



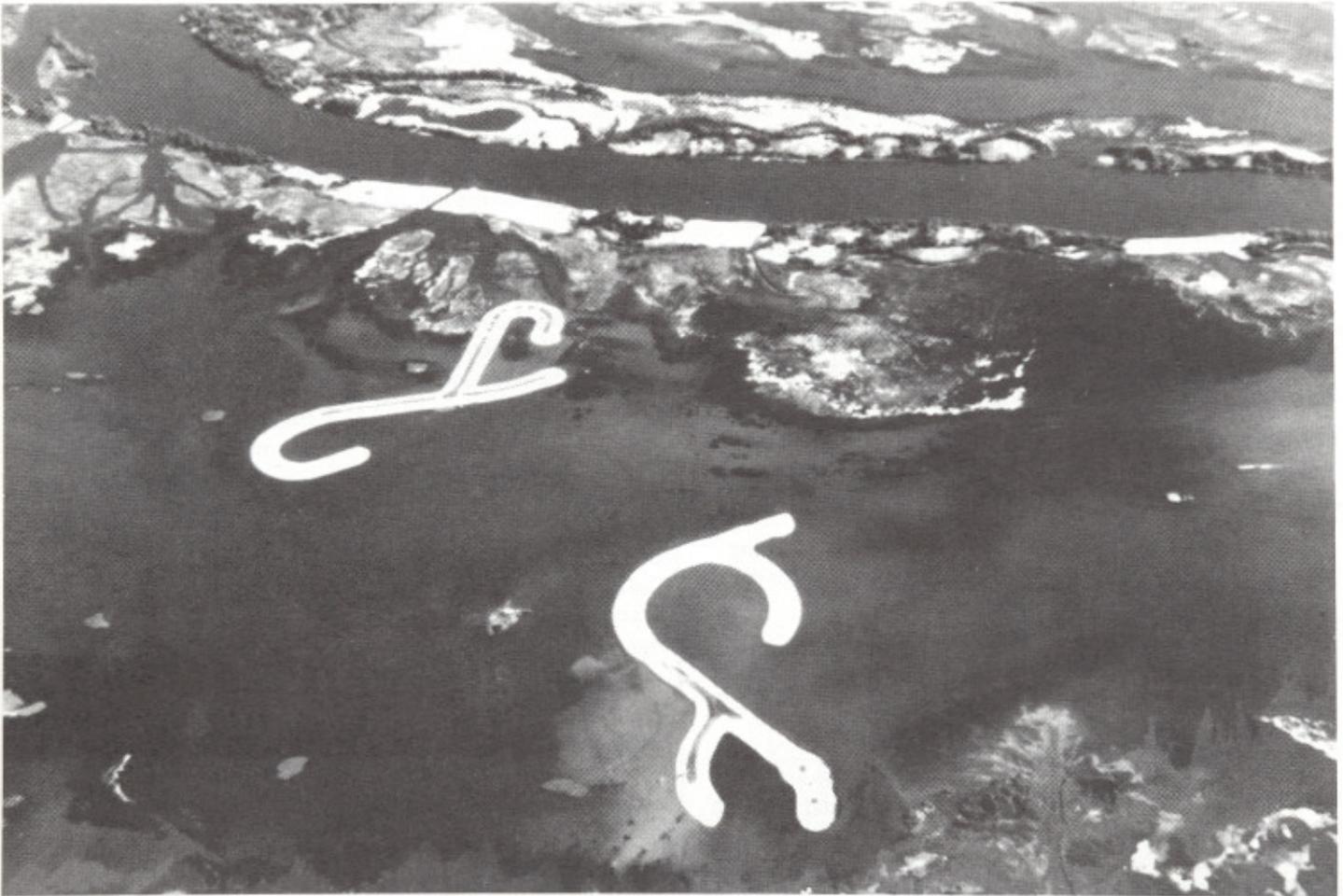
US Army Corps
of Engineers
St. Paul District

Crosscurrents

Vol. 13 No. 2, February 1990

We Won !!!

The St. Paul District is proud to have received the Chief of Engineers' Award of Excellence in the Annual Design and Environmental Award Competition. This aerial view shows (from bottom to top of photo) the artificial islands and side closures between the backwater and the main channel of the Mississippi River that comprise the major features of the award-winning Weaver Bottoms project. Read the full story on page four.



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Bits and Pieces

District Commander Roger Baldwin will give a "State of the District" presentation later this month and early March. The first presentation will be on February 28th in the Sibley building conference room at 1400 hours, followed by two on March 1st in room 1219/20 in the Post Office building, at 0930 and 1400. Employees are invited to attend to hear directly "from the horse's mouth" how the district is doing and his expectations for the next year.

A display on the award winning **Weaver Bottoms** project will be in the Sibley bldg. display case near the xerox machine from February 19-23. See article, pages 4-5.

Jean Schriever from Upper St. Anthony Falls lock and dam is happy to receive any donations of annual leave. Jean was involved in a serious car accident that continues to prevent her from normal work activities, and has had to use all her accumulated leave. Contact Vicki Demo at x490. Thanks.

The **Environmental Resources Branch** of Planning Division has upgraded the Cultural Resources "unit" into a Section, headed by Dave Berwick, archaeologist.

The proposal for an **alternative work schedule** has been forwarded to the District Engineer for approval. Colonel Baldwin will conduct extensive coordination with senior management and the Human Resources Committee, which should bring a decision

in about three weeks.

The St. Paul District won the **Silver Award of Excellence** for its success in the Combined Federal Campaign, led this year by **Marianne Price**, EEO Officer. Our participation of 59% was an increase of 22% over last year, with total contributions of \$21,816. Marianne accepted the plaque at a Victory Luncheon last month. It has been permanently mounted in the 12th floor hallway.

The district still has three employees on emergency relief work from Hurricane Hugo. **Mike Wright** from the South St. Paul Treatment Works Office is in South Carolina, while **Mark Paschke**, from the Chaska Project Office and **Don Miller** from the Rochester Project Office are in the Virgin Islands. All are conducting contract inspections for debris removal.

