

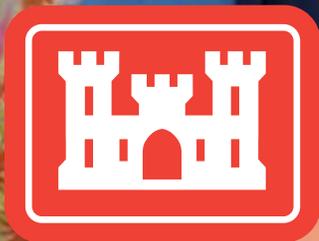
# Crosscurrents

Serving the St. Paul District since 1977  
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## Linder earns leadership award

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U.S. Army Corps of Engineers  
St. Paul District



Dawn Linder, contracting, was selected as the leadership award recipient at the 38th Annual Minnesota Federal Executive Board Civil Servant of the Year Luncheon in St. Paul, Minn., May 8. Linder was selected from a list of representatives from numerous federal agencies within Minnesota.

*Photo by Patrick Moes*



**Crosscurrents** is an unofficial publication authorized under the provisions of AR 360-1. It is published monthly for U.S. Army Corps of Engineers, St. Paul District. Views and opinions expressed in **Crosscurrents** are not necessarily those of the Department of the Army or the U.S. Army Corps of Engineers. Articles and photography submissions are welcome and must arrive by the 15th day of the publishing month for consideration. Submissions can be mailed or emailed. Submissions should be in Microsoft Word format for all written copy and photos should be no smaller than a 5 x 7 at 300 dpi. All photographs appearing herein are by the St. Paul District Public Affairs Office unless otherwise accredited. The mission of **Crosscurrents** is to support the commander's internal information program for the St. Paul District and its stakeholders. **Crosscurrents** also serves as the commander's primary communication tool for accurately transmitting policies and command philosophy to the St. Paul District community and its customers.

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## Comments from the top

**T**eam,

It's hard to believe that I am approaching my final year as the St. Paul District commander. I've been fortunate to serve with so many professionals that work every day to build a better tomorrow for our nation.

While we are continually working to solve the water problems of the 21st Century, we are also working to build a better district here at home. In the past two years, I've consistently sought and received your ideas about what can be done to improve the district. I want you to know that I've heard you, and your ideas are, in many cases, now district policies or programs. In an effort to provide you with some feedback, I offer the following list of some of the measures we've taken based on your

comments:

- continued the district leadership development program;
- created an executive level leader development program;
- brought back the lockmaster development course;
- increased command team visits to field sites;
- added a cash award to the employee of the month recognitions;
- created a virtual suggestion box on our Intranet site;
- held monthly sensing sessions with me; and
- authorized additional time off award hours for employees returning from Overseas Contingency Operations assignments.

By popular demand, we're also reinvigorating the district's mentoring program. In an effort to open even more

lines of communication, I initiated a commander's lunch program this month. Monthly lunches will provide a forum for informal discussion with any employee who wishes to take advantage of the opportunity. I plan to focus on leadership, but we can talk about almost anything you want. Communication is important and this is one more way that we can get after it. With respect to learning, I also want to take this opportunity to remind people that summer is quickly approaching. Take time to enjoy all that the region has to offer. From canoeing to camping, running, biking or watching a baseball game with friends and family, whatever it is that you do to relax, enjoy it. That said, please do so safely and responsibly.

Summer weather increases the likelihood of motorcycles on the road



**Col. Daniel C. Koprowski**

U.S. Army Corps of Engineers  
St. Paul District Commander

so please make sure you are looking for them if you are driving. If you're a rider, please wear the appropriate personal protective equipment and be careful. If you're going to enjoy the water, please set a good example and wear your life jacket. And as ever, if you enjoy the occasional adult beverage, please don't mix it with your driving/riding/boating adventures! Each and every one of you is critical to the success of our district, and I can't emphasize enough my hope that all of you enjoy a fun, safe summer!



Mississippi River flooding in La Crosse, Wis., April 1965.  
*Photo courtesy of the National Weather Service*



Lt. Col. Leslie Harding, the 44th district engineer, discusses flood fight efforts in Mankato, Minn., April 1965.  
*Courtesy photo*



Mississippi River flooding in St. Paul, Minn., April 1965.  
*Photo courtesy of the Minnesota Historical Society*

## 50 years after the '65 flood

Story by Patrick Moes

Floods are deadly, destructive and emotionally draining. Whether you are talking about historic floods that have wreaked havoc across America, such as the Lower Mississippi River floods of 1927, 1937 and 2011 or the Johnstown, Pennsylvania, flood of 1889, all of them have the ability to change landscapes and lives overnight.

