

U.S. Army Corps of Engineers
SOUNDINGS
Detroit District



www.lre.usace.army.mil

***Bates Street project
marks milestone for
the District/City***

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long time leader/friend*
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Commander's Corner

You don't have to look hard to see the good around you

Over the past year we in the Detroit District have faced many challenges. Reduced budgets, downsizing, hurricane relief and project execution presented a variety of challenges to each and every one of us this year.

Recent events make it natural to concentrate on the negative aspects that have affected our district life. However our future is bright and I need everyone's help to recognize and seize the many opportunities that lie before us. With that thought in mind I want to point out the many good news stories in our District.

In March, I briefed the workforce on our FY06 affordability outlook and the steps we would take. I'm proud to say that we have faced every challenge together. The positive side to our restructuring is that 67 people took advantage of the Voluntary Separation Incentive Pay (VSIP) and Voluntary Early Retirement Authority (VERA) opportunities. On behalf of the entire district, I thank those of you who said you'd open new doors of opportunity and wish you continued good health and happiness in your future.

There are also good news stories on some of our key projects. First, we have recently achieved a historical milestone. The Detroit District and the City of Detroit are partnering on the Bates Street Outfall project. This project will not only connect the City's riverfront walkway, but

also connect the Corps and the City of Detroit. You can read more about this project later in this issue of the Soundings.

Another important milestone was the celebration of the Soo Locks 150th anniversary. You read about the kick off celebration in the last Soundings issue. The celebration continued through the summer, and on Labor Day weekend the Sault Ste. Marie community and the Corps came together again to open the locks to the public and mark this historic anniversary. Nearly 7,000 people joined us on June 24, 2005 to visit this important resource – the Soo Locks.

Other positive achievements in our district include new contracts, such as the Upper Saginaw Dredged Material Disposal Facility, the Indiana University South Bend (IUSB) Section 14 project and the McQuade Rd. Harbor project. These projects have taken a lot of hard work and demonstrate the many ways that we as a district show our value not only to the region but the nation as well.

Nationally speaking, many are focused on the recovery efforts following the catastrophic events of Hurricanes Katrina and Rita. Yet even in the face of great devastation, we can be proud that so many of our coworkers here have stepped-up and volunteered. We currently have 34 people deployed to the hurricane recovery efforts and another 22 staff have already returned from deployment. I encourage you all to consider volunteering to help out in the recovery effort. There is much work that is yet to be done. We



Lt. Col. Donald P. Lauzon

also have five brave District members working in support of the Global War On Terrorism.

As we approach the holiday season, remember your fellow employees who volunteered to deploy and are away from their families at this time of year.

In closing, it is important that you know that I am counting on all of you to dedicate yourselves to being positive and focused on our District's bright future. Within these pages of the Soundings, I hope you find something that puts a smile on your face, helps you to be motivated to move forward and something that gives you pride in the outstanding work this District continues to do. As always, I am extremely proud to serve with you and I encourage you to continue to take care of each other and be safe this holiday season.

SOUNDINGS

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COMMENTARY

Say 'So Long,' not 'Goodbye'

By Casondra Brewster
Public Affairs Office

The Detroit District looks nothing like it did when I arrived on its 'doorstep' a little under three years ago.

Not only have we gone through a major physical renovation in the working spaces at the headquarters building and the Detroit Area Office, but the shift to a leaner work force is evident every where I turn, whether it's just walking by empty cubicles or rearranging my phone and project list contact sheet. I've even worked out of three different offices since March 2003.

This year has seen a record number of retirements. I have filled an entire server space with photographs from the various retirement celebrations and send-off events.

Many of these observances have focused on the wonderful things that the individual workers have to look forward to during retirement. Stan Jacek is looking forward to spending more time just being a grandfather; Nancy Peterson is starting a new career doing something she loves, making jewelry; and Jerry Doline



Joe Kubinski, new retiree, has a laugh with District Commander during his comments at Joe's retirement awards event.

dreams of writing a book while traveling between Canada and North Carolina with his new bride, Barbara Jean. These are just a few folks who have loved their work with the Corps, but are now looking forward to the opportunities that retirement will bring them.

It's clear to me as someone who has too many years before retirement, that having the attitude that change, not just retirement, is an opportunity helps make the adjustment that much easier, if not euphoric.

At the retirement ceremony for Joe Kubinski it struck me that I haven't seen that man smile so much as he did at that particular event.

It was clear to me that even though Joe said his retirement was bittersweet, that those feelings weren't going to last long. Besides, the Commander made it clear we haven't seen the last of him. Joe will always be part of the Detroit District family and is just a phone call away, if necessary, to provide his expertise and

experience.

For those who can't see themselves spending a few months off just lounging like Barbara Butler said she would, you could easily take a page from some of the retirees who have come back to work for us as a contractor or even helping in the disaster zones or overseas as an annuitant. Have questions about that? Ask Jeff Weiser, Scott Parker or Ethel Dixon

Force hit, the number of those looking at involuntary separation was much greater than what will actually occur. This is due in large part because so many people took advantage of the VERA/VSIP opportunities, which saved younger workers' positions, like mine.

If you would have been a betting person, the odds weren't really with the District in that regard. I hesitate to claim a miracle there, yet, it goes to show you that you don't know until you know. (Now doesn't that sound like some old retiree wisdom?)

What I'm trying to say is the old adage that the only



Gary Bailey, acting chief of Emergency Management Office, holds his tongue as Jerry Doline, newly retired EOC chief, displays items he will pass on to Gary.

about their experiences.