With 14 years of contracting experience under his belt, **Larry Hahn** has joined the Corps of Engineers as the chief of Contracting Division in the district office. Formerly with the Air Force Reserve office near the airport, as chief of contracts office since 1981, Larry has also taught contract administration at Lowry Air Force Base in Denver and served active duty Air Force for 8 years in contracting. Welcome to the Corps of Engineers.

There will be a new employee in Floodplain Management and Small Projects Branch in

mid-February: **Larry Crump**, direct from a position in Germany. Welcome, Larry.

Some cross training in Engineering Division will be taking place during the next year. **Pat Foley**, chief of the Hydraulic Section and **Bob Englestad**, chief of the Hydrology Section, will trade positions as part of developmental assignments. As was stated (anonymously) in the staff meeting, hopefully they know the difference between hydrology and hydraulics, because most of the rest of us don't!

Al Geisen, Chief of Cost Engineering Branch, has a new office location in room 1415, while the branch itself is in 1430.

Bruce Norton vacates his position as Chief of Surveillance Section in Regulatory Branch, to take over the LaCrosse field office from **Mary Marx**, who has resigned.

In honor of **National Women's History Month** this March, the Federal Women's Program Committee is sponsoring an **Essay Contest**. (When was the last time someone asked you to write an *essay*?!) This is your chance to express your feelings in writing, in either prose or poetry, about a wonderful woman that you know, which shouldn't be too hard. Entries are due to **Bruce Brand**, Federal Women's Program Manager, by February 15th. The winning entry will be published in *Crosscurrents*, as well as being entered in a

Twin Cities-wide competition, celebrating Women's History Month. Get those word processors smoking!

A native of Foley, Minnesota, **Lloyd Duscha**, has retired from the position of Deputy Director of Military Programs at HQUSACE. A graduate of the University of Minnesota in civil engineering, as well as of the Federal Executive Institute, Mr. Duscha held various positions as chief of engineering at both district and division levels, before advancing to his final senior management position under **General H. J. Hatch**, Chief of Engineers.

Chris Merle, formerly of Environmental Resources Branch in Planning Division, has moved to the Real Estate Office as their new secretary. **Kris Fairbanks**, who worked temporarily in Chris' position during an extended leave, has now taken the position permanently.

Obituaries

Dorothy Pear, of Oceanside, California, died in October 1989. She worked in Property Section and Procurement in the district office from 1935-1952.

Ethel (Wiederholt) Pierre, of White Bear Lake, Minnesota, died January 20, 1990. Mrs. Pierre worked as an assistant clerk in Procurement and Contracting Section during the early 1930's.

Tax Tips Tax Tips

Which Form To Use?

Use Form 1040EZ if:

- * Your filing status is single (under 65 and not blind);
- * You are claiming only one exemption (yourself); and
- * Your taxable income is less than \$50,000—all of which came from wages, salaries, tips, taxable scholarships and fellowships, and does not include more than \$400 in interest.

Use Form 1040A if:

- * Any filing status;
- * You are claiming one or more exemptions;
- * Claiming blind or over age 64 exemption;
- * Your taxable income is less than \$50,000—may consist of wages, salaries, tips, taxable scholarships and fellowships, dividends, unemployment compensation or more than \$400 of interest;
- * Claiming contributions (other than "rollovers") to an IRA; Claiming advance earned income credit payments; and Claiming child and dependent care and earned income credits.

Use Form 1040 for any other tax situation not covered by Form 1040EZ or 1040A.

Use the form that allows you to report all the income or tax payments you have and gives you all the tax benefits to which you are entitled. By doing so, you reduce the chances of making an error and speed up any refund you are due.

Guide to Free Tax Services

Publication 910, Guide to Free Tax Services, lists all the assistance, tax services, education programs and free publications offered by the Internal Revenue Service. It includes information on: toll-free numbers, Tele-Tax (IRS' recorded telephone tax information and automated refund information service), Volunteer Income Tax Assistance, Tax Counseling for the Elderly, Small Business Tax Education Program, Community Outreach Tax Assistance, and audiovisual instructional materials available for loan.

The guide explains how to request copies of prior-year tax returns and answers commonly asked questions about taxpayer accounts and refund status; and provides information on filing returns, both on paper and electronically, and explains how to correct a return after it has been filed.

Publication 910 describes assistance available through the Problem Resolution Office, which helps taxpayers whose problems have not been resolved through normal IRS channels. It also explains how IRS collects taxes and examines returns.

ASAP

Do your taxes ASAP.
Do them today.

Highlights of Recent Tax Law Changes

* The amount of each personal and dependency exemption has increased to \$2,000 for 1989, \$50 more than allowed for 1988. (Remember: If you are entitled to claim another taxpayer as a dependent, that person cannot claim a personal exemption, too.)

* Only 20 percent of personal interest expenses on loans, bank credit cards and the like can be deducted this year, a drop from 40 percent last year.

* You are required to give the Social Security number of any dependent you claim who is age 2 or older at the end of the tax year. Applications and information can be obtained from the Social Security Administration.

* Beginning in 1990, most taxpayers age 24 or older may exclude interest on redeemed Series EE U.S. Savings Bonds

issued after 1989 if they pay tuition and required fees for themselves, their spouses or dependents at an eligible educational institution.

* If a child has more than \$500 but less than \$5,000 in interest or dividends (including Alaska Permanent Fund dividend), no federal income tax withheld and no earned income, the parents may be able to choose to include this unearned income on their return. However, the child must be under age 14 at the end of the parent's tax year. This procedure cancels the child's requirement to file a tax return.

* If part of a child's income is taxed at the parent's tax rate, the child is not eligible for the regular exemption when figuring alternative minimum tax. The child's alternative minimum tax exemption will be limited to \$1,000 plus the child's earned income. (The alternative minimum tax is a special tax designed to

ensure that all taxpayers pay at least some tax regardless of the deductions and credits to which they may be entitled.)

* Both self-employed individuals and their employees may choose to be exempt from paying Social Security taxes if they are members of a religious faith that conscientiously opposes acceptance of public or private insurance benefits.

* Self-employed artists, writers and photographers were subject to a uniform capitalization rule, which required them to add to the basis or include in inventory direct and indirect item production costs. The rule has been eliminated, retroactive to 1986.

