US Army Corps of Engineers®
St. Paul District

Crosscurrents

Vol. 25, No. 9 September 2002

New control station opens at Lock and Dam 7

By Shannon Bauer

The U.S. Army Corps of Engineers, St. Paul District, invited the public to join in a grand opening and dedication ceremony Sept. 20 for the newly renovated Lock and Dam 7, located on the Mississippi River two miles north of La Crescent, Minn.

This event, held in conjunction with the city's annual Applefest, celebrated the completion of a major upgrade of the facilities and mechanical components of this lock and dam, as well as the restoration of its original 1930s control center into a visitors' center. The day's events included a ribbon-cutting, dedication ceremony and tours.

Lock and Dam 7 is part of a 29-lock system authorized in 1930 to improve commerce on the Mississippi River and provide a nine-foot

Lock and Dam, continued on page 12

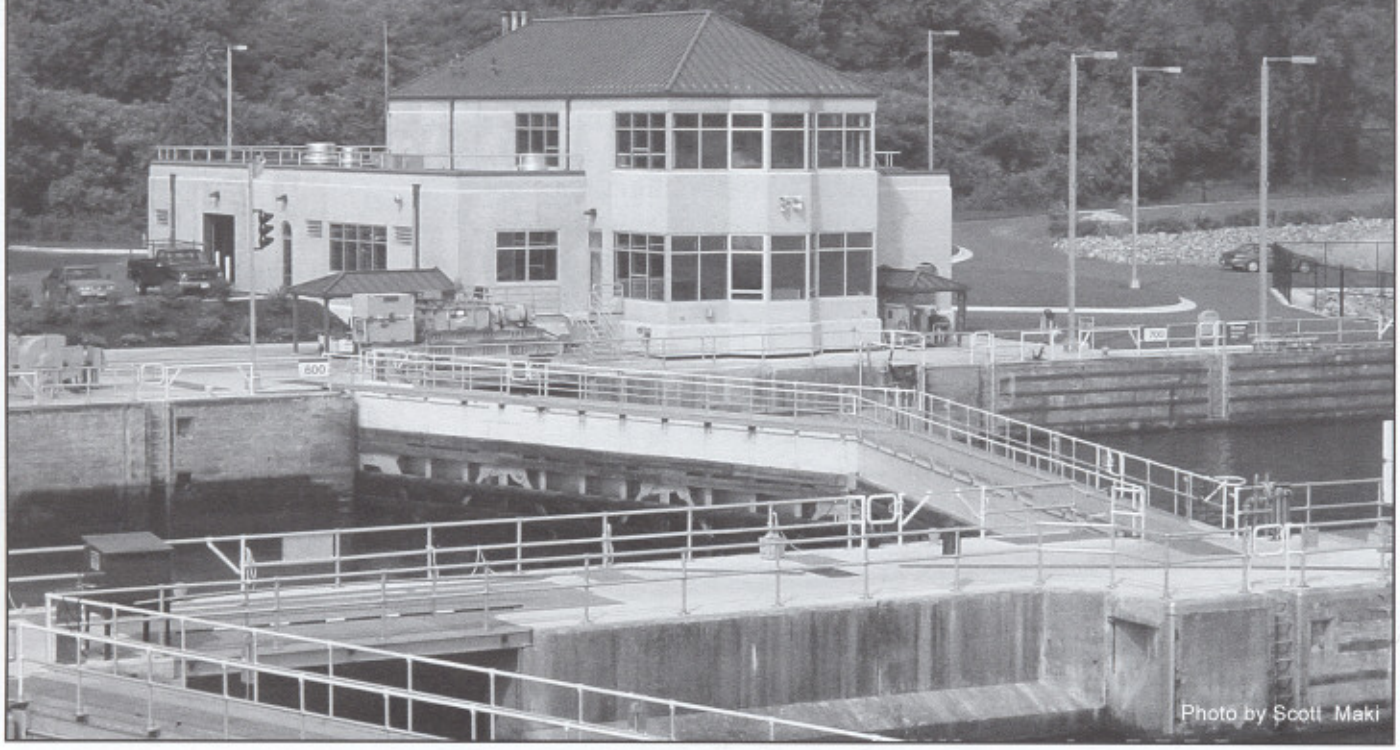

Photo by Scott Maki

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Performance teams revamp recruiting, communications

Two teams from the St. Paul District apply Army Performance Improvement Criteria to improve recruiting and communications.

Team B boosts recruiting

By Mike Knoff

The APIC Team B objectives are to "increase recruitment options" and "do a better job of telling our story to potential recruits."

Team members include Mike Knoff as the team leader, Pat Foley, David DePoint, Terry Jorgenson, Marianne Price, Russ Williams and Gregg Struss. Linda Krueger is the team champion, and John Bailen is the APIC steering committee member.

Here's how the team is doing to meet the objectives and how those objectives will help district employees:

Task One: Develop a web-based recruitment process manual for use by district managers and recruiters.

Meeting Task One: The civilian personnel advisory center is working with information management to adopt the South Pacific Division's *Supervisors Recruitment Process Manual*. It should be available by the end of the year and will provide managers and recruiters a single location for information and links related to recruiting and hiring.

Task Two: Review recruitment materials for appearance, appropriateness and consistency of message and update as necessary.