It was also at the Kubinski ceremony, that the District Engineer, Lt. Col. Don Lauzon said he wasn't "Going to say goodbye, but 'So Long,' because 'goodbye' is permanent, and so long means we'll see you soon."

So although some of the changes in status – full-time employee to retiree or contractor or annuitant – may be permanent, the possibilities are endless and constantly evolving.

To prove that point, you only need to look at this past fiscal year. When the news of the Reduction in

thing constant in life is change is about the only true absolute in life. Whether you can go with the ebb and flow of life's changes determines whether you can survive in deep waters or get stranded on shore all alone.

Over the next few weeks we will adjust to not seeing the likes of those who recently retired and we will learn to be the leaner, stronger Detroit District. In the meantime, we bid them a warm 'So Long.'



Chauncey Elvine was caught off guard as Erwin Dugny, chief of Financial Ops. Br., presented her with the retirement gift she always wanted -- a gold watch.

Detroit District recognized for job well done

Environmental Excellence Award

During the years from 1957 — 1968, chemical waste by-products from Ott Chemical Company were placed in

**AWARD CATEGORY:
NATURAL RESOURCES**

Michigan Department of Environmental Quality, U.S. Environmental Protection Agency, and the U.S. Army Corps of Engineers

unlined lagoons north of the plant, resulting in a plume of contaminants traveling through the groundwater. The plume contaminated the groundwater, the tributary, the creek, and several private wells in the area. To remediate the contamination, the U.S. EPA, MDEQ, and the Corps joined forces to construct a 1.3 million gallon per day groundwater treatment plant. Groundwater studies on-going since start-up in 1996 are proving the system to be an extremely effective treatment

system. In April the Detroit District, MDEQ and U.S. EPA received the Environmental Excellence Award for the use of innovative treatment technologies at the Ott Chemical Company Superfund Site. Team members are Dave Bowman, Brian Bouwhuis, Bob Erwin, Dave Foster, Wanda Carter-Davis, Carl Platz and Jim Schulz.



USACE DETROIT DISTRICT HOLIDAY PARTY 2005

December 20, 2005

11am-5pm

Buffet-Style Luncheon

\$20.00 Corps employees & retir

\$37.00 Non Corps guests



MUSKEGON AREA ENVIRONMENTAL EXCELLENCE AWARDS



In partnership with



presents the

**2005 Awards Banquet
Featuring David Rusk**

April 21, 2005
Muskegon Harbor Holiday Inn

Corps Leadership award presented to district project manager

Carl Platz (right) receives award from Lt. Gen. Carl Strock, chief, US Army Corps of Engineers, at the Emerging Leaders/Senior Leaders Conference (ELC) in Grapevine, Texas in August 2005, for serving as the Deputy On-Site Coordinator for the national 2005 USACE Emerging Leaders Conference.

Platz is scheduled to return next year as the On-Site Coordinator for the 2006 ELC. He describes the event and program as a demanding and one-of-a-kind experience.

“The USACE Emerging Leaders Program provides competitively selected participants a unique opportunity to identify and further develop their strengths. This is accomplished through participation in a two and a half-day intense and rigorous leadership development workshop, followed by close interaction with a USACE senior leader sponsor during the annual Senior Leaders Conference which immediately follows.”

The 19th Annual ELC is currently scheduled for August 2006. Eligible candidates are Corps members at the GS-09 through GS-12, WG-09 and above, and company-grade officer level.



Stan Jacek announces retirement at Soo Locks

Area Engineer receives prestigious award

by Carmen Paris
Soo Area Office

During ceremonies marking the 150th anniversary of the opening of the Soo Locks, Area Engineer Stanley R. Jacek was awarded the prestigious Bronze Order of the de Fleury Medal in recognition of his 40 years of service to the Engineer Regiment.

Jacek quietly retired on July 22, 2005 after his many years of service to the nation with no parties or fanfare, just a few hours with his great team at the Soo during Corps Day.

Most of Jacek's many years with the federal government were spent either



Stan Jacek, retired Soo Locks area engineer, receives the prestigious Bronze Order of the de Fleury Medal from Brig. Gen. Bruce Berwick, commander of the Great Lakes and Ohio River Division.

in the Detroit District or the Michigan area.

After receiving his degree in Civil Engineering from Michigan Tech, Jacek began working for the Detroit District, U.S. Army Corps of Engineers at Selfridge. After a two year tour of active duty with the U. S. Army, Jacek returned to the Detroit District

working in the Area Offices and District headquarters.

He became Assistant Area Engineer at the Soo in 1987 and became Area Engineer in 1992.

During his tenure as Area Engineer Jacek's accomplishments included: streamlining lock operations, automating the hydroelectric powerplant, completing a major renovation of the Administration and Davis Buildings and streamlining St. Marys River operations with the self propulsion of the Derrickboat NICOLET. We wish Stan many years of good health and happiness.

One of district's own a winner in Corps' photo contest

Little did one of the Detroit District's engineer know that a fishing and hunting trip would net her photo honors from the Corps of Engineers. But that's exactly what happened.

Mary Weidel, Hydraulic Engineer, and avid outdoors enthusiast, was a winner in the Corps' National Water Safety Committee Photo Contest.

Weidel won in the category for Hunters and Anglers (in/on/near Water). Her photo entitled, "Salmon Success" received the first place award and the photo entitled, "First Buck," which was actually taken by her brother, John Jesionowski, received an honorable mention.

"The Salmon Success photo is probably one of my favorite pictures," Weidel said. "It reminds me of how much fun salmon fishing is. I've been going salmon fishing on the Manistee River at Tippy Dam with my brother John for a few years. It is always full of people fishing and very exciting to fight a 10 to 20 lb. salmon and actually bring it in. The year I took that photo, my nephews joined us on the trip and I had to get a great picture of the fish they caught with their Uncle John to remember the trip.