* More information on any of these tax law changes can be found in Internal Revenue Service Publication 553, Highlights of 1989 Tax Changes. For a free copy, call toll-free (800) 424-3676.

Weaver Bottoms River Rehabilitation Project

Winner of the 1989 Chief of Engineers Award of Excellence

"On the Upper Mississippi, this was the first large-scale manipulation of the river and backwater areas, where we actually closed off certain areas and altered the flow pattern. It has achieved the dual goals of implementing a long term strategy for navigation channel maintenance and restoring a major backwater area for fish and wildlife habitat."

So summarized Dan Krumholz, biologist and construction project manager, of the Weaver Bottoms Rehabilitation Project.

Weaver Bottoms, located about 20 miles north of Winona, Minnesota on the Mississippi River, competed with 115 other project entries in the Chief of Engineers Annual Design and Environmental Award's competition. It not only won the top Honor's Award in the Environmental Category (one of four areas of competition), it went on to win the highest award in the program, the 1989 Chief of Engineers Award of Excellence. Perhaps as a reflection of the Corps' development into an increasingly environmentally conscious agency, this project is the first in the 20-year history of the award program to win solely from the environmental category. Previous winners have come from landscape architecture, architecture or engineering categories, where agency emphasis has historically lain.

The Corps had been seeking a cost effective and efficient plan for channel maintenance dredging, that was also environmentally sound. Prior to 1975, 85% of dredged materials were "disposed of" through placement on shoreline areas, where it served no useful purpose. It was from a study of the problems in Weaver Bottoms that the idea of using dredge materials to benefit the environment first arose.

"In 52 years of dredging the Mississippi River, a beneficial use of dredge material for environmental enhancement purposes has finally been found,"



Dan Krumholz on a site inspection during early construction. In the background, fine sediment is being pumped on top of the sand island for top soil.

Krumholz stated, "and it's kind of fitting that the people that originally developed the idea were local residents, biologists from Winona State University."

The G.R.E.A.T. (Great River Environmental Action Team) Study from the mid 1970's took the first look at the multiple, and historically conflicting, uses of the Mississippi, such as navigation, dredging, recreation and fish and wildlife. The Channel Maintenance Forum, an inter-agency work group formed after G.R.E.A.T., helped implement the report from Winona State/St. Mary's College that first documented the problems in Weaver Bottoms.

Major elements of the plan included the construction of barrier islands and

side channel closures, which would alter the flow between the main channel and the backwater areas. Reducing wind fetch and wave-generated erosion, as well the amount of sediment being deposited into the Bottoms were other objectives. The fill material to build the closures and islands was... fittingly ...tons and tons of dredge material!

The plan also addressed the decline of the backwater as suitable habitat for local and migrating populations of wildlife, primarily waterfowl. By reducing sedimentation and wind fetch, the aquatic plant community in the backwater would return to a more productive marsh/water/island ecosystem. Some islands and closures were revegetated with plant species for

food and nesting habitat.

Due to the nature of the river's flow patterns, where the water turns and flows into the backwater, the project also called for state-of-the-art engineering. Two-dimensional computer modeling was employed to predict the effect the channel closures would have on the flows.

"It was our first major application of the 2-D math model," stated Pat Foley, hydraulic engineer. "One-dimensional modeling doesn't work on the Mississippi because, unlike a typical flood control project, the water moves in several directions. The 2-D model quantified the impact of the channel closures and told us how many, how big and where the closures and islands should be."

The islands are perhaps the most visible feature of the project, and for some, were the most fun! Karen Nagengast, landscape architect, said that "for me, creating the islands was the biggest challenge. I had the opportunity to be an artist!" Karen had to consider several factors during the design process, such as preserving the existing aquatic vegetation,

the desirability of small bays and coves for good wildlife habitat and, with assistance from the engineers, placing the islands in areas with slower currents, to reduce future erosion. Structural modifications were also made on the other side of the river to correct problems that the Weaver Bottoms' closures would cause.

