two surrounding countries.” Labadie received his award during the “Gales of November” program on November 20. The annual Achievement Award is given to a community, organization or people who have made a lasting contribution to Lake Superior. 

Certificates of Appreciation

 As part of the district’s donation program, partitions, furniture, a light table and various supplies were donated to Kennedy Center School, a special education high school in Pontiac, Michigan. The team’s efforts resulted in saved storage space and moving costs for the district. Members of the team included: Patrick O’Connor, Reinaldo Velazquez, Richard Thompson, Lawrence Peete, and Renate Hughes. 



Employees of the Month

OCTOBER

Shirley Dismuke Personnel Office



Shirley has demonstrated an extraordinary willingness to provide customer service to the District. She provides, on a recurring basis, prompt, efficient and courteous service, researching questions dealing with PPI, employee benefits, position and pay classification, personnel actions and a myriad of other personnel issues. No matter how busy, Shirley, always finds time to research questions or identify who to contact if she doesn't have the answer. Such service is always rendered with a smile. Shirley has a "can do" attitude that improves on district efficiencies, demonstrates a commitment to district teamwork, and strengthens communication lines between employees, management and the Personnel Office. Well deserved, Shirley! 

NOVEMBER

Dave Wright Engineering Division

(Photo not available)

Dave's position as Technical Coordinator of the MacArthur Lock Phase II Repairs Project has been most challenging over the past few months. Dave has quietly and skillfully handled a very difficult situation which may very well lead to a successful project advertisement. Dave has demonstrated his excellent communications skills by coordinating resolutions between the design A/E firm, with its professional opinion and reputation at stake, product suppliers and their technical staff, and the district office staff.

Dave used his seasoned coordinator skills, with generous portions of tact and diplomacy to bring the design team and quality assurance team together to resolve the very contentious fiber reinforced acrylic polymer modified concrete (FRAPMC) issue. It was of key importance to this contract, possibly the existing Poe Lock contract, and to future designs for repairs of this nature. Dave's work resulted in a successful bid opening with the low bid well below the Government Estimate. Congratulations, Dave! 

DECEMBER

Jim Hop Grand Haven Area Office

(Photo not available)

Jim holds the Grand Haven Area Office together with all the new software programs, such as loading of the modification processing software for the ACO's and COR's. He keeps up on all updates of RMS, of which Jim was one of only two people selected out of the area offices to attend the RMS training. He also keeps up on the LAN system in the office, backs it up on a daily basis, and when absent has trained others to do so. Jim is known as the troubleshooter within the Grand Haven Area Office and keeps computer-related issues running smoothly so Grand Haven can continue to keep on track. Congratulations, Jim! 

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