"Salmon Success" shown here, is the winning photo Mary Weidel took of her nephews' catching the "big one."

"The river has a fairly swift current, so for safety reasons they wore life jackets in case they fell in. Every year we go, we always see at least one person fall in and some have had quite a difficult time getting out, especially when wearing waders."

Weidel added that the "First Buck" photo is very endearing to her, because it took her so long to finally get a buck.

"(My brother) let me

have the better spot to hunt on opening morning and this 1 1/2 year buck came through following two does around 7:30 a.m."

She says she will probably enter more pictures in the upcoming contest again in the hunters/anglers category.

"I will be going out turkey and deer hunting this fall and may get a chance for some great pictures then," Weidel said.

Submissions for the upcoming year's contest are now being accepted. Visit <http://watersafety.usace.army.mil/photocontest.htm> for more information.

Projects on the move

New harbor in Minnesota critical to boater safety

by Casondra Brewster
Public Affairs Specialist

After nearly 20 years of effort, those who envisioned a small craft harbor on Minnesota's north shore are now seeing the fruits of their labors.

The \$4.9 million dollar contract, originally awarded in Sept. 2004 to Northland Constructors, Inc. from Duluth, is part of Minnesota's Department of Natural Resource's Safe Harbor Program to provide 10 safe harbors for small craft along the entire North Shore of Lake Superior. The Safe Harbor Program starts at McQuade Road in Duluth and extends up to Grand

Portage. "This project is critical to boater safety," Bill Rito, District project manager, said.

According to local, state and federal officials, the project will provide a double shot in the arm to the local economy. Not only will the area's future economy benefit from the completed harbor, but the construction money will stay in the area because a local firm won the contract.



Northland Constructors, the on site contractor, excavating Lake Superior shoreline to prepare for breakwater construction.



Bridge retaining wall along relocated highway section of the project.

The project is being performed under the Corps' Continuing Authorities Program Section 107 authority. Under this authority, the Corps may construct river and harbor improvement projects not specifically authorized by Congress that result in substantial benefits to recreation and commercial navigation. Since this project, dubbed 'McQuade Road' is a recreational harbor, the cost share is 50/50 with the Minnesota DNR acting as the non-federal sponsor.

Two other small boat harbors have been built so far under the partnership between the Corps and the Minnesota DNR, one in Taconite and another at Silver Bay.

The project includes breakwater and revetment construction, harbor basin and entrance channel excavation, relocation of Scenic Highway 61, and bridge construction.

Boaters should be able to access the McQuade Road harbor by the beginning of boating season 2007.

University riverbank protection project to begin this fall

In partnership with Indiana University and through the efforts of Indiana's elected representatives, the U.S. Army Corps of Engineers, Detroit District, awarded a contract to provide riverbank erosion protection and construction of a pedestrian bridge at the campus of Indiana University South Bend.

The construction contract was awarded to Bayshore Contractors, LLC of Ludington, Mich., for more than \$2 million. However, a significant portion of the work is expected to be accomplished by the Northern Indiana Construction Company of Mishawaka, Ind. as a subcontractor.

The project will provide erosion protection to approximately 900 lineal feet of riverbank along the north and south banks of the St. Joseph River in South Bend, Indiana. The erosion protection will involve use of bio-engineered staked-in-place fiber roll surrounded with a polyethylene mesh netting exterior. The project will also include construction of a 600-foot long, 10-foot wide pedestrian bridge, spanning both the St. Joseph River and Northside Boulevard. The pedestrian bridge will connect the nearly 50-acre main Indiana University, South Bend campus with a 26-acre expansion site, allowing

access between the existing campus and potential future campus expansion south of the river.

"We are pleased with the outstanding relationship developed with Indiana University and look forward to continuing our partnership throughout the construction phase of this project," said Carl Platz, District project manager. "In addition, this has come to fruition because the dedicated Congressional members from Indiana, past and present, have all fully supported the IU South Bend project to ensure it became a reality."

CFC Kick-off

CHAMPIONSHIP CARING

2005 SOUTHEASTERN MICHIGAN AREA COMBINED FEDERAL CAMPAIGN

The Combined Federal Campaign (CFC) Kick-off for the Detroit District was held Friday September 30 in the Lake Superior Conference room.

This year's theme "Championship Caring - Catch the Spirit!" was shared with attendees by the Detroit District's CFC coordinator, Charles Muhammad.

"Our cause is caring, and each year we show how much we care by giving generously to vital, worthy programs and organizations. And in doing so, we exemplify Championship caring," said Muhammad.

"As your 2005 CFC coordinator, I am excited by



Mike Fulford, deputy for Project Management, greets CFC speaker Carl Riley representing the Red Cross.

the opportunity to 'catch the spirit' as we embark on this Championship Caring drive. That spirit is a reminder that each of us has a responsibility to assist those in need and to help build a better and more caring community."

The Detroit District's CFC Goal for 2005 is \$24,079.65.



Charles Muhammad, right, Detroit District CFC coordinator talks with Michelle Rhodes, Federal Executive Office, about the CFC quilt being giving away to a random donor to a select CFC fund.

As of November 18, 2005 the District has exceeded the goal by collecting donations totaling \$24,857. Thanks to everyone who contributed so generously.

District Exceeded Goal of
\$24,079.65

Safe winter driving takes experience

For the most part, Detroit District drivers are very familiar with winter driving and have lots of experience in it. But a little refresher course on one of the harder skills to master in inclement weather would help to keep all employees safe.