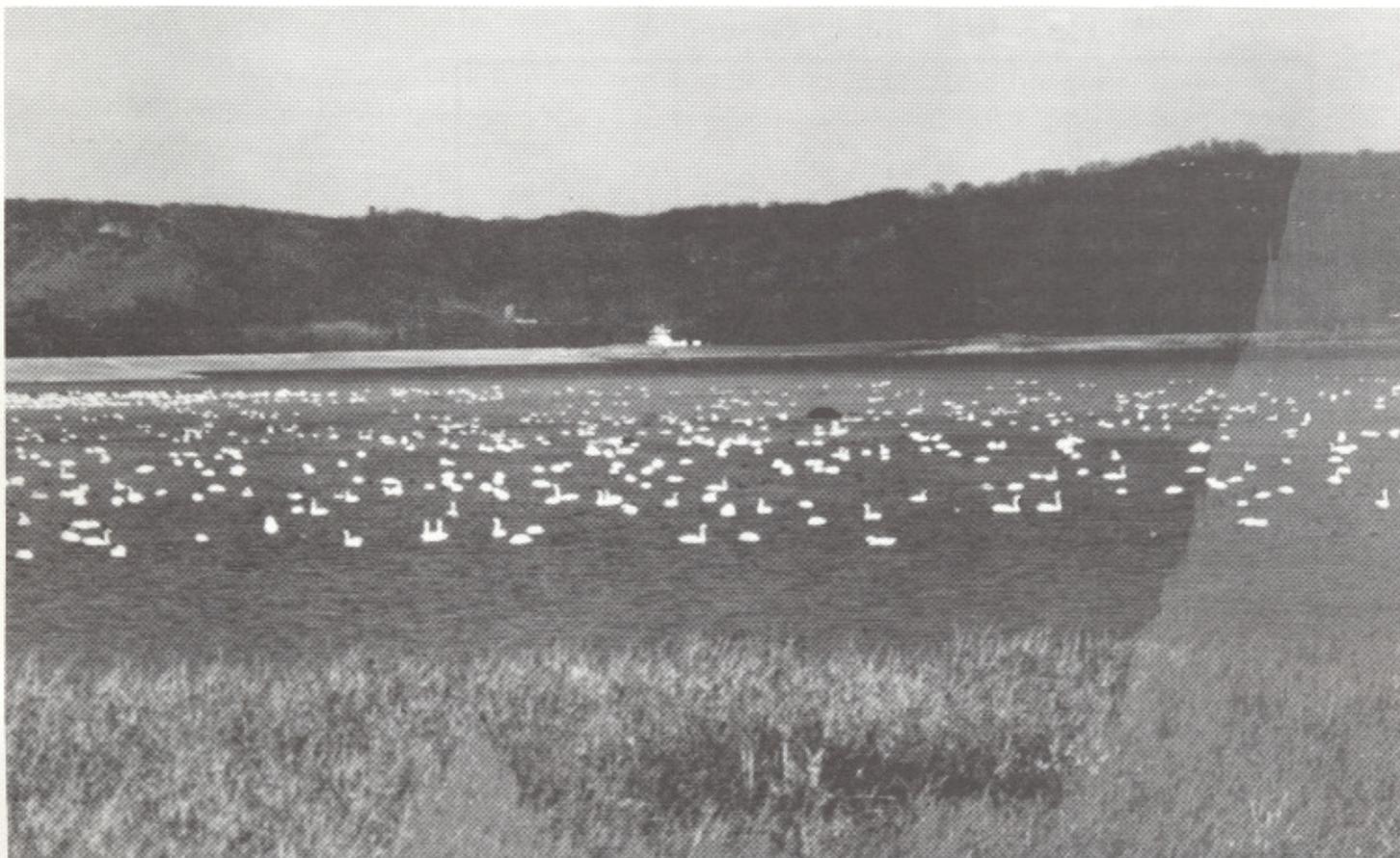
Weaver Bottoms was a milestone in other ways as well. Dennis Anderson, project biologist, felt that the project required an unusual amount of inter-agency coordination. "I just think of all the people that were involved and the amount of effort that everybody put in." Working with the Corps throughout the 11 year process were the Fish and Wildlife Service's Channel Maintenance Forum work group and the Departments of Natural Resources from Wisconsin and Minnesota. Additional input and coordination came from the U.S. Coast Guard, Environmental Protection Agency, Minnesota Pollution Control Agency, Iowa Department of Natural Resources, the Upper Mississippi River Basin Association, the Boundary Waters

Commission and the National Park Service, as well as private groups such as Ducks Unlimited and the Isaac Walton League. Though not the first, this project, and the recognition it has received, exemplifies what can be achieved when resource agencies work together applying engineering expertise toward restoration of environmentally damaged areas.

Dennis Anderson sums it up well, "It (Weaver Bottoms) just typifies the attitude that's been developed among the various agencies...one of working together to develop a plan that has mutual benefits for all - commerce, people and the environment."

Congratulations to district team members and contributors Dennis Anderson, Dan Krumholz, Deb Foley, Gary Nelson, Karen Nagengast, Bruce Heide, Dave Berwick, Cliff Schlueter, Jim Mosner, Melissa Shortridge, Jerry Blomker, Dean Peterson, Paul Madison, Mike Osterby, Bob Anfang, Armin Arms, Jerry Lee, Wayne Knott and Harold Taggatz.

Story by Joan Guilfoyle, Public Affairs



In this ground level view near the mouth of the Whitewater River, a large flock of tundra swans can be seen using Weaver Bottoms. The area is also frequented by other migratory waterfowl, such as ducks and geese. Note the barge passing in the distance.

Federal Women's Program survey results in; here's what they say...

By Joan Guilfoyle
Public Affairs

Job Satisfaction... Day Care... Sexual Harassment... Security... Not easy topics to discuss or define, particularly not easy to learn a group's attitude about them. It can all be so subjective: what is wonderful building security to one person may be woefully inadequate to another; an alternative work schedule to one branch may mean four ten hour days, to another, five/four 9's. So much of what people believe to be true (some say perceive to be true) is based only on what they personally have experienced. Working an 8-4:30 day may seem inflexible until you've worked a 7:46 to 4:22 day, where timeclocks rule your breaks and your lunches.

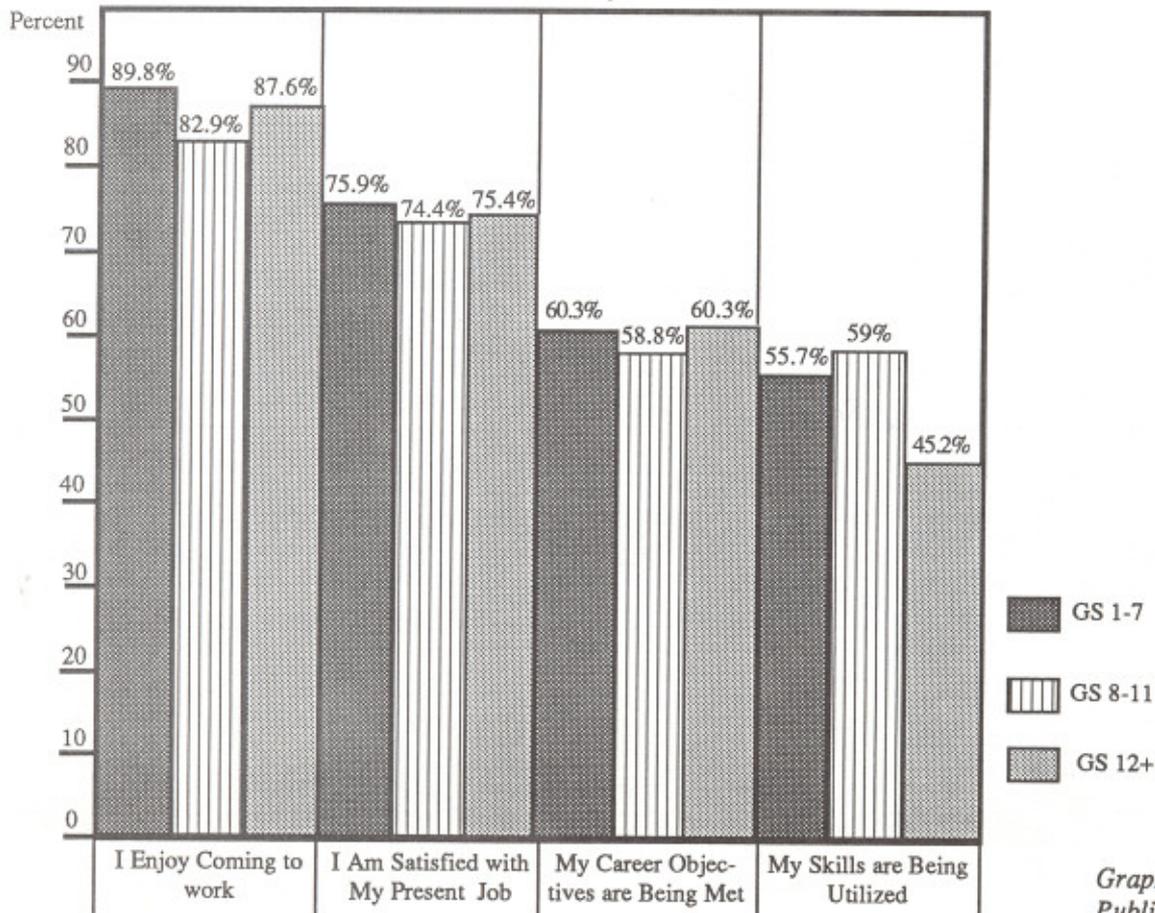
In order to help address issues related to their program, the Federal Women's Program Committee (FWPC) sought to gather data on attitudes among district employees about those topics, and more, through a written survey last September. With assistance from the Economic-Social-Recreation Branch of Planning Division, they queried 389 employees: females, males, supervisors, clerks, engineers, planners, all grades and races. The survey data is in, and available in the district