One of the most damaging floods to happen in the Upper Midwest occurred in April 1965. Water escaped river banks along the Minnesota, Mississippi and St. Croix rivers after a deeper than normal frost, numerous March snow storms, cold weather and heavy rains in early April. According to the National Weather Service, the flood caused \$225 million in damages to public and private

properties. Many of the flood crests recorded then continue to remain the highest levels by more than a foot.

Following the floods, the St. Paul District began working with communities within the region to reduce the likelihood of future flood damages. Along the Minnesota River, the St. Paul District began working with the city of Mankato, Minnesota, to build a project that would reduce the flood risk. Along the Mississippi River, the district began working with Winona, Minnesota, and Guttenberg, Iowa, on what were then called flood control projects.

Just prior to the flood of 1965, permanent flood control projects were completed for the Minnesota cities Saint Paul and South Saint Paul. As

the waters were rising and forecast to peak near the top of the new flood wall for Saint Paul, a decision was made to attach batter boards to the top of the wall to assure they were not overtopped. Near the levee tie in to the bluff, an eight-track railroad closure structure was assembled. During the original construction, the tracks had been closed down two at a time to build the foundation for this structure and a full closure of all eight tracks had never been tried. When it came time to assemble the full closure during the flood it turned out that it did not fit. Some of the stoplogs had to be cut off and others had to have extensions welded on to make it work. Fortunately the slow rise to the river afforded

enough time to make this happen. After surviving a very close call, efforts were initiated to increase the level of protection for St. Paul. This work was completed in the '90s.

It took the district around 40 years and \$155 million to complete these projects, and, since their completion, they have provided an estimated \$697 million in damages. Today, they reduce flood risks for more than \$5.6 billion in infrastructure.

While the projects have protected the communities from flooding since they were constructed, Rick Hauck, St. Paul District levee safety manager, said the structures require ongoing maintenance to extend their life span and maintain a safe level of reliability.

## Crump recognized for engineering excellence

Story by Patrick Moes

A leader with more than 30 years of engineering experience and service to the Corps of Engineers was recently recognized by the Minnesota Geotechnical Society.

Tom Crump, regional planning and environmental division north chief, was selected as the Charles W. Britzius Distinguished Engineer Award recipient. The award recognizes lifetime achievements within the engineering profession as well as actions that promote the engineering image.

Citing a Corps career that started in 1980, Chris Erickson, project management chief and current Minneapolis / St. Paul Society of American Military Engineering, or SAME, Post president, said Crump has served in nearly every engineering position within the St. Paul District. "Tom has been a geotechnical engineer, a plan formulator, a project and program manager and has served in multiple

supervisory positions," said Erickson.

In addition to his role as an engineer at the district, Crump has served in numerous roles with the SAME and has supported science, technology, engineering and math, or STEM, education for the past 10 years. Erickson said Crump has been very active in STEM education through the For Inspiration and Recognition of Science and Technology, or FIRST, robotics program. Crump has participated at both the elementary school level in the FIRST Lego League and at the high school level in the

FIRST Robotic Competition. Crump also served as a mentor for the Fighting Calculators, a local high school robotics team.

"Whether serving as a mentor for an elementary student that is learning something about STEM or serving as the district's acting deputy commander, Tom [Crump] consistently sets the standard and is well respected within the engineering community," said Erickson.

**"Whether serving as a mentor for an elementary student that is learning something about STEM or serving as the district's acting deputy commander, Tom [Crump] consistently sets the standard and is well respected within the engineering community,"**

**-Chris Erickson, project management**



Tom Crump, planning chief, participates at a science, technology, engineering and math, or STEM, event held at the University of Minnesota April 3.

Photo by Ben Watson



Chris Erickson, left, project management; Col. Dan Koprowski, commander; and Tom Crump, planning chief, work with students at the science, technology, engineering and math, or STEM, event held at the University of Minnesota April 3.

Photo by Ben Watson



Dawn Linder, center, awaits the announcement of the leadership award during the Civil Servant of the Year luncheon in St. Paul, Minn., May 8.

*Photo by Patrick Moes*



Dawn Linder, contracting, center, celebrates winning the leadership award with her fellow St. Paul District Civil Servants of the Year recipients, Monique Johs, engineering and construction, left; Aaron Buesing, engineering and construction; Nate Wallerstedt, project management, and Lt. Col. Chris Thompson, deputy commander.