Winter collisions can occur when your vehicle skids. A skid occurs when you apply the brakes so hard that one or more wheels lock, or if you press hard on the accelerator and spin the drive wheels. Skids also occur when you are traveling too fast on a curve and

encounter a slippery surface. Skids can best be avoided by anticipating lane changes, turns and curves; slowing down in advance; and by making smooth, precise movements of the steering wheel.



Avoiding a vehicle skid is best; but if you find yourself in a skid, how to get out of it safely is the next best thing. Regardless of the type of skid you encounter, to regain control of your vehicle, do not panic.

Rear Wheel Skids -- Take your foot off the brake or ac-

celerator. De-clutch on a car with a manual transmission, or shift to neutral on a car with automatic transmission.

Look and steer in the direction you want the front of the car to go. As the rear wheels stop skidding to the right or left, counter-steer until you are going in the desired direction.

In a rear-wheel drive vehicle, if you over-correct the first skid, be prepared for a rear-wheel skid in the opposite direction. Practice and the use of timely, gentle movement of the steering wheel are necessary to avoid this type of skid.

Once the vehicle is straight, release the clutch or

shift to drive, apply gentle accelerator pressure so that the engine speed matches the road speed, and accelerate smoothly to a safe speed.

Front Wheel Skids -- These are caused by hard braking or acceleration if your vehicle has front-wheel drive. When the front wheels lose traction, you will not be able to steer the vehicle. Regardless of whether the vehicle has front-, rear- or four-wheel drive, the best way to regain control if the front wheels skid is: Take your foot off the brake or accelerator. De-clutch on a car with manual

District People On Point

Corps Day activities bring out the fun in

by Casandra Brewster
Public Affairs Specialist

It was the hottest day of the summer, but the heat didn't stop a good portion of the Detroit District Headquarters folks from enjoying each other's company and pausing to congratulate employees and retirees for a variety of accomplishments.

The District Engineer, Lt. Col. Donald Lauzon took a quick moment for a few remarks before handing out 92 Length of Service Awards for those employees who have served the federal government from 5 to 40 years.

In his remarks during Corps Day 2005, Lauzon reassured folks that although the District has faced a number of challenges, he was proud of the entire district because everyone has worked together as a team and achieved many successes.

Working hard was key to nine different awards given on that day. Included in special recognition were Tim Calappi and Phillip Ross, both sharing the honor of Engineer/Scientist of the Year. Adam Fox was recognized for Project Manager/Principal Planner of the Year, while Charisse Lasiter was given the Administrator of the Year award. Matthew Brown, who is pursuing two degrees simultaneously, was dubbed Student of the Year. Safety Champion of the Year went to James Collins and George Thibault was recognized as Operator/Maintainer of the Year. The Team of the Year was awarded to the Upper Saginaw River Project Development Team. The honor for Distinguished Civilian for 2005 went to Lawrence Moloney.

The last awards presented went to Maj. Jan Malaikal, Joe Kubinski and Mike O'Bryan. All three were decorated with the Bronze Order of the de Fleury Medal for outstanding service to the Corps of Engineers.

Many employees and families took advantage of the beautiful day and facilities. "It's just nice to kick back and relax and share time with my family," said Sanjay Patel of the Information Management Office.

Sharing time with both immediate families as well as the employee's Corps family was the focus of Corps Day 2005, Lauzon said.

Water activities were the favored event during the Corps Day, especially for the younger set crowd. Chief planner and organizer of the event, Joyce Hess, said the team of volunteers worked hard to make sure that there were plenty of activities for the children attending. Along with the wading pool, there were bubble activities, coloring, puzzles, an egg toss and a 'pick-trash-for-cash' event.



Don Reinke tries to keep the baby cool on the hot and sunny day.



Nora Donohue uses Corps Day good family time before deploy



Sheetal Malhotra looks on as her brother, Sanjay Patel, baby cool water to keep the hot sticky weather at bay.



Mike O'Bryan, is congratulated by Scott Thieme for being decorated with the Bronze Order of the de Fleury Medal.



Charlie Uhlarik watches carefully as

in the hot, hot sun



as some
ing to Iraq.



gives his



Dave Barilovich and Ben Harrison use special BBQ sauce and seasonings to make the Corps Day grub delicious.



his daughter climbs a tree in Heritage Park.



Luke Skywalker and Obi-wan Kenobi should watch out! They may have some competition from these two Corps youngsters as they turn a park field into a battleground.

Engineers Day awards



Adam Fox was awarded the **Planner of the Year** award based upon not only his decade of excellent service to the

Corps, but for his valuable role in the Upper Saginaw River Dredged Material Management Plan.



Charisse Lasiter is the **Administrative Employee of the Year**, after just a couple of years with the Corps.

Her ability to pick up any process she's given and excel at it is one of the reasons she was chosen.



Matt Brown's knowledge of CADD has contributed significantly to creating and improving several key District products. His

list of accomplished challenging tasks is long, all while working towards not one, but two college degrees. His tenacity has earned him **Student of the Year**.



Marie Strum always strives to set an example as a leader and mentor within all her duties in the District. Since her beginnings with the Corps here in 1999 as

a Hydraulic Engineer she has steadily risen above and beyond; therefore, she was a natural selection as **Leader of the Year**.



George Thibault, civil engineer technician in the Grand Haven Area Office, was awarded the 2005 **Operator/**

Maintainer of the Year award. His diligence towards maintenance has prevented any lost time caused by equipment breakdowns.