Meeting Task Two: The team reviewed available information to determine what recruits are looking for in an employer and whether the district provides what they want. Using a checklist developed from this review, district recruitment materials (brochures, websites, posters, etc.) will be updated.

Task Three: Brief and debrief recruiters.

Meeting Task Three: CPAC has been briefing participants when they attend a career fair.

Task Four: Reach out to students at all levels, particularly minorities, to inform them about the Corps' career opportunities.

Meeting Task Four: Our district's partnership with the Washington Technology Middle School in St. Paul, Minn., and participation in senior design courses at two universities, are two examples of the types of activities covered by this task.

Team E improves internal communications

By Dean Peterson

During the December 2001 off-site, seven different teams were charged with developing action plans to achieve identified objectives. Team E's objectives centered on improving internal communications within the district by:

A. Improving up, down, sideways communication among all district personnel;

B. Improving access to information for all district personnel; and

C. Improving emphasis on importance of improving communications skills.

Team members include Dean Peterson as the team leader, Randy Brunet, Eric Carlson, Jim Stadelman, Maria Valencia, Ben Wopat and Holly Zillmer. Mark Davidson is the team champion, and Marsha Mose is the APIC steering committee member.

During the December off-site, the team developed an action plan with identified tasks that, when completed, would move the district in the direction of improving internal communications. The tasks, along with their current status, follow:

Task One: Develop an executive office web page for use by district employees.

Meeting Task One: This task is complete. Some of the page features, according to Holly Zillmer,

Performance, *continued on Page 13*

US Army Corps of Engineers.
St. Paul District
Crosscurrents

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District supports flood fight in northwestern Minnesota

St. Paul District photo

Water broke through existing levees in Roseau, Minn., and around 75 percent of the city flooded.

By Shannon Bauer

While drought and fires ravaged much of the rest of the country this summer, Minnesotans spent most of their time slinging sand and fighting floods.

From June 11 to July 11, heavy downpours on already saturated ground caused severe flooding in much of northwestern Minnesota. The Corps of Engineers, St. Paul District, activated its emergency operations center and initiated flood response efforts at the request of the governor of Minnesota.

"Flooding in June is an unusual event in Minnesota, especially flooding of this magnitude," said Dave Christenson, St. Paul District chief of readiness. "Normally, flooding happens here earlier in the spring, when the snow melts.

"What was really unusual, though, was there were multiple events resulting in the district activating emergency response teams on a continual basis for the last few months," he continued, "especially considering this year was a mild spring for us."

In all, more than 870,000 sandbags were provided throughout the state and approximately $1.4 million was spent on direct assistance.

"The entire district supported the flood fight – either directly or indirectly," said Christenson, "and they did it very effectively."

Ada, Minn., which sits on the Wild Rice River, flooded not once, but twice, cresting above flood stage on June 11 and again on June 23. During the first flood, which became the flood of record for the town at 17.19 feet, the Corps provided technical assistance and sandbags in both Ada and Borup, Minn.

10 inches of rain in 12 hours

Water levels had dropped substantially, but a heavy rainfall two weeks later of up to 10 inches in 12 hours caused an immediate threat of flash flooding – this time with the water expecting to crest even higher.

"The initial National Weather Service prediction was for three high feet higher than the flood of record two weeks earlier [and three feet higher than the existing emergency levee already in place there], which would have been very difficult to respond to," said Tim Bertschi, the district's western area flood manager.

A Corps response team was set

Flood fight, *continued on Page 4*

Photo by Timm Rennecke

Tom Stiel, left, and Jay Bushy, right, survey the placement of rip rap at a harbor in Warroad, Minn., in early July. They work in the western area office in Grand Forks, N.D.

St. Paul District photo

Photo by Timm Rennecke

Above is an aerial photo of flooding at Roseau, Minn., looking west. When the water receded, the president declared Roseau and its surrounding communities a natural disaster area. At left, Jay Bushy from the Western Area Office, assisted with the installation of geo-cell, an alternative to sandbag levees. "The rapid deployment floodwall comes in four-foot by four-foot by eight-inch grid sections," said Bushy. "Each section is interlocked to the previous one, with the opened sections like cardboard dividers used in packaging bottles. Sand is filled in the rows to create the protection."

Flood fight, *continued from Page 3*

up Sunday around 3 a.m., and a contract was in place by 9:30 a.m. By late evening June 24, the emergency levees were complete. A standby contract was executed and held open until the afternoon of June 25.

Dick Sundberg, construction representative from the Fargo, N.D., construction office, said he got called around 4 a.m. Sunday from Bertschi and was meeting with local officials by 6 a.m. "No one knew exactly what the water levels were going to be," Sundberg said, "but we knew we needed to move in materials as fast as we could; the roads were going to flood."

Sundberg said he estimated he needed around 14,000 cubic yards of dirt to build the levees and was only able to haul in 8,000 cubic yards before the roads were submerged. The rest, he said, they obtained from the city's fairgrounds, ice skating rink and alongside its main highway.

Protection holds water back

"Placing material in behind homes and businesses was a difficult task. We had city council members going door-to-door, arranging accesses to the levee," said Sundberg. "The city also provided private citizens as flagman to facilitate the movement of trucks and equipment."