*Photo by Patrick Moes*

## Linder recognized for leadership

Story by Patrick Moes

She started working here while still in high school and will soon say farewell to the district, friends and a career that spanned nearly four decades when she retires this summer.

Dawn Linder, contracting, is saying good bye after working here for 37 years. During her tenure, she has earned a reputation as the go-to person when it comes to architectural/engineering contracts, said Kevin Henricks, contracting chief. She also built a reputation within the district as a leader and a person that gets things done, he said. He added that he

routinely hears from district employees about how Linder is one of the nicest people to work with, and that she will routinely stop what she is doing if some needs an answer to a question.

Lisa Draves, contracting, said Linder has been an amazing mentor and friend. “Dawn has been a formal mentor to me through the [leadership development program], but she has been a mentor, to me for years,” Draves said. “She has a way of talking to people to help them figure out what they need to do, and she has a way of making people feel very valued.”

Draves said in addition to Linder's great sense of humor and her ability to make work fun, she is the informal leader within our group.

Her knowledge, friendliness and behind-the-scenes leadership were just a few of the qualities that compelled Henricks and Virginia Regorrah, contracting, to nominate Linder for the district's Civil Servant of the Year Award. Not only did Linder receive that recognition, she also won the leadership award at the 38th Annual Civil Servant of the Year luncheon in St. Paul, Minnesota, May 8. The leadership

award is an annual award given by the Minnesota Federal Executive Board to one recipient from all of the federal agencies within Minnesota.

Linder said she was very surprised and honored to receive the award. “It's an incredible feeling knowing that people think that highly of you,” she added.

Henricks said it was great to see her win the leadership award. “It meant seeing someone get recognition that truly deserves it,” he said. “She grew up here at the district and has embraced the Army's values. I'm happy for her recognition and for all of her efforts.”



## 2015 Civil Servants of the Year



**Dawn Linder**  
Contracting

Position Title: Contract Specialist  
Total Years with the St. Paul District: 36 years  
Total Years with the Corps of Engineers: 36 years  
Total Years with the Federal Government: 36 years  
Previous Positions/Employment: None  
Education: High School  
Hobbies: My grand kids  
Residence: Prescott, Wisconsin

Comment: "This is such an honor. My career with the Corps of Engineers has been very rewarding. I work with a great group of people."



**Nate Wallerstedt**  
Project Management

Total Years with the St. Paul District: 5.5 years  
Total Years with the Corps of Engineers: 5.5 years  
Total Years with the Federal Government: 5.5 years  
Previous Positions/Employment: Civil engineer/project manager with Landform Engineering Company (5.5 years)  
Education: Bachelor of Science in Civil Engineering - University of Minnesota, Twin Cities.  
Hobbies: Hunting, waterskiing, camping, downhill skiing and snowboarding.  
Residence: Forest Lake, Minnesota

Comment: "I'm truly honored to be nominated for this award and feel very fortunate to work with such great, hard working individuals at the St. Paul District. I look forward to many more years with the organization."



**Aaron Buesing**  
Engineering and Construction

Position Title: Hydraulic Engineer  
Total Years with the St. Paul District: 21.5 years  
Total Years with the Corps of Engineers: 21.5 years  
Total Years with the Federal Government: 21.5 years  
Previous Positions/Employment: Project engineer, Minnesota River Joint Powers Board; Project Engineer, University of Minnesota Saint Anthony Falls Laboratory  
Education: Bachelor of Science, University of Minnesota, 1991; Post-graduate studies, University of Minnesota  
Hobbies: Recreational softball and touch football  
Residence: Saint Paul, Minnesota

Comment: "It's an honor to be selected as one of the Civil Servants of the Year for the St. Paul District in 2014. My wife, Denise, and son, Seth, are always supportive when I need to put in extra time to do a good job at work. I share the award with them."



**Monique Johs**  
Engineering and Construction

Position Title: Lead Administrative Secretary  
Total Years with the St. Paul District: 5 years  
Total Years with the Corps of Engineers: 5 years  
Total Years with the Federal Government: 25 years  
Previous Positions/Employment: Command Yeoman, U. S. Navy (20 years)  
Education: Associates Degree, Columbia College; Columbia, Missouri  
Hobbies: Music, quilting, swimming  
Residence: Savage, Minnesota

Comment: "I'm extremely honored and blessed to receive this award. A mission can't succeed without the help of everyone. The U. S. Army Corps of Engineers, St. Paul District, is truly a wonderful team of professional and dedicated individuals."