Distinguished Civilian of the Year, Lawrence J. Moloney, P.E., a 25-year veteran with the



Detroit District, was responsible for leading the Detroit District in its highly successful mission to assist the USEPA in the management

of the Wastewater Treatment Works Construction Grants Program in Michigan. Perhaps his most notable achievement was his successful defense against a contractor claim related to the Flint River Flood Control Project, saving the taxpayers several million dollars.

Tim Calappi and Phil Ross share the moniker of **Engineer/Scientist**



of the Year. Ross was key in turning around a complicated request by the Federal Emergency Management Agency under short suspense. Calappi's attention to detail gives him an advantage during scientific processes and judgments he must make on a daily basis.



and medals

Team of the Year is the **Upper Saginaw River Dredge Material Disposal Facility team**. This project, which was originally started 26 years ago, is in the final stages of fruition because of the work of this team. This project had many hurdles, from environmental to political. Due to this team's great efforts, a construction contract was awarded on September 29, 2005. Great work team!!

The de Fleury awarded to three outstanding Corps leaders

For outstanding performance of his duties during the period June 1971 through June 2005, **Michael K. O'Bryan** received the Bronze Order of the de Fleury Medal. Mike has proven his ability to get the job done, while managing a myriad of details required to assure the District performs work on time and budget, while managing expectations and retaining the respect of the our customers, stakeholders and the American taxpayer. From his stellar performance as a young, involved and earnest intern with the Corps in 1973, to his senior post selection as the Chief of Engineering and

Technical Services, Mike has served the Corps well and honorably, garnering the respect of his colleagues and subordinates in equal measure. In his most recent temporary assignment as the Deputy District Engineer for Project Management, Mr. O'Bryan has excelled. He has proven himself capable, engaged, persuasive, and a true team player in providing invaluable contributions.

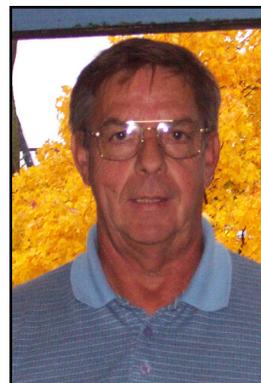
Joseph C. Kubinski is recognized for his exceptional contribution to the U.S. Army Corps of Engineers in his 33 years of service at the Detroit District by receiving the Bronze Order of the de



Team members include: (back row) Adam Fox, Les Weigum, Mike O'Bryan; (front row) Florence Bissell, Pam Horner, Thuy Dao, (not pictured) Pat Olk, Ron Erickson, Mary Weidel, Don Erwin, Tina (Williams) Kowitz, Terry Long, Karen Krepps, Jack Frost and Tonya Harrington.

Fleury Medal. He made a tremendous positive impact on the quality of design, review and construction of structures built by the Detroit District over the past 30 years. His invaluable technical leadership, and his insight has improved the quality of Corps structures and facilities.

Safety First



Jim Collins is commended for arranging for specialized safety training at the Soo, for his thorough electrical safety inspections of ongoing construction, and for his diligent efforts in keeping employees and contractors safe at the Soo. For this Collins is the 2005 **Safety Champion**.

Maj. Jan Malaikal received the Bronze Order of the de Fleury Medal. She has served as an Army Engineer Officer for more than 14 years in positions ranging from platoon leader to her present assignment as deputy commander. Her professionalism, leadership and diligence have been instrumental in guiding the Detroit District through a very challenging time in its history. Malaikal is currently deployed in support of the Global War on Terrorism in Iraq.



Mike O'Bryan, Joe Kubinski, and Maj. Malaikal are honored with the Bronze Order of the deFleury Medal by Lt. Col. Lauzon

After hurricanes, the Corps blows in

Following Hurricanes Katrina and Rita the role that the U.S. Army Corps of Engineers plays post-storm is in the national spotlight.

If you're unsure what that role is, take a moment to get educated.

Currently the Corps is continuing to work primarily in support of the Federal Emergency Management Agency, carrying out a wide variety of missions in response to Hurricanes Katrina and Rita.

In addition to our efforts to get the water out of New Orleans, we are also providing services throughout Louisiana, Mississippi, and Alabama that include providing ice, water and temporary power; as well as debris removal and temporary roofing. We are also providing similar assistance to impacted areas in Texas.

There are currently more than 2,529 people deployed in support of Corps of Engineers missions for Hurricanes Katrina, Rita and Wilma. Volunteers from several federal agencies have

joined the Corps team in providing support to FEMA. We are working closely with the Bureau of Reclamation, the Environmental Protection Agency, the U.S. Coast Guard and the Army Material Command. The Corps' three main priorities in early efforts were: supporting efforts to save lives and find people; sustaining lives (water and shelter), and; setting conditions for recovery (cleanup, restoring infrastructure and navigation).

Corps employees are empowered to make decisions regarding hurricane relief support on the

spot as long as the decision is lawful, ethical and the employee is willing to be accountable for the action. This has helped keep things moving in a time of difficult communication.



Contractors Daren Creed (left) and Chuck Willson install a blue roof on a house in eastern Jefferson Parish. As of Nov. 8, Corps contractors have installed blue roofs on more than 69,000 houses in Louisiana.

Editor's note: Look for the special edition of the Detroit District's contributions to the hurricane relief efforts, coming soon.

STORM SUPPORT STATS:

(as of Nov. 8)

Temporary Roofs

Hurricane Katrina -- More than 52,000 temporary roofs installed
More than 90,000 requests.
Estimated more than 88,000 roofs total

Hurricane Rita - More than 17,000 temporary roofs installed. More than 24,000 additional requests
Projected 34,800 temporary roofs total.