office library for anyone who wishes to examine it more closely. The topical areas included in the survey were employee interaction in the workplace; job satisfaction; barriers to advancement and employee perceptions about day care, maternity and paternity leave, building and parking security, sexual harassment, sexual and racial discrimination, upward mobility, job sharing, networking, job mentoring, award and alternative work schedules.

In some cases, where there were indications of problem areas, these were forwarded to the appropriate office for information or action. In other cases, results have given direction to the FWPC for their agenda. The data has been reviewed by the District Engineer, Deputy and other senior managers.

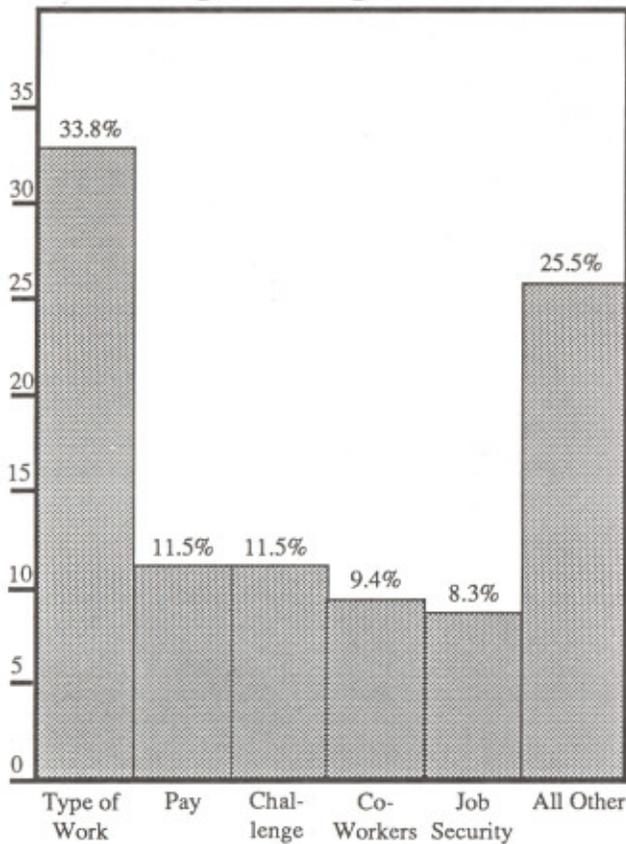
What follows are bar-chart summarizations of five topics covered in the survey. Check the library for survey results in the remaining areas.