Bruce Boldon, operations division chief.  
Photo by Wendy Medlin

## The good, the bad and the ugly

Story by Bruce Boldon

A successful, rewarding and enjoyable career with the Corps of Engineers is well within the grasp of every employee. With almost 40 years of federal service, all as a supervisor, I have summarized some of my thoughts on this topic.

**The good.** The Corps workforce is composed of talented, dedicated employees. As in every workforce, some want to continually move ahead, onward and upward in their careers, some are happy with their work and the position they are in and have no desire to move forward, and some are in it for the paycheck, glad to have a job, even if their heart is not fully in it. Regardless of their reason for working for the Corps of Engineers, and despite the negative public opinion of federal workers, I have found the vast majority of employees routinely exceed my expectations.

Lock operators and equipment repairmen who rescue boaters, solve mechanical problems, and achieve close to a 100 percent operational rate of the locks over the last 10 years. Park rangers who keep our campgrounds in pristine condition despite reduced budgets every single year. Regulators, who are routinely blamed in the news and by permit applicants for slow performance, but deliver permits daily on schedule while fulfilling their

mission of protecting the waters of the United States. Maintenance and Repair crews that consistently solve problems identified once they start a job that could not be well defined before the work started. Working with these employees is what makes the job rewarding and enjoyable.

**The bad.** The budget, sequestration, and proposed changes to federal employee benefits have reduced the desirability of federal employment for many. Political fed bashing does not help. Some organizations, like regulatory, have had seasoned journeymen leave the organization, generally for promotions or higher paid jobs outside the Corps. Replacements are generally at the entry level, with new staff requiring extensive training. This has created a challenge that puts a lot of stress on the organization, the supervisor, and the new employee. I have found the first level supervisor to be the greatest key to success in this work environment. This requires training, both formal and informal, so the supervisor can effectively handle the challenges of motivating his staff, while at the same time dealing with basic training for some, disciplinary actions for a few, and an unending amount of mandatory requirements they feel do not help them accomplish the mission.



Graphic by Wendy Medlin

They need knowledge, communications skills, and the support of not only middle and upper management, but their own seasoned workforce. Finding a mentor to answer questions and to vent with when needed is critical.

**The ugly.** Society in the United States has a strongly embedded sense of entitlement. Unfortunately, this has spread to an extent into the Corps of Engineers workforce. Some employees feel they have a right to be promoted based on years of service, not whether they are best qualified. A very few feel entitled to hold a job, and that they can decide what, when, and how to do it, regardless of guidance from their supervisor. The saying a few bad apples spoils the crop is very true. The

unit's morale and cohesiveness suffer when there is a performance issue from even a single employee. Surveys consistently rate that not dealing with problem employees is a top issue, and sometimes this is the case. Many times though, actions have been taken to deal with poor performers, but due to privacy requirements, supervisors cannot share what is going on with the workforce. This is even truer when the union grievance or the Equal Employment Office systems become involved.

The Good, the bad and the ugly are the environment I see that we work within. Below are my top five thoughts about work and leadership.

**1.** Communicate openly – knowledge

is power and can be hoarded and make you the “expert”, but it is a tremendous force multiplier if shared freely with others, and will also help you advance as a team player.

**2.** Treat everyone consistently and positively – This is true both of your subordinates if a supervisor, and of your peers. The best road to success is when everyone around you wants you to succeed and helps you without being asked.

**3.** Hiring the best individuals possible is the most important job a supervisor does. Good people, like those in the Corps, get the job done, regardless of the situation, and with or without the constant direction from leadership. The quality of the people makes the

difference between a good and great organization.

**4.** Change is constant. You need to be the agent of change, but only make change when it will improve things. Most change is incremental, don't expect to accomplish everything you want with one change, or make too big of change at one time.

**5.** Be honest, but not brutal. This is true for both subordinates and superiors. Tell superiors what they need to know and keep them from being surprised by their superiors. Tell subordinates the truth about their performance and how to improve. Both will strengthen the organization, and if done in the right way, will increase trust and respect within the workforce.

## Building your training wishlist

Story by George Stringham

**T**raining is vital to the success of both an individual's career as well as that of the St. Paul District.

A key element to successful training is the development of an individual development plan, or IDP.

An IDP is a tool to assist employees in career and personal development. Its primary purpose is to help employees reach short and long-term career goals, as well as improve current job performance. It's comprised of both mandatory and career-specific training.