Debris Removal (Hurricanes Katrina and Rita)

More than 9.2 million cubic yards of debris removed.
Estimated Corps' debris removal mission will be more than 15.7 million cubic yards of debris.

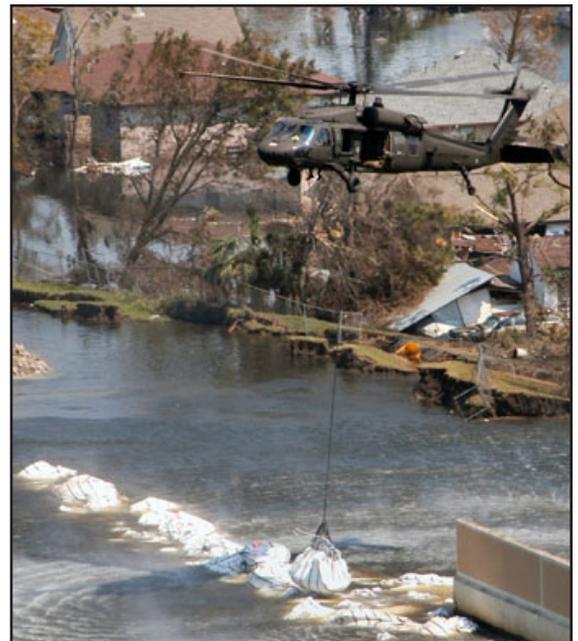
The debris total does not include demolition debris (debris from houses and buildings that will be torn down).

Total quantity water ordered and delivered:
4,979 truckloads ordered and 3,902 distributed to date (Katrina & Rita)

Total quantity ice ordered and delivered:
4,736 truckloads ordered and 3,041 distributed to date (Katrina & Rita)



Robert Campbell from Vicksburg District's Grenada Lake Field Office helps a Hattiesburg, Miss., resident complete his application for FEMA's Operation Blue Roof program by filling out a "Right of Entry" form. (USACE Photo by Grant Sattler)



A CH-47 Chinook from the Oklahoma Army Air National Guard delivers two 7000 lb sandbags to the overtopped temporary closure on the eastern side of the Inner Harbor Navigation Canal. Two hundred of the 1000 filled, pre-positioned sandbags were placed on Saturday, Sept. 24.

(Photo by Lane LeFort, U.S. Army Corps of Engineers)

Department of Defense, Office of Personnel Management Announce New Human Resource System

The Department of Defense and Office of Personnel Management recently announced the submitted final regulations for the National Security Personnel System (NSPS) to the Federal Register.

The final regulations define the rules for implementing a new human resources system that will affect about 700,000 DoD civilian employees regarding pay and classification, performance management, hiring, workforce shaping, disciplinary matters, appeals procedures and labor-management relations.

"To transform the way DoD achieves its mission, it must transform the way it leads and manages its people who develop, acquire, and maintain our nation's defense capability," said Gordon R. England, acting deputy secretary of defense, who also serves as the DoD senior executive for NSPS. "Our civilian

workforce is critical to the department's success and NSPS will provide a modern, flexible system to better support them."

NSPS will improve the way DoD hires, assigns, compensates and rewards its employees, while preserving the core merit principles, veterans' preference and important employee protec-

tions and benefits of the current system.

The regulations are the result of a broad-based effort that included input from DoD employees, supervi-



sors, managers, senior leaders, union representatives, Congress and public interest groups. As a result of input received from the DoD unions as well as more than 58,000 public comments, DoD and OPM leadership have made a number of changes to the proposed regulations.

"Preserving the fundamen-

tal rights of our employees was a critical factor throughout the design process," said England. "We believe the regulations strike a balance between employee interests

and DoD's need to accomplish its mission effectively and to respond swiftly to ever-changing national security threats."

The implementation plan for NSPS includes a multi-year schedule. The Labor Relations System will be implemented for all bargaining unit employees shortly after the enabling regula-

tions are in effect. The Human Resources System and the appeals process will be phased in once implementing issuances are in place and training is underway. Spiral One of the transition to NSPS, comprising approximately 270,000 employees, will be phased in over the next year. Spiral 1.1 organizations, with

Communication is critical to the NSPS transition, and the Department of Defense has made a serious commitment to ensure employees receive the information and training they need throughout implementation of the program. In addition to the NSPS Web sites, DoD plans a robust training program on all elements of the new system.

Note: The final regulations may be downloaded from the NSPS Web site at <http://www.cpms.osd.mil/>

about 65,000 employees, should transition employees to new performance standards beginning in early 2006. These organizations will fully convert to NSPS after employees receive the January 2006 general pay increase and within grade buy-ins. As a result, no employees will lose pay upon conversion to NSPS.

Spiral 1.2 organizations will begin operating under the Human Resources and appeals system in spring 2006, with Spiral 1.3 conversions occurring later in the year. Subsequently, we will incrementally phase-in the rest of the eligible DoD civilian workforce, making necessary adjustments to NSPS as it goes forward.

"Moving forward, implementing the regulations will require a great deal of training and communications with employees to get this right. OPM stands ready to provide the support and technical assistance needed to ensure the success of the NSPS system," said Office of Personnel Management Director Linda Springer.

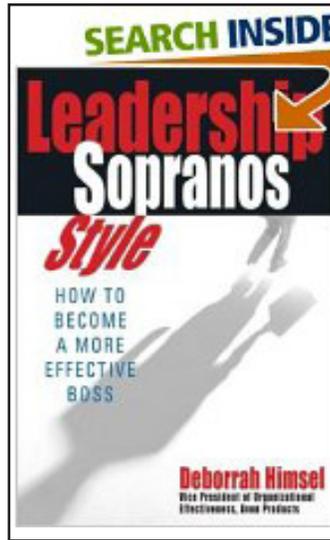
Book review**Become more effective**

By Jennifer Thomas
Public Affairs Office

In this current environment of competitive training dollars, the Leadership Development Program, has found some outside of the box ways to find some management training. Would you believe that a television mobster could perhaps teach us a few things? Well that's what I found out.