When the water finally crested at 7 a.m. the next day at approximately seventh-tenths foot higher than the previous flood, the protection in place held the water back. "It was completed just in time, and the protection was critical to protecting Ada," said Bertschi. "The town was very appreciative of the Corps' support."

Around the same time as the first flood in Ada, overland flooding soaked the city of Roseau, Minn., which sits on the river of the same name near the Minnesota-Canadian border. The water broke through the town's existing levees, and around 75 percent of the city flooded. The Corps was requested to help mitigate more damage, as the water continued to rise and parts of the city were being evacuated.

Of the 17 people who work out of the Grand Forks, N.D., office, seven of them deployed to Roseau. Tom Stiel, flood engineer from this office, said they arrived Monday afternoon, shortly before the existing levee broke and shortly thereafter were asked to provide emergency response.

"By 7 p.m. that night, we had contractors building levees along the

Photo by Corrine Hodapp

Mike Hlady, Darrell Morey and Mark Krenelka review a levee alignment designed to protect Ada, Minn. Hlady and Krenelka work in the western area office in Grand Forks, N.D. Morey works in the St. Paul district office.

railroad tracks and through downtown Roseau," said Stiel. The levees stopped water flows into the south and southwest of the city and allowed for the pumping of standing water behind the levees.

A combined city, county, state and Corps effort to build dikes, pump water and bag sand progressed throughout the week. The river rose to 23.12 feet June 13, nearly two feet above the flood of record and 7 feet higher than its flood stage. According to the Federal Emergency Management Agency, around 95 percent of the structures there had severe water damage.

"We did all we could..."

"We did all we could do in the time we had," said Stiel. "I definitely think we did a decent jobs, and the community was grateful we were there."

When the water receded, the president declared Roseau and its surrounding communities a natural disaster area. FEMA moved in and asked the Corps to stay and help cleanup. At FEMA's request, the Corps assembled a team to haul and install travel trailers into Roseau for the victims of the flooding whose homes were too damaged for occupancy. (See "District provides homes for flood-stricken residents," Page 6.)

When the trailers began arriving in Roseau, it was time to haul out the shovels again. The next community to request assistance was Warroad, Minn., which is located on Lake of the Woods and also on the Canadian-Minnesotan border. Tim Rennecke, Lake of the Woods and Rainy River flood engineer, said the Corps began meeting with city and county officials on June 25.

"They [the local officials] were concerned with rising lake levels. They wanted to know what was going to happen and what they should do," he said. "Besides flooding, they were worried about wave action."

This large lake, normally at a summer elevation of 1060.5 feet was already at an elevation of 1061.8 feet and rising. A harbor in the city was flooding and water was backing up through the city's sewer system.

"The city wanted to retain access for businesses and boat ramps. Plus, the Red Lake tribe has a casino and restaurant right on the shoreline. Tourism is big business up there," said Rennecke. "We tried to come up with a plan that would meet everyone's needs.

"The first and most critical issue was to construct a plug for that harbor," he said. "As soon as we were able to get a ditch plug in place, the city began pumping."

The second item needed, he continued, was a 3,900-foot levee along the shoreline to act as a wave break he explained, but, in the event of a large rainstorm, it might also be needed as a levee.

Lake flooding is different

Since lake flooding is different than river flooding in that the protection needs to stay up longer and rock was expensive and scarce in Warroad, Corps' engineers designed a levee made up of three different kinds of material, depending on the amount of protection needed. Where the wave action might be the fiercest, Rennecke said, they used both geo-cell and jersey barriers. Where flooding might be more of a concern than wave action, clay and plastic was used.

***Flood fight**, continued Page 10*

District provides homes for flood-stricken residents in northwestern Minnesota

By Shannon Bauer

At the request of the Federal Emergency Management Agency, the St. Paul District activated its Planning and Response Team to provide temporary housing for the victims of the northwestern Minnesota flooding late June.

This team, formed in 2000, is one of five across the Corps that specializes in providing temporary housing after a disaster. Each district is assigned a specific mission and is responsible for providing a trained PRT to execute this mission when called on. Other missions include debris, water, ice, temporary roofing and emergency power.

Shelly Shafer, emergency operations center chief, said the purpose of assigning missions in this manner was to enhance efficiency and expertise in each mission area, resulting in better service to FEMA and disaster victims.

"Prior to implementation of Readiness 2000, every district typically had to find personnel in-house to execute any or all of the recovery missions," she said. "This resulted in significant impacts to the districts, in addition to sometimes having to fill the bill with personnel not necessarily trained to execute the missions."

Pick up and go in six hours

The district's PRT consists of all volunteers who can pick up and go in six hours. It includes a mission manager, action officer, mission specialist, contract specialist, real estate specialist, resident engineer, logistics specialist, quality assurance inspector and a design team made up of engineers, environmental specialists, electricians and more. Its role is to find appropriate sites for temporary housing, purchase the housing, install it and maintain it.

According to PRT member Tim Grundhoffer of the engineering and design department, the flooding this summer in Minnesota was the third time the team was activated since its inception. In 2001, they deployed to West Virginia after intense flooding on the east coast, and in 2000, to Los Alamos, N.M., after fires.