An IDP is not a performance evaluation tool or a one-time activity and should be looked at like a partnership between the employee and the supervisor.

"The IDP is essentially a five-year training wish list for employees," said Kelly Obermiller, the district's workforce development program specialist. "Nothing is set in stone but it serves as a road map to guide them."

Steps for completing your IDP:

**1.** The training coordinators throughout the district print the IDP and deliver it to

the employee.

**2.** The employee fills out the IDP, adding both mandatory and career specific training. Career specific courses can range from PROSPECT courses, outlined in the Purple Book, to courses provided by colleges or universities. Employees can also add or update their professional credentials on their IDP.

**3.** The supervisor and employee go over the plan together. Some changes may be made due to budget constraints or suggested alternatives from the

supervisor.

**4.** The agreed upon plan is returned to the training coordinator, who will enter the information in the Automated Training Management Program, or ATMP.

"It's important to remember that the IDP is a living document," Obermiller reminded. "Nothing is set in stone and should be adjusted from year to year to reflect the employee's progression or development."

### 1. Prepare

**Assess** skill needs  
**Formulate** goals  
**Identify** development activities

### 4. Manage

**Follow up** midyear  
**Track** progress  
**Begin** development activities

### 2. Create

**Create** draft IDP

### 3. Finalize

**Review** IDP  
**Submit** IDP  
**Revise** IDP  
**Approve** IDP



## District, university ROTC chart path toward cooperation

Story by Ben Watson

District military leaders recently met with members of the University of Wisconsin – Stout Reserve Officer Training Corps, or ROTC, in River Falls, Wisconsin.

The meeting brought together leadership from both organizations with the purpose of discussing future opportunities to build Total Army

Partnerships and to further increase STEM, or science, technology, engineering and mathematics, outreach initiatives, said Lt. Col. Christian Thompson, district deputy commander. The meeting was the first of many that will address mentorship and STEM opportunities for ROTC cadets that have expressed an interest in building

a future with the U.S. Army Corps of Engineers.

“This potential future partnership will encourage cadets to build a future with the Army Corps of Engineers and also highlight the cooperation between ROTC and [the Corps of Engineers]” said Thompson. “This will give cadets the opportunity to gain exposure and

valuable experience with the Corps while they await orders to their next duty assignment.”

Thompson said the Corps recognizes the need for STEM education as it will support the military and the United States in producing leaders for today and tomorrow.



From left Jared Silverling, University of Wisconsin – Stout Reserve Officer Training Corps scholarship coordinator; Sgt. First Class Jeffery Todd, assistant professor of military science; Lt. Col. Dave Pindell, University of Wisconsin – Stout professor of military science; Lt. Col. Christian Thompson, Corps of Engineers, St. Paul District deputy commander; Capt. Nathan Justin, assistant professor of military science; and Capt. Phillip Denker, Corps of Engineers, St. Paul District engineer.

Photo by Ben Watson

## Kids create memories at Da Vinci Fest

Story by Jon Sobiech

**M**ore than 1,500 people walked by a variety of exhibits at the Stillwater Senior High School on January 10.

They were there to celebrate the 9th annual Da Vinci Fest event that focuses on art, science and creativity of 4th through 12th grade students who live within the boundaries of Stillwater Area Public Schools, no matter where they go to school.

Jonathan Sobiech and Brad Perkl, with the district's Regional Planning Environmental Division North, presented island building activities, a freshwater mussel display and video, as well as artifacts found within the district boundaries. A large island building table was used to show kids how the Corps builds islands in the Mississippi River as part of the Upper Mississippi River Restoration Program.

The kids were able to design, construct, and vegetate their own islands as part of the demonstration. This allowed them to get a hands-on feel of how islands are really built, and to learn the importance of creating habitat for the environment. There were more than 100 kids throughout the day that gave the model a test run – flipping sand and fine materials around and eventually playing with the animals on the habitat they constructed.

"It was a great opportunity to give children and their parents an easy to understand display of the importance of habitat creation and some of the great work we do at the Corps," said Sobiech. "There were many comments from the parents including 'I had no idea that the Corps gets that involved in science' or 'Can I buy that model? I haven't seen my kid have that much fun in years' so this event was just as educational for the adults as the children."

There was also a collection of mussel shells on display where the kids learned about the variety of different species that can be found just down the road in the St. Croix River. Many of the kids and adults took time to watch a short video describing various mussel reproductive cycles.