As part of my training in the LDP, I was assigned to find a book that provided new and interesting management techniques.

The book I chose was one that caught my eye and piqued my interest immediately. I couldn't imagine, as I read the inside jacket cover, how anyone with any sense could possibly see fictional character Tony Soprano as a leader worthy of a book! Little did I realize that the author not only made him out as a good leader but she extracted from his muddy mobster history, several examples of how we could all become better leaders.



"Leadership Sopranos Style: How to Become a More Effective Boss" by Deborah Himsel has several themes that run concurrent in the book. One that you'll see often repeated is that although Tony is a criminal, and his employees are criminals, he treats them with far more dignity and respect than many employers treat their employees with today. He truly values each one of them individually and as a group. The other theme is his brutal honesty. Soprano is bluntly honest and

deals with everyone in the same way, therefore he expects the same in return. Though some of his techniques would surely warrant a harassment lawsuit in today's business world, we can definitely use the same tools, toned down of course, to get the same results.

The book is divided into nine chapters, each with its own symbolic and hilarious name (my favorite is "The Strategic Goal is to make Loads of Money"). While each chapter contributes to the authors premise that Tony Soprano would make an effective leader in the business market today, there are three chapters

that stand out to me: "Charisma: More than a Flashy Tie and a Cheap Cigar", "Who's the Boss: A Simple, Clear and Adaptive Structure" and "Give it to my face: Receiving Feedback". These three chapters, in my opinion give the three basic markers that anyone must have in order to be a productive and successful leader.

Tony Soprano isn't who I'd envision as a good or even moral leader, however he without a doubt possess all the strengths needed to lead a group of people and to lead them with a purpose. So many employers need to read the book and adapt several, if not all, of the outlined characteristics if they'd like to see an improvement in company morale and work production.

This book has definitely given me several leads about how I possess some of the characteristics of a leader but it's also given me a model that I can look towards when I feel that I'm lacking in something. The chapters are easy (and fun) to read, so if I'm ever faltering in some way I know exactly where to go. Most importantly the book has shown me that you can look for positive leadership skills everywhere, even in a fictional mob boss.

Editor's Note: Employees interested in reading the full review of this book, can check it out on the Detroit District Intranet.

Safe driving From page 7

transmission, or shift to neutral on a car with automatic transmission.

If the front wheels have been turned prior to the loss of traction, don't move the steering wheel. Since the wheels are skidding sideways, a certain amount of braking force will be exerted. (Unwinding the steering wheel will result in regaining steering sooner; however, the vehicle will be traveling faster because there is little sideways braking force. This technique should only be attempted in situations where limited space and sharp curves exist -- however, in this case do not reduce pressure on the brakes, because the vehicle will shoot

off in the direction the wheels are facing.)

Wait for the front wheels to grip the road again. As soon as traction returns, the vehicle will start to steer again. When the front wheels have regained their grip, steer the wheels gently in the desired direction of travel.

Release the clutch or shift to drive and apply gentle accelerator pressure so that the engine speed matches the road speed, and accelerate smoothly to a safe speed.

Four Wheel Skids -- Sometimes all four wheels lose traction. This generally occurs when the vehicle is driven at a speed too fast for condi-

tions. The most effective way to get your vehicle back under control when all four wheels skid is: Ease foot off the accelerator or take your foot off the brake. De-clutch on a car with manual transmission or shift to neutral on a car with an automatic transmission, if you can do so quickly.

Look and steer in the direction you want the front of the car to go. Wait for the wheels to grip the road again. As soon as traction returns, the vehicle will travel in the desired direction. Release the clutch or shift to drive and maintain a safe speed. (NOTE: Avoid using overdrive on slippery surfaces.)

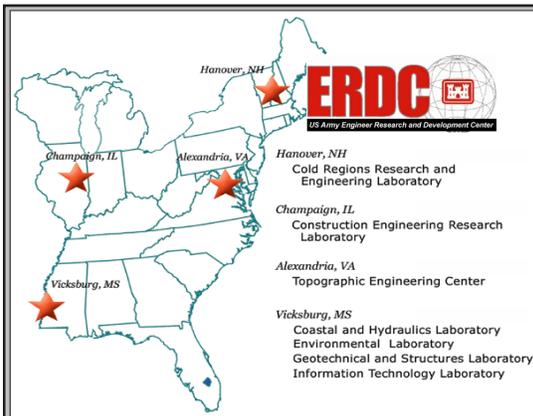
ERDC Named Army's Best Laboratory

The U.S. Army Engineer Research and Development Center (ERDC) has been selected as the 2005 Army Research Laboratory of the Year, the highest Army research and development award given. ERDC was commended for outstanding accomplishments in technology and management. Technical Accomplishments

ERDC was cited for several technical accomplishments, including Unexploded Ordnance (UXO) Cleanup Technology; and Joint Rapid Airfield

Construction and Micro-Encapsulated Phase Change Material Technology for Pumped Thermal Transfer.

The ERDC was also commended for its support to the Global War on Terrorism through its work on the BuckEye Improvised Explosive Device Change Detection



System; the Urban Tactical Planner; the Counter Rocket, Artillery, and Mortar program; the Joint Antiterrorism

Planners Guide; protection of civil works infrastructure from terrorist attack; support to the Department of Homeland Security and the Immune Building Program; and development of antiterrorism blast technologies. Management Accomplishments.