Job Satisfaction by Grade

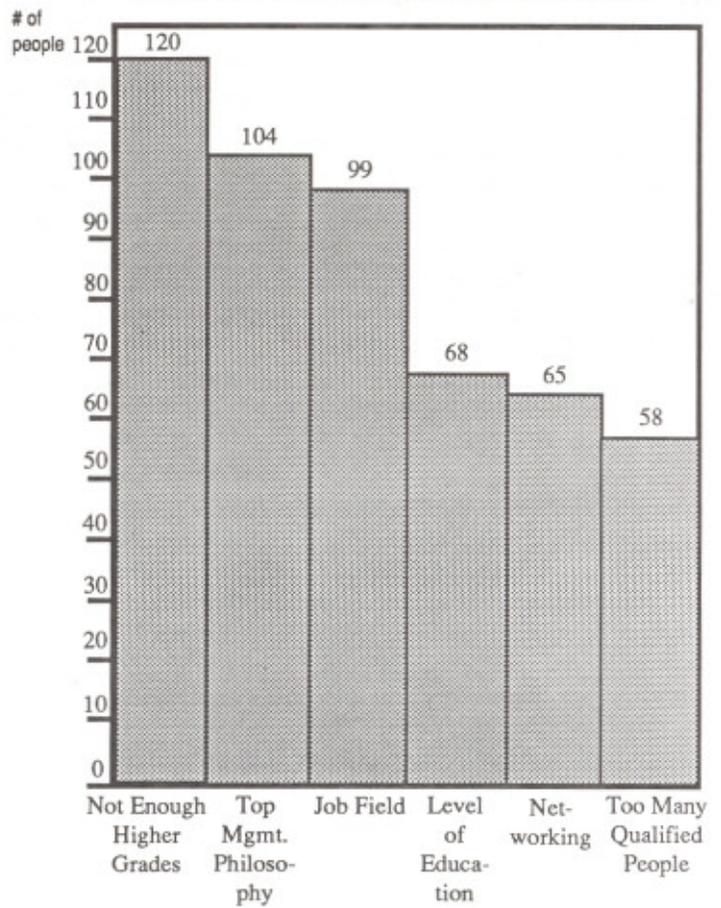


Graphics by Marianna Brown
Public Affairs

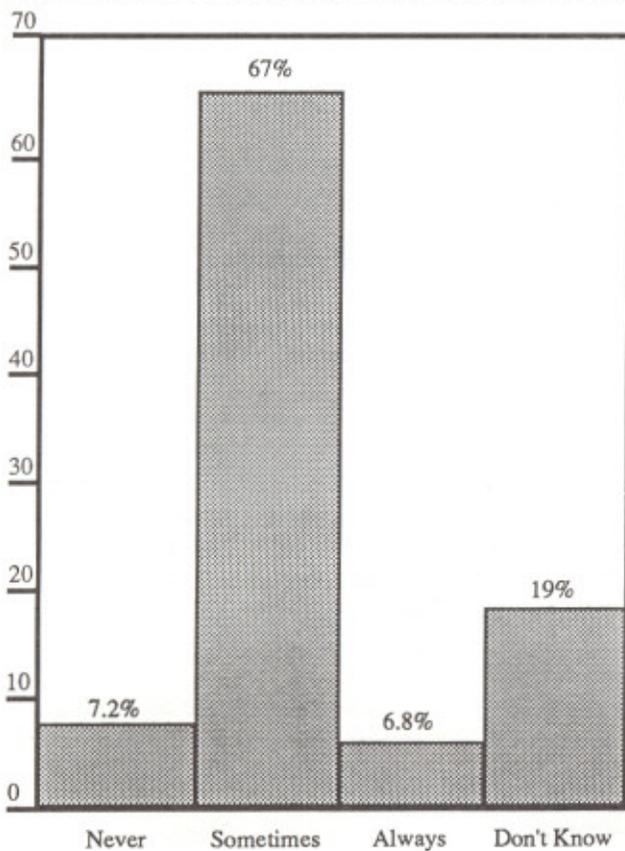
First Thing Affecting Job Satisfaction



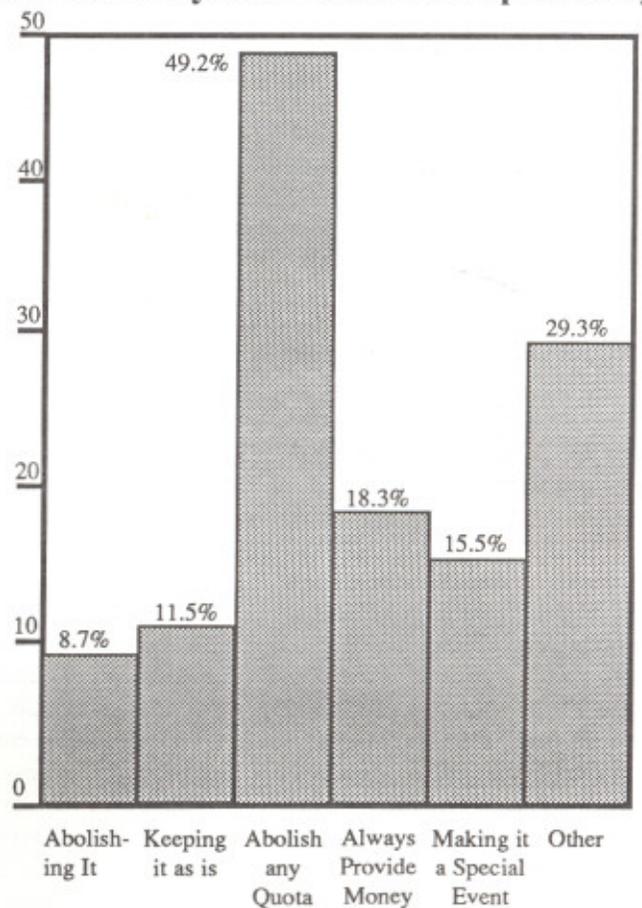
Perceived Barriers to Promotion



Awards are Handled in a Fair Manner



The Awards System Could Be Improved by:



The Deputy Responds

By LTC Mike Mahoney

I've been getting good, insightful questions and comments. Some of them require research (contrary to what I tell my sons—I don't know everything!) and staff coordination before I can respond. The *Crosscurrents* deadline is 2 weeks before publication; so it can take some time between dropping a note in my box and seeing a response. I do try to send a short personal response when you give your name.

Someone asked about confidentiality. Yes, your comment will be read by others if you drop it in the box. If that bothers you, put it in a sealed envelope; I receive them unopened. *(Editor's Note: If you want not only your comment, but your identity kept confidential, put that with your comment to the Deputy. Then, your individual reply will be sent to you in a sealed envelope and, if your comment/question/complaint becomes part of this column, your name will not be mentioned.)*

Joan Guilfoyle asked about getting training on the District's Mobilization Plan. Dave Christenson tells me the Emergency Management Office conducted this training in the past, but didn't have any sessions last year. They will do some refresher training in 1990. EM has a videotape and supporting documentation available (all unclassified) for individual or small group study. Contact Dave for the videotape or if you have special mobilization training needs.

Mitzi White had two comments about Stay In School (SIS) student employees. She asked if we could directly hire students into permanent jobs when they graduate and suggested that we start a "Student of the Month" award. I like Mitzi's comments (probably better than she'll like my answers) because she's focused on positive actions rather than just complaining. Thanks Mitzi!

We hope that our SIS program will help students develop job skills that will result in permanent employment. We also hope the program will attract high quality workers to federal service. Unfortunately,

the personnel regulations will not allow us to automatically hire graduates of the SIS program. They must compete for permanent jobs under the regular competitive hiring procedures. Those rules are established by the Office of Personnel Management (OPM), not the Corps of Engineers. Our District often has openings that graduating SIS students would qualify for. Students who want more information about the competitive hiring process should contact Mary Street in our Recruitment & Placement Branch of the Personnel Office.