"Normally, we're on a rotating basis [with other temporary housing PRTs across the Corps] and it wasn't our turn," said Grundhoffer. "But since the flooding this year was happening in our district, we got first dibs on responding."

FEMA will usually first install travel trailers itself and then request the Corps to come in later to build group manufactured home sites. In this case, they requested the PRT do both. Tim Bertschi, PRT action officer and western-area flood engineer, said this is unusual for the Corps and a first for the district.

The PRT installed more than 150 travel trailers in around a month's

St. Paul District photo

Deborah Griffith and Ray Marinan review video images documenting the housing mission in Roseau, Minn., in early July. They were at the at the command center in Roseau.

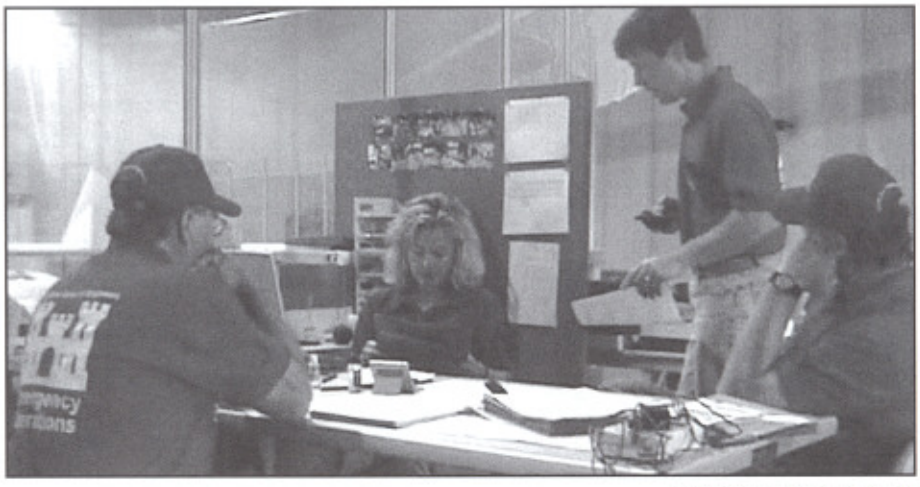
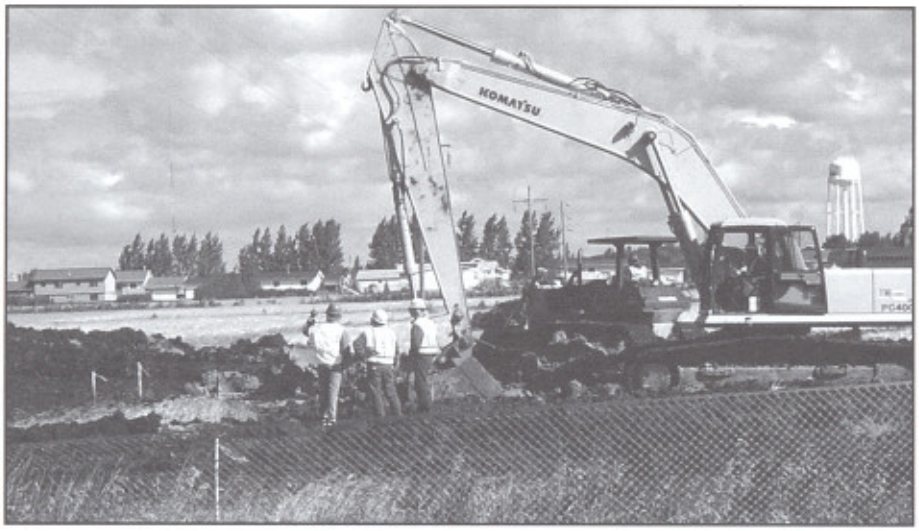


Photo by Deborah Griffith

Lowell Hanson, Lisa Brantner, Dave Reynolds and Randy Melby discuss the travel trailer mission from their base at the Ram Center, a hockey arena in Roseau, Minn. The district provided nearly 160 trailers for short-term housing for displaced residents under the authority of the Federal Emergency Management Agency.



St. Paul District photo

The district had a contractor on the work site Aug. 18, preparing infrastructure in the city of Roseau, Minn. An integrated project response team, working closely with local officials, circulated a contract solicitation Aug. 6, received four bids, and issued the notice to proceed with construction August 12. The stage one of the development was ready for occupancy in about 30 days. A small, woman-owned business from the community bid $1.6 million for the contract.

time and are now setting up a group manufactured housing site for up to 100 mobile homes.

Bonnie Greenleaf, PRT leader for the travel trailer portion of the mission and Corps' project manager, said the team was meeting with FEMA for the first time on a Monday night; was on its way to Roseau, Minn., on Tuesday; welcoming its first trailers into town Thursday; and completing its first installations by Sunday. "FEMA said it was a record for installations," said Greenleaf.

"However, the mayor wanted to know where the trailers were even before we got the mission," she said. "So from our perspective, we didn't want to forget that although we just got involved, the flooding had occurred 10 days earlier.

"We tried to look at it from their point-of-view; they just wanted to get on with their lives," she continued. "They were very appreciative that we moved as fast as we did, and we tried to help them out as best we could."