Brad Perkl also had a collection of artifacts typically found in the region. These included stone spear points, arrow heads and an axe. Examples of tool making materials, ceramic technology, animal bones and buttons made out of mussel shells were also on display. Archeological tools like trowels, tapes, and soil charts and several technical reports of archeological investigations around Stillwater were on hand.



Nora Davenport, a 7-year-old from Stillwater, Minn., works with Jon Sobiech, planning, to build a simulated island at the Da Vinci Fest Jan. 10.

Courtesy photo

***"Principles for the Development of a Complete Mind: Study the science of art. Study the art of science. Develop your senses - especially learn how to see. Realize that everything connects to everything else."***

**- Leonardo da Vinci**



Theresa Gant-Gaines, engineering and construction, rejoices with members of Element Boxing and Fitness, following her first boxing championship March 21.

*Courtesy photo*



Theresa Gant-Gaines, engineering and construction, celebrates after her boxing match March 21.

*Courtesy photo*

## Triple threat: Gant-Gaines combines boxing, fitness and volunteering

Story by Jon Sobiech

An engineer by day, boxer and tutor by night, Theresa Gant-Gaines, engineering and construction, is making strides in the ring and beyond.

Gant-Gaines started training seriously as a boxer in early 2012 at a local boxing and fitness club in St. Paul, Minnesota.

After starting her fitness program at Element Boxing and Fitness, she began tutoring and helping some of the

student-athletes with their homework after practice. Her math and science skills were useful for some of the children attending the kid's program.

In addition to training kids in math and science, Gant-Gaines was busy training for her first sanctioned fight. She won that fight by technical knock out in the first round in June 2012.

She has since fought four times in the Twin Cities. On March 21, Gant-Gaines won the Upper Midwest Golden Gloves

Region 1 Featherweight Championship. On April 4, she won the Upper Midwest Golden Gloves Region 2 Featherweight Championship. She currently holds both of those titles. Two of her teammates also won regional titles. After her last win, Gant-Gaines said, "It was great having all of my teammates and the kids from the gym at the fight. We all work very hard and it's great for the young fighters to see the benefits of discipline and dedication in boxing and

in life."

Gant-Gaines began her work with the St. Paul District as a college junior in 2011, majoring in civil engineering at the University of Minnesota-Twin Cities. She graduated in December 2012, and began a full-time position as a Department of the Army Intern. After completing the DA Intern Program, Gant-Gaines was hired as a hydraulic engineer in the hydraulics and hydrology branch.

## Photos from around the district



Ray Marinan, operations, fells trees on McMillan Island, north of Guttenberg, Iowa, in preparation for dredging activities within the area.

*Courtesy photo*



Several members from the district worked with area youths during a science, technology, engineering and math event. *Courtesy photo*



District staff planted trees at Blackhawk Park, near DeSoto, Wis., April 22, in honor of Earth Day.

*Courtesy photo*



Brad LaBadie, operations, teaches a child about water safety during an event on Lake Minnetonka April 25. *Photo by George Stringham*

## Congratulations

- Congratulations **Brad LaBadie**, operations, and his wife, on the birth of their daughter, **Stella Jean LaBadie**, March 18. She was 7 lbs, 8 ozs., and 21 inches.
- Congratulations **Peter Blank**, operations, on his selection as the head operator at Lock and Dam 5A, near Fountain City, Wis.
- Congratulations to engineering and construction employees **Kurt Heckendorf** and **Ann Banitt** for their selection as a regional technical specialist for Mississippi Valley Division.
- Congratulations **Renee Hanson**, operations, on her selection as the project manager for the Recreation and Natural Resources Project Office in Fargo, N.D.
- Tammy Wick**, project management, recently celebrated the birth of her grandchild **Scarlett Flora Wick**, Scarlett was born Jan. 25 and was 8 lbs., and 2 ozs, and 20.5 inches. Her parents are **Justin and Meghan Wick**.
- Congratulations **Brian Krause**, operations, on his selection as the new Dredge Goetz master.
- Congratulations **Jordon Johnson**, operations, on his selection as a lock operator at Lock and Dam 5A, near Fountain City, Wis.
- Congratulations to operations employees **Bobbie Jo Round**, Lock and Dam 4 near Alma, Wis., and **Matt Breza**, Lock and Dam 5A near Fountain City, Wis., on their selection as the 2015 Lockmaster Development Program participants.
- Congratulations **Mark Brandt**, resource management, has been selected as the financial systems analyst.
- Congratulations **Monique Savage**, planning, on her promotion to the section chief position for plan formulation in St. Louis.
- Congratulations **Katie Opsahl**, planning, and her husband on the birth of their daughter, **Mary Jane Marie Opsahl**, April 17. She was 7 lbs., 7 ozs. and 20 inches long.