SIS students are already eligible for a number of awards: Special Act Awards, On-The-Spot Cash Awards, Cash Performance Awards and others. We don't need to administer a separate awards program. The existing programs offer sufficient opportunities to reward our best students. Up until now some supervisors may not have known that students are eligible for these awards; maybe this notice will help.

John Knight asked another SIS question: "Why can't college SIS work more than 20 hours per week if their schedule will allow?" Again, the OPM regulations give us no flexibility. The SIS program limits non-holiday work periods to 20 hours per week.

Jody Rooney complained that the center stairwell was hazardous to women wearing high heels. She took away the easy answer by commenting, "The answer is not to stop wearing heels".

This one was tough. Ron Scott, our Safety Officer, documented that the center stairwell has had far more accidents than the other two—and not just to women wearing heels! The composition of the stairwells is basically the same. The only answer Ron could offer was that the short flights and brighter lighting in the center stairwell make it less imposing than the end stairwells. This causes people to be less careful and, consequently, to go too fast on the center stairwell. That sounded reasonable, but I wasn't sure it was the whole story. Finally, Olivia Vavreck found out that the center stairwell is waxed, and the end stairwells are not. Although they use non-slip wax, it seems likely that the wax is a contributing factor. We've asked the Post Office to

stop waxing the center stairwell on our floors. This should help, but please be careful; it couldn't hurt for everyone to be just a little more cautious on the short flights of stairs.

Several people asked about updating the directory boards and PE/EIT boards. I have a direct interest here since Lynn Harris is still listed as the Acting DDE and I've been a licensed PE since 1977, but I haven't been added to the board yet. I've asked the Logistics and Personnel Offices to update the boards. Hopefully, by the time you read this, the boards will be current. (NOTE: If Personnel doesn't have a copy of your PE/EIT certificate, your name won't be on the list.)

I got a complaint from someone in Con-Ops that they felt "left out" because all the EEO information on the Post Office bulletin board was not displayed in the Sibley building. Marianne will work with Jan Pream to insure all the information is posted, but Con-Ops is well represented in EEO activities. Marianne visits the Sibley Building every couple of weeks; there are 4 Federal Women's Program Committee members, a Black Employment Program Manager, and an EEO counselor resident in the Sibley building; additionally, our recent Cultural Diversity Program was jointly sponsored in both buildings. Con-Ops personnel certainly shouldn't feel left out of EEO activities!

A valued employee asked why we don't have more designated smoking areas and commented that the "freedom of choice" protections should apply to smokers. She hit a raw nerve! Recent studies conclude that second-hand smoke is just as damaging as smoking; that's our problem here. The HVAC (Heating, Ventilation and Air Conditioning) system in the Post Office provides 8% fresh air; the remainder is recirculated through the system. That means that if we allow smoking rooms, 92% of that contaminated air is then sent to other parts of the building. The issue isn't freedom of choice—it's simply protecting the health of our team!

The end stairwells are our current smoking compromise. There is less air circulation there. The question isn't when

Continued on next page

Is it real or isn't it?

Radios should improve communication during building evacuations

There are few of us in the post office building who have not heard the fire alarm go off and immediately poked our head into the corridor to "see if anyone else was leaving". And if they were, we, too, would begrudgingly troop down the hall to the end stairwells, become The-Automaton-People in an endless circle of tiny steps, only to shuffle around on the sidewalk outside, confused and befuddled. No one ever seemed to know what the heck was going on and when (or if) the "all-clear" would come so everyone can crowd into the lobby and wait twenty minutes for an elevator; and any "all-clear" that does come never seems to be official. people just start moving back inside.

This reluctance to instantly respond to a ringing bell is especially prevalent when the temperature outside is extreme... extremely hot or extremely cold! Of course, the most uncertain moments are when some people are responding and some are not. Then you imagine the headlines: FIRE ALARM IGNORED BY FEDERAL WORKERS... SOME TRAPPED IN BURNING BUILDING... and who wants to be among the dummies who stayed behind? I never fancied the old sheet rope, even if we had any sheets...I don't have that much upper body strength.

And who can blame us for having developed a little skepticism? In the process of updating and improving the fire alarm system, the Post Office has often forgotten to warn us about "tests" that are meant to check emergency lighting, not to evacuate the building; or the test is only for one floor; or only for Harry, etc. etc. etc.

All history and "attitude problems" aside, enough emphasis can hardly be put on the importance of responding to every fire alarm as though it were real...because you never know when it may be real... and nobody wants to be in a burning building...nobody.

The Emergency Management and Logistics offices have been trying to improve this situation by setting up a system of communication, using radios, with the Post Office and within our own offices, that should get information out more quickly and reduce the amount of time it takes to get the all-clear on the street (when there is not a fire, that is).

When the fire alarm goes off, immediately start evacuating the building. Do not check to see who else is going. Assume it is real.

Every floor has a supervisor with a Corps radio that communicates directly with EM or LM. (Which office is on the other end will depend who is in touch with the Post Office; each serves as back-up for the other.) Each supervisor with a radio will turn on their radio, as they leave their office. Their job is to report to EM/LM how the evacuation is going, if the stairwells are clear or not, etc.

Once the evacuation is complete, instructions for returning to offices will come over the radios to those individuals on the ground outside, who can communicate it to the rest of the employees. Using radios in this way will allow everyone to hear the same messages at approximately the same time, thus reducing rumors, confusion, etc.

The radio operators for each floor are Larry Hahn - 9th, Russ Williams - 11th, LTC Mike Mahoney - 12th, Chuck Spitzack - 13th, Norm Hildrum - 14th and Ed Bankston - 15th. EM/LM operators are Dave Christensen, Olivia Vavreck, Dave DePoint, George Sigstad and Vicki Fetterly. Training for radio operators on January 29th will be followed by a fire drill some time in February.

By Joan Guilfoyle, Public Affairs Office

DEPUTY, from previous page

will we provide more smoking areas, but how long will it be until we prohibit smoking in all Corps facilities? The airlines have been forced to do it. My wife works in a local real estate office that eliminated their designated smoking room last month. I know this isn't the answer our smokers want to hear, but in both the public and private sectors, the days of even limited "on the job" smoking areas are numbered.