Moving the trailers in so swiftly was still a challenge, though, she added. "They were in the process of model transition, so the factories were shut down," she explained. "Cathy Frederickson of contracting was a big help in capturing the inventory that was out there. It required nearly 30 contractual actions just to get the trailers that were available, purchased, delivered and installed."

Debris was everywhere

In addition, she said, when the team arrived in Roseau, they found debris everywhere – not only from the flooding but also from the residents cleaning out their basements. The team needed to figure out how to get the travel trailers in without interfering with the debris removal.

At its peak, the team installed 14 travel trailers in one day. "It was a great team effort," said Greenleaf. "The team works well together, and they do a good job."

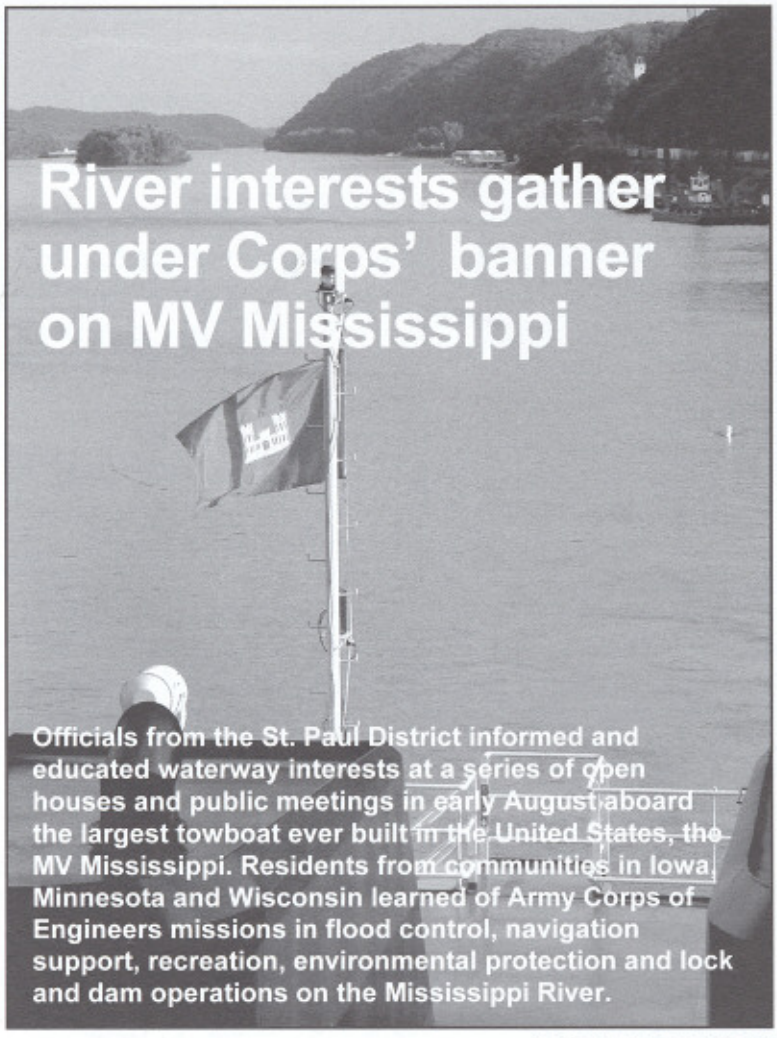
And besides providing temporary housing, the PRT put to use many other communication and interpersonal skills. "The 'red shirt' folks were exposed to a very personal part of this effort," said Bertschi. "Each time they met on site with the people they were installing trailers for, they became unofficial counselors in listening to folks' plights through this disaster.

***Homes**, continued on page 10*

Photo by Dave Reynolds

These manufactured homes were moved from a staging area (above) in Roseau, Minn., to a site the district developed for about 70 homes. The district designed the site's infrastructure to be compatible for future single family dwellings when the housing is removed.

River interests gather under Corps' banner on MV Mississippi



Officials from the St. Paul District informed and educated waterway interests at a series of open houses and public meetings in early August aboard the largest towboat ever built in the United States, the MV Mississippi. Residents from communities in Iowa, Minnesota and Wisconsin learned of Army Corps of Engineers missions in flood control, navigation support, recreation, environmental protection and lock and dam operations on the Mississippi River.

Photo by Shannon Bauer

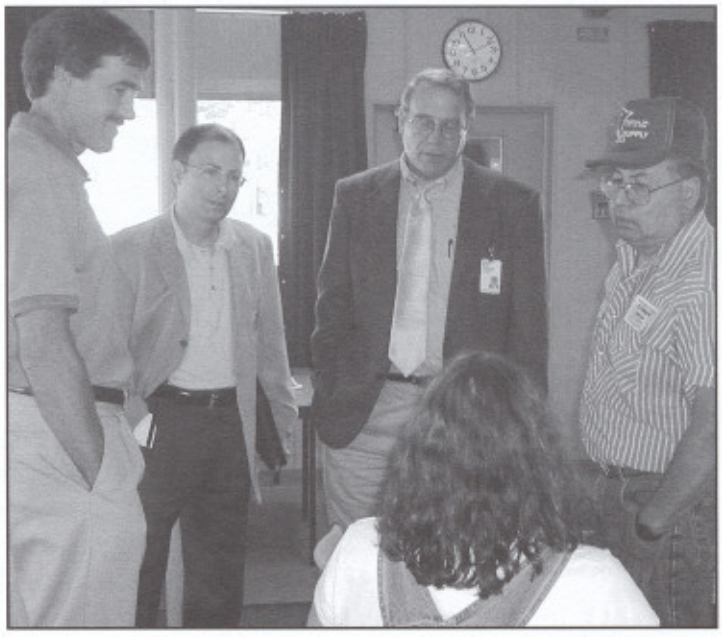


Photo by Dan Yang

Photo by Dan Yang

Andrea Childress, engineering, welcomes Kathleen Meyer of Meyer Contracting on board the MV Mississippi in St. Paul Aug. 9.