Congratulations to **Jeff Grow**, real estate, and his wife **Courtney Grow**, on the birth of their daughter, **Giuliana Susan Marie Grow**, April

16. She was 8.12 lbs and 21 inches long.



Congratulations to **Shannon Bauer**, public affairs, and her husband, **Kirby Bauer**, Army Corps of Engineers

Information Technology, on the adoption of their son, **Jacob Bauer**, April 15.

## Taps

- Richard Ingle**, former head lock and dam operator, operations, Minneapolis Services were held March 21 at Glende-Nilson Funeral Home in Fergus Falls, Minn.
- Raymond Bronk**, former lock and dam operator at Lock and Dam 5, Minnesota City, Minn., passed away May 3. Services were held May 7 at Holy Trinity Catholic Church in Rollingstone, Minn.

## Seasonal/New hires

- Paul Hauser**, operations, regulatory, district office, St. Paul, Minn.
- Jessica Kempke**, operations, regulatory, Green Bay, Wis.
- Patrick Foley**, engineering and construction, rehired annuitant, district office, St. Paul, Minn.
- Daniel Burger**, operations, lock and dam operator, Lock and Dam 9, Eastman, Wis.
- Paula Gray**, operations, park ranger, Sandy Lake, McGregor, Minn.
- Aidan Windebank**, operations, park ranger, Leech Lake, Federal Dam, Minn.
- Taylor Boardman**, operations, student trainee, Blackhawk Park, De Soto, Wis.
- Andrew Bluell**, operations, student trainee, Cross Lake Recreation Area, Crosslake, Minn.

## Retirees

- Nancy Peck**, operations, cook steward, Dredge Goetz, Fountain City, Wis.
- Tim Bertschi**, operations, recreation and natural resources chief, Fargo, N.D.
- Timothy Fuller**, operations, lock and dam operator, Lock and Dam 4, Alma, Wis.
- Deborah Griffith**, operations, park supervisor, Cross Lake Recreation Area, Crosslake, Minn.
- Bonnie Montgomery**, resource management, financial analyst, district office, St. Paul, Minn.



Congratulations to **Jake Fall**, engineering and construction, and his wife, **Valerie Fall**, on the birth of their son, **Jayden Lee Fall**, May 12. He was 7 lbs., 14 ozs., and 20.5 inches long.



## Antiterrorism awareness for travelers

The Army antiterrorism awareness theme for the third quarter is area of responsibility awareness. The audience for this theme, in addition to operational

forces conducting missions overseas, is the individual traveler, both official and personal.

The security office wants to remind all employees that they have developed a foreign travel website on the St. Paul District Intranet that contains links to a variety of resources to assist you when planning your next trip. Included on this page is a link to the foreign travel briefing form and a template to assist with developing an individual force protection plan.

The possibility of you becoming involved in a hostile intelligence operation, a war or terrorist act is remote. The greatest threat to you and your family, when traveling, is low-level crime. Our intent is to get you to think about the possibility that it does happen, and it could happen to you. Understanding this possibility is the best defense against being taken by surprise. Be alert, be able to react, maintain a low profile, be a little unpredictable in your movements, and abide by the simplest of defensive travel measures to ensure your safe trip abroad. A few extra precautions will make all the difference.

If you have any questions regarding your planned destination, or access to additional products to assist in your preparation. Please contact any member of the security team.

***"If You See Something, Say Something"***

**VIGILANCE**  
Always Ready. Always Alert.



## What is in a safety office

Safety? Just what does the safety office do anyway?

The safety office and its staff manage the commander's safety program and, time permitting, assists other offices in their

individual safety programs. Here is a list of just some of the things they get involved with:

**Inspections:** The Occupational Safety and Health Administration, or OSHA, regulation 1960.25 requires that each workplace, including offices, be inspected at least annually.

**Accident Investigations:** The OSHA requires all accidents be investigated. However, only the most serious require formal investigations. Most accident investigations are done by local supervisors.

**Disaster operations:** Responding personnel face challenging work schedules and potentially hazardous work environments. The safety staff supporting these missions monitor operations and make recommendations regarding safety.