Bruce Carlson dropped a note and then stopped to see me about the graffiti in the men's rooms. I had noticed the graffiti when I first visited the St. Paul district in March last year. I put it on my "less than hot" list. Until recently I

didn't see any change. I'm glad Bruce prodded me to action. Our Logistics Management Office worked with the Post Office to get the graffiti removed. LM is prepared to quickly remove any new graffiti; contact Olivia Vavreck if you notice any.

I've been to 3 county fairs, a goat roping, and the World Championship Sheep Tepee Contest so there wasn't anything on the walls of the rest rooms that shocked me, but I was dismayed. I'd like to believe it was scrawled on the walls by "other-than-Corps" personnel, but the sad fact is we lived with it. The St. Paul District is a professional organization of which I am proud to be a member. I don't think that graffiti on our restroom

walls accurately portrays our image. Please help me keep those walls clean in the future.

I really enjoyed my brown bag lunches last month. I learned a lot, and I think we had a useful dialogue on the awards program in our District. I apologize to anyone who was offended by my pointed questions. We need to be honest with each other, and I can't address problems without knowing specifics. Next time we'll talk about personnel appraisals and counseling. I hope to see you there.

P.S. Did you know that next year is the 125th Birthday of the St. Paul District? What should we do to celebrate?



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, DC 20310-0002

1 NOV 1989

MEMORANDUM FOR THE CHIEF OF ENGINEERS
SUBJECT: Emergency Response Operations

I would like to express my sincere congratulations to you and the Army Corps of Engineers for the particularly outstanding efforts during Hurricane Hugo and the California Earthquake. During these two natural disasters, the value of the Corps emergency response capabilities became clear. The Army Corps of Engineers distinguished itself as a unique national asset ready to serve the Nation in a variety of ways.

Please convey my heartfelt thanks to all Corps personnel who responded so well during these emergencies. I am very proud to be associated with such a professional group of men and women.

Robert W. Page
Assistant Secretary of the Army
(Civil Works)

Words of Thanks



DEPARTMENT OF THE ARMY
U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CECW-MP

20 December 1989

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Emergency Response Operations

1. I wholeheartedly endorse Secretary Page's enclosed letter of congratulations to the literally thousands of members of our Corps who responded so magnificently to the challenges of Hurricane Hugo, the Loma Prieta Earthquake and the numerous other emergencies--natural and man-made--we have faced together in 1989. The ability of these dedicated men and women to move, on hours notice, to the scene of a disaster and organize to save the lives of individuals and the infrastructure and life of entire communities proves, beyond any doubt, why the Corps is essential to the Nation's well-being. I frankly know of no other organization, in government or out, that could have done what we did.

2. Each of you have my thanks for the talent and support you provided to our disaster response effort. I urge you to share this message, and that of Mr. Page, with all participants and all other members of our Corps family.

H. J. HATCH
Lieutenant General, USA
Commanding

Encl

DoD hiring freeze likely to affect St. Paul District through FY 90

Secretary Dick Cheney has established a freeze on hiring civilian personnel during the rest of the Fiscal Year 1990 to begin the process of reducing the size of the work force at the Department of Defense. This freeze includes the St. Paul District.

"As the armed forces are reduced over the long term in light of limited budgets, a changing world situation, and future negotiated agreements," Cheney said, "the department must make corresponding reductions in the size of the civilian work force that supports the armed forces."

A prohibition on the hiring of civilian personnel, coupled with appropriate authority to make exceptions to the prohibition, will assist in reducing the civilian work force in an effective fashion. The department is striving to achieve the reduction by attrition rather than reductions-in-force, thereby minimizing economic dislocation of civilian employees.

As employees leave the district, either through retirement, reassignment or termination, the district will be unable to replace them.

According to Lynn Harris, chief of Personnel in the St. Paul District, the hiring freeze could impact the district in several ways. The field work force in Construction-Operations Division, which depends upon hiring temporary employees for the summer recreation and navigation season, would be heavily impacted. As employees leave the district, either through retirement, reassignment or termination, the district will be unable to replace them. For example, in the last quarter, 16 employees left the district. As the freeze continues, it may become necessary to shift personnel work responsibilities to take care of priority missions. This could create a problem with work slippage. "Basically, we will be in a

'Wait and See' mode for a couple of months," Harris stated.

The freeze is effective immediately, subject to the following conditions: Hiring commitments made by appointing officials prior to the freeze may be honored. The Secretaries of the Military Departments, Department of Defense Inspector General, Director of Administration and Management, and Directors of the Defense Agencies may hire civilians for career service positions or excepted service positions (other than political appointees) after determining that it is essential to maintain an important national defense capability. This authority to make exceptions may not be delegated. The Secretary or Deputy Secretary of Defense must personally authorize all political appointments. They may also authorize the hiring of civilians to fill positions essential to the effective implementation of the Defense Management Report and the President's National Drug Control Strategy. The Assistant Secretary of Defense for Force Management and Personnel may authorize the hiring of civilians to fill positions when it is essential to meet medical, safety, or security requirements.

The hiring freeze applies to all Department of Defense civilians worldwide, including part-time and temporary employees. As many as 80,000 normally retire or otherwise leave the DoD work force each year. Department officials do not know how much the work force will be reduced by the freeze.

Historical Foundation Seeks Addresses

The Corps of Engineers Historical Foundation (CEHF) has asked each district for names and home mailing addresses of current employees and retirees. According to a letter from the foundation, the CEHF would like to send information on their project to build a Corps of Engineers Historical Center directly to employees and retirees. The Historical Center is planned for construction at Ft. Belvoir, Virginia.

However, the Privacy Act prohibits the release of names and addresses to outside organizations, such as the Historical Center.

Any *Crosscurrents* readers who would like to provide their name and address to the Historical Foundation should complete, clip and mail the coupon below.

Yes, I would like to receive information on the Corps of Engineers Historical Center planned for construction at Ft. Belvoir VA.

Name _____
Address _____

() current employee () retiree

clip and send to:
Corps of Engineers Historical
Foundation
Kingman Building
Ft. Belvoir, VA 22060-5577



US Army Corps
of Engineers
St. Paul District

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