Photo by Dan Yang

Above is Russell Williams, project management. At left are Randy Czaia, Small Business Administration, Charles Horwitz and Fred Mitchell, from contracting; and Edward W. Morgan from Ed's Construction Services in Cass Lake, Minn.

Photo by Shannon Bauer

Brianna Linshead, construction-operations, and Kalue Her, project management, registered guests in St. Paul Aug. 9. The MV Mississippi hosted St. Paul business leaders, federal executives and water resource planners on trips through Pool 2. The boat also hosted a public meeting in Marquette, Iowa, and open houses in La Crosse, Wis., and Red Wing, Minn.

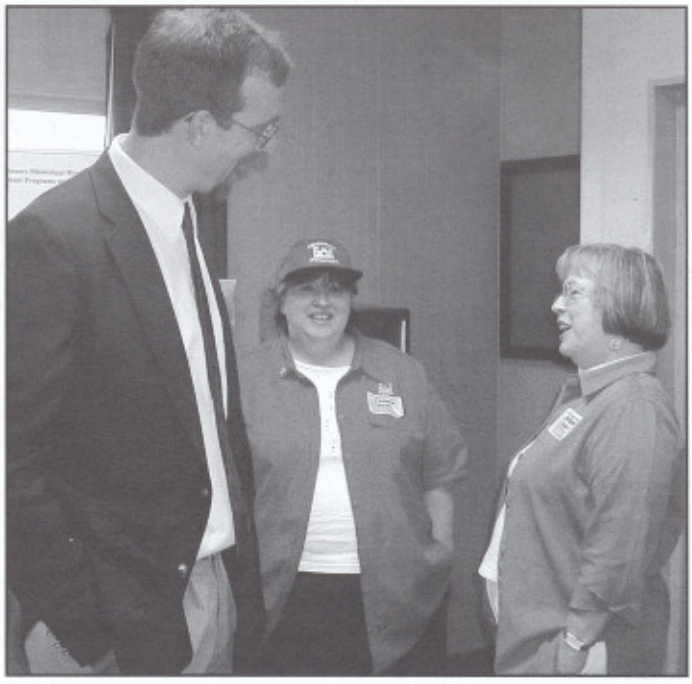


Photo by Dan Yang

Mike Knoff, engineering, and Yvonne Berner, construction-operations, visit with Patti Vignalo of Northwest Services, a travel agency.

Photo by Dan Yang

Mark Davidson, public affairs, at the St. Paul Chamber of Commerce event, exchanged business cards with a small-business person.

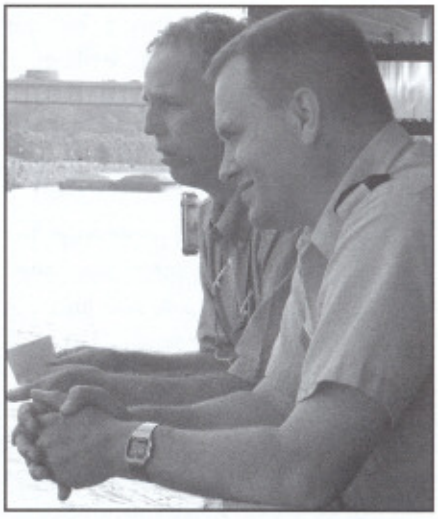


Photo by Dan Yang

St. Paul District Commander, Col. Robert Ball, aboard the MV Mississippi Aug. 9.

***Flood fight**, continued from Page 5*

It was the first time the St. Paul District tried geo-cells for fighting floods. A clear, plastic grid system, the geo-cells are filled with dirt and can be stacked four feet by four feet. In addition, they are recyclable for up to six floods.

"They are expensive at first," said Rennecke. "But volunteers provide labor for installation and removal, and they may be used several times; so in the long run, they may be cost effective."

For the jersey barrier portion of the levee, the Minnesota Department of Transportation brought in a combination of concrete and plastic triton barriers that could be filled with water, making them easier to move and carry. Clay covered with plastic was placed behind the jersey barriers for stabilization and to provide a watertight seal.

The water on Lake of the Woods peaked at 1062.41 on July 5, but it's still high as this story was written. Rennecke said the district set up a monitoring plan prior to leaving Warroad to ensure the levee held, and it did.

"We provided flood protection for the town; and, at the same time, we were able to keep the streets and businesses open," he said. "I'd have to say it was a great team effort between the city, county and Corps."

Other areas of northwestern Minnesota faced flooding as well, and the St. Paul District provided technical support to many more counties and cities. The high rains filled much of the regions lakes and rivers, and high rivers caused the closing of Minneapolis locks and dams.