**Personal Protective Equipment, or PPE:** The safety office is the district "ground zero" for PPE. If you need a hardhat, high visibility vest, safety glasses or ear plugs, just drop on in. Some quick training and a signature is all that is required.

**Training:** The safety office is prepared and qualified to conduct much of the safety training requirements.

**Record Keeping:** Each place of business is required to record injuries which meet certain requirements. The "record" for every fiscal year must then be posted for employee review. We review incidents to determine if they meet the criteria to be put on the list.

**Safety Promotions:** Some of these are easy. In late summer, children go back to school. In late May, most children get out of school for the summer. Reminding everyone to watch out for children is one of the ways we help not just our co-workers, but help protect your family and children, too. When we remind folks to change the batteries in their smoke detectors, to avoid drinking and driving, and watch for motorcycles, we are spreading a message to help keep you safe.

**Occupational Health:** Occupational health involves monitor for things like asbestos, silica during cement cutting operations, or maybe preventing hearing loss from noise.

**Contractor Safety:** Contractors are required to submit an Accident Prevention Plan before they start a project. We work with the district construction representatives to ensure the submitted plan meets the requirements of the USACE safety manual and other applicable legal requirements. These reviews are critical to helping contractors keep their people safe while doing business on our properties. We also will visit a construction site to do safety inspections.

**DVD lending program:** The safety office has a large library of safety DVDs. We still have several of the older videos (remember seeing "The Killing Machine"?), and we also have many new DVDs which capture and hold your attention. Supervisors, if you are looking for a good tool box talk or DVD to promote safety, contact the safety office for a current list of available items.

Of course that's not everything the safety office does. The key to the office being successful is the ability to do research and to be able to talk with people. The office motto is simple, "To make sure that people go home in the same condition they came to work in."





## Are you ready for retirement

Benefit advisors from FEDweek report that a critical Thrift Savings Plan mistake employees make too often is that they fail to contribute at all to their TSP.

About 17 percent of all people eligible to participate in 401k-like plans such as the TSP don't, according to data provided by the Profit Sharing/401k Council of America.

Are people simply investing their money in other ways? There's little data to know for sure. But it's a safe bet that since retirement for many of us can seem so far off, it's easy to procrastinate, finding out when it's too late to do much about it, that we haven't saved enough to nail down a secure retirement.

What we often do is violate the three key requirements of wealth accumulation:

- (1) sufficient time for money to compound;
- (2) enough money doing the compounding; and
- (3) a sufficient level earnings on those dollars over time. Of these three factors, time is the most important by a wide margin.

For Federal Employees' Retirement System employees, all the money contributed to their accounts vests immediately with the exception of the first 1 percent automatic agency contribution (which takes three years of employment to vest). This means at the 5 percent contribution level the FERS worker earns 100 percent on his or her investment. Where else can one do that?

## Save the date

The 2015 Summer Awards Ceremony and Family Picnic will be held on Thursday, July 9 at Minnehaha Regional Park in Minneapolis

## Task force explores Mississippi River future



The Water Level Management Task Force interagency is a technical advisory group to the River Resources Forum and is currently working on plans for future drawdowns in Pools 3 and 8, of the Mississippi River as well as a proposal to incorporate drawdown planning into the Mississippi River Master and Operational Management Plans for resource development.

## New safety manual is now online

The latest Corps of Engineers safety manual, ER 385-1-1, is now online. Click on the photo or visit the link [http://www.publications.usace.army.mil/Portals/76/Publications/EngineerManuals/EM\\_385-1-1.pdf](http://www.publications.usace.army.mil/Portals/76/Publications/EngineerManuals/EM_385-1-1.pdf)



## New staff support IT branch

The Army Corps of Engineers – Information Technology, or ACE-IT, support services officially transitioned to Vectrus Systems May 8. They are the new ACE-IT IM/IT Enterprise Services, or AIES, Contractor. In the process, we have added three new team members to the local district support team. Please take the time to welcome our new co-workers:

Brad Hustad, Vectrus team lead/system administrator;

Brian Higgin-Houser, IT helpdesk technician; and Kevin Harjamaki, IT helpdesk technician.

Brad, Brian and Kevin join our continuing ACE-IT staff, Joe Lind, Kevin Lapp, Marshall Crippen, and Bill Doerfler to provide ongoing IT support to the Saint Paul District.