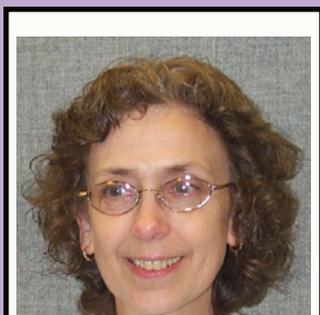
In 2004, ERDC led the effort to develop world connectivity for the Corps as a seamless organization, fielded technology for secure portable offices, and established enterprise control over all information resources.

The ERDC established a virtual private network for the entire Corps of Engineers, including the Corps' Gulf Region Division in Iraq, and installed a Corps-wide active directory with an online address book for 37,000 Corps employees. The ERDC is also leading the Corps-wide implementation of a project management system designed to drive the Corps' real-time financial system.

The ERDC is the premier research and development facility for the U.S. Army Corps of Engineers. It consists of seven laboratories at four geographical sites, with over 2,000 employees, \$1.2 billion in facilities, and an annual research program approaching \$700 million. It conducts research in both military and civil works mission areas for the Department of Defense and the nation.

Editor's note: ERDC manages the Detroit Districts Webcam highlighting the locks at the Soo.

Employees of the Quarter



Karen L. Krepps
Environmental Analysis
Planning Division

Karen L. Krepps' dedication and outstanding coordination skills brought recognition and protection of a Native American burial ground in Brady Park at the Soo Locks to a successful conclusion. The burial ground, now fenced and protected, was dedicated by the Tribes during Summer 2005 ceremonies. Krepps was sought out by the Tribes, particularly for her outstanding work in the past, to manage this sensitive, emotionally charged project from beginning to end.



James Byrne
Detroit Area Office
Oper. and Maint. Branch

James Byrne's dedication and professional performance are greatly appreciated. Byrne demonstrates a proactive "can do" attitude. Byrne's dedication has helped the Detroit Area Office to complete its mission successfully while "doing more with less." He is consistently willing to go the extra mile. Byrne has many and varied responsibilities and he augments the requirement for an additional Tug Master often with short notice. Jim is a team player and has never refused a challenge or request.



Elizabeth Newell
Detroit Projects Office
Detroit Area Office

Elizabeth Newell, as project engineer for military construction contracts, has handled a variety of complex military construction and renovation projects. Newell has maintained a high standard of workload execution and critical interface. She has shown solid leadership in working with construction contractors to successfully resolve issues related to design and construction and assures quality and timely projects. In addition, Newell has assisted with on the job training and guidance of engineer interns.

A milestone is marked at Detroit ceremony

Bates Street Outfall project in Detroit bridges gap

by Casondra Brewster
Public Affairs

The first civil works project to ever be done in a partnership with the City of Detroit began this summer at a ceremony both inside city offices and at the project site of the Bates Street Outfall on Aug. 1st. Joining Lt. Col. Donald Lauzon in the groundbreaking was Senator Carl Levin (D) Mich., Faye Nelson from the Detroit Riverfront Conservancy (a 501 (c) (3) organization created to undertake improving the city's riverfront) as well as various City of Detroit officials.

As the city and the Corps come together, so will the two sides between the Bates Street Outfall on Detroit's Riverfront during the project's duration.

The two sides are separated by 220 feet, separating the East Riverfront Walkway near the Renaissance Center and the West side walkway from Joe Louis Arena. This project will now connect the two sides working to further the riverfront revitalization and beautification efforts.

The Bates Street Outfall is a part of the City's combined sewage overflow system. Before the groundbreaking, the outfall was a dangerous and unsightly spot at the land's edge.

The Bates project moved forward due to work done by Senator Levin, who secured 90 percent of the funding needed to complete the project through special appropriations for the City of Detroit. The funding totals 32 million dollars.

Once this gap between the two Riverfront Walkways is completed, the public will be able to walk from Joe Louis Arena through the GM Promenade. When all the work on the riverfront is complete, Senator Levin said the hope is to have a continuous riverfront promenade from the Ambassador Bridge to the McArthur Bridge at Belle Isle.

"Our waterfront will also provide adjacent housing and recreational green space, and many wonderful activities that are possible at a river's edge," Levin said. "Detroiters will walk and ride bicycles along the river, play



Photo by Lynn Duerod

Lt. Col. Donald P. Lauzon and Sen. Levin (third from the left) along with representatives from the Detroit River Conservancy and Lakeshore Construction, break ground at the Bates Street construction site.



Photo by Casondra Brewster

Project in progress; Bates Street construction begins as 100 foot pilings are set to be driven into the riverbed.

basketball and skate in adjacent parks, fish in the river and hold picnics on the green."

Therefore bridging the gap that is the Bates Street Outfall is a forward step to complete the vision that began nearly 30 years ago.

"I want to express my deep sense of appreciation to Senators Levin and Stabenow, Representatives Kilpatrick



Pre-construction on site at Bates Street, from the Detroit River side, showing eroding structures and crumbling concrete.

and Conyers and the rest of the Michigan Delegation for their hard work and steadfast support for the City of Detroit," said Detroit Mayor Kwame M. Kilpatrick at the ceremony.

Detroit District Engineer Lt. Col. Don Lauzon told everyone at the ceremony that the celebration of this project doesn't stop at the groundbreaking.

"On a much higher level, however, we look to the realm of the possible for the future of our beloved city through continued partnerships of this kind," he said. "May this be just the beginning."