***Homes**, continued from Page 7*

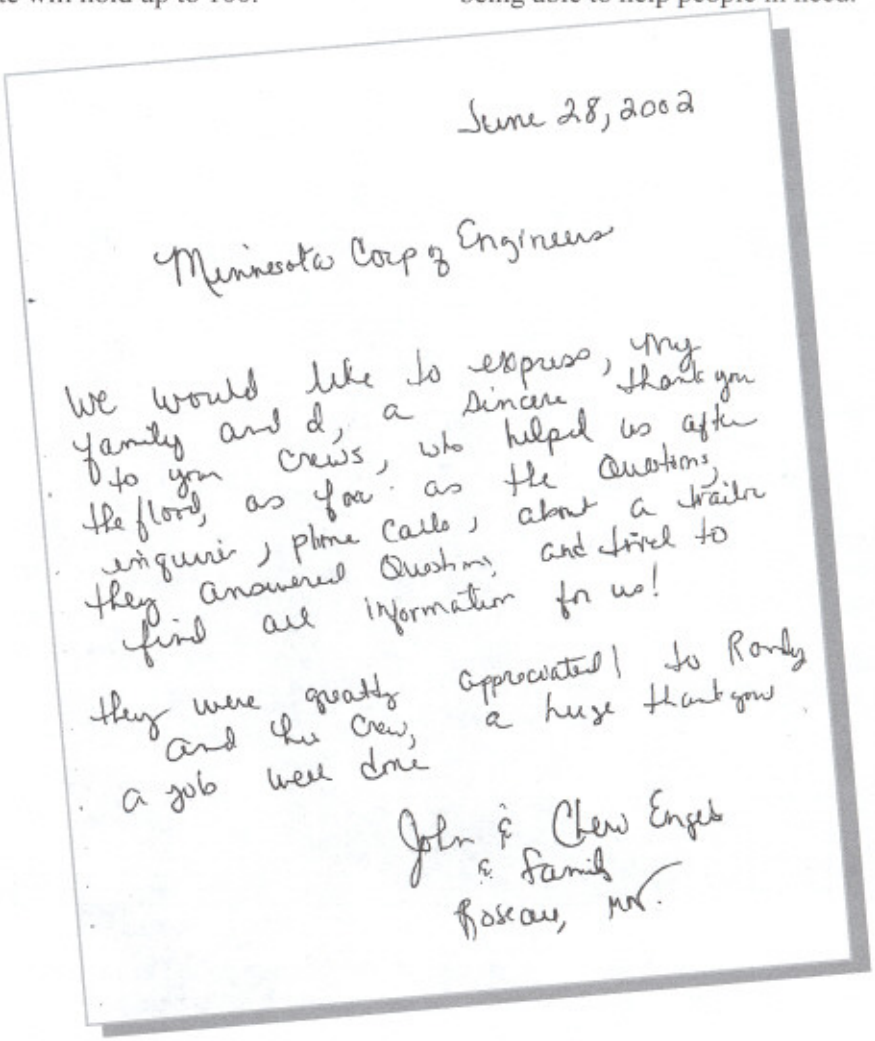
Often, they would take it upon themselves to help someone fix their sump pump or whatever immediate need there might be."

The manufactured housing site mission arrived mid-July. As Minnesotans cannot survive a northern winter in travel trailers, FEMA requested the Corps build a group site for manufactured homes. Those still dwelling in travel trailers needed to be relocated to mobile homes.

Grundhoffer served as PRT leader for this portion of the mission. He said, at the time this story was written, that FEMA has so far requested 40 homes; however, the site will hold up to 100.

Those serving on or assisting the PRT for the northwestern Minnesota disaster recovery mission included: Ken Beck, Darren Bergsgaard, Tim Bertschi, Lisa Brantner, Dave Christenson, Doug Crum, Rick Femrite, Cathy Frederickson, Bonnie Greenleaf, Deb Griffith, Tim Grundhoffer, Lowell Hanson, Rick Hauck, Keri Layman, Ray Marinan, Randy Melby, Fred Mitchell, Tammy Moore, Dave Reynolds, Blake Sander, Bob Silvagni, Shelly Shafer, Tom Stiel, Dave Valen and Gary Wolf.

When asked why he volunteers on the PRT, Grundhoffer explained, "It's a very rewarding experience being able to help people in need."



June 28, 2002

Minnesota Corps of Engineers

We would like to express, my family and I, a sincere thank you to your crews, who helped us after the flood, as far as the questions, inquiries, phone calls, about a trailer they answered questions, and tried to find all information for us!

They were greatly appreciated! to Randy and the Crew, a huge thank you a job well done

John & Chew Engels & family Roseau, MN.

Upper St. Anthony Falls becomes learning platform for Native Americans

By Michelle Schneider

St. Paul District employees helped teach students at the Native American math and science camp held at the University of Minnesota's St. Anthony Falls laboratory July 26 through Aug. 3, 2002. The laboratory's focus is engineering, environmental and geophysical fluid dynamics.

Yvonne Berner from regulatory branch and I, from hydrology, taught ninth- and 10th-grade students about the interrelationship between climate and hydrology and the importance of wetlands to the hydrologic cycle.

The university has hosted the camp each summer since 1991. This year was the first year that the National Center for Earth Surface Dynamics and the St. Anthony Falls laboratory have been involved. The camp was expanded to include a second year for returning students, thanks to NCED and laboratory's involvement with Native Americans. The first-year students brushed up on their math and science skills. Second-year students learned about water resources.

Photo by Brad Johnson

Matt Pearcy, St. Paul District historian, engaged Native American students at the math and science camp with an exercise demonstrating changes in the St. Anthony Falls area in the past 150 years.

Jeff Marr from the laboratory coordinated learning modules for the second-year students and created a program in water resources. The St. Paul District had expressed a desire to be involved with the outreach aspects of the NCED and this commitment became a reality with the assistance of instructors for the camp. Marr, Berner, I and the lab's graduate students created lesson plans used for the water resources program.

Berner and Steve Lenhart, the lockmaster at Upper St. Anthony Falls Lock and Dam, arranged a tour of the lock and the interpretive center for the students and staff. Following the lock tour, the group met on Nicollet Island and Matt Pearcy, district historian, and Brad Johnson, district archeologist, talked to the group about the history of the St. Anthony Falls area and how it related to the students' Native American culture.

The students were very enthusiastic and eager to learn. They looked forward to returning to the camp next year and were very interested in future employment with the Corps.

Submitted photo

Michelle Schneider and the camp students saw a working model of the San Antonio river tunnel study, a Corps' project.

Submitted photo

At left is Jeff Marr, the St. Anthony Falls laboratory coordinator for the camp at the University of Minnesota, Minneapolis. He and Michelle Schneider, hydraulics branch, and one of the students examine a model used to study dams and dam removal.

St. Paul District hosts sciences panels and deputy assistant secretary of the Army

By Marsha Mose

Two 13-member panels from the National Research Council, the operating arm of the National Academy of Sciences, visited the St. Paul District in late July and in mid-August 2002 to discuss how the district uses adaptive management and how the district implements the Corps' planning guidance.

Dominic Izzo, deputy assistant secretary of the Army for civil works, joined the discussion on planning methods on August 16.

The NAS was established in 1863 and its purpose, as an independent body, is to advise government on policy for institutions of science. In this case, Congress requested that the NAS analyze "the Corps of Engineers' review processes and methods for project analysis."

According to Jeff Jacobs, the NRC study director, "It was not immediately clear how we would respond to this. In the end, we decided to form four different study panels. One panel, on peer review procedures, finished their report a few weeks ago. The panel looking at adaptive management visited the district two weeks ago, and this panel on planning guidance will issue its report in spring 2003."

A panel on river basin and coastal systems planning makes up the fourth group.

The panels will use information and insights they gathered during their visit with the district in their report back to Congress.

Ed McNally, project management, who presented the district's perspective on the strengths and weaknesses of the existing guidance said, "I found it remarkable that Deputy Assistant Secretary Izzo, the division and the district all had a very similar vision of specific changes that would improve planning policy and guidance. My hope is the panel will accept many of those inputs and that Congress and our headquarters will take the panel's recommendations to heart."

During their time here in August, the panel members also visited Upper St. Anthony Falls and the St. Paul Flood Control project.

Photo by Marsha Mose

Steve Lenhart, lockmaster at Upper St. Anthony Falls Lock and Dam, describes facility and operational features to members of the NRC panel during their visit to the lock and dam. Chuck Spitzack, project management, stands third from left.

***Lock and Dam** , continued from Page 1*

navigational channel between Minneapolis and St. Louis. The Corps of Engineers designed and built the lock and dam system and continues to maintain those valuable resources.

Each year, an average of 1,500 tows and 12,500 pleasure craft pass through Lock and Dam 7. Each two pushes multiple barges carrying a variety of bulk materials, including grain, coal, petroleum products, chemicals, gravel, sand, manufactured goods and machinery. The river at this location also offers extensive opportunities for water-based recreation, ranging from backwater hunting and fishing to long-distance cruising in the main channel.

The renovation of Lock and Dam 7 is part of a larger Corps' project, where all locks and dams on the Upper Mississippi River have new control centers and mechanical upgrades. Lock and Dam 7, however, will be the only one to keep its original control station.

HQ selects Price as Equal Opportunity Officer of the Year

By Shannon Bauer

Headquarters U.S. Army Corps of Engineers recently selected St. Paul District employee Marianne Price as the 2002 USACE Equal Employment Opportunity Officer of the Year.

Marianne Price

Price is one of 49 EEO officers working for the Corps around the globe. She is responsible for promoting equality and opportunity for the 800 employees of St. Paul District.

She received this award for managing an outstanding EEO program and providing expert leadership in developing a workplace of excellence for a diverse work force. Some of her accomplishments include implementing a pilot telecommuting program, recruitment open houses and committees that work on diversity initiatives.

"The St. Paul District's EEO program continues to be recognized as one of the best in the Corps because of Ms. Price's dedication and vision," said Col. Robert Ball, district engineer. "She is rightly recognized as an expert within her field and provides outstanding service to the region and the nation."

Price has been a federal employee for 30 years, working at USACE St. Paul District for the past 18 of those years. Previously, she has worked for the U.S. Air Force, the U.S. Navy and the Department of Justice.

"I hold the values of the EEO program really close to me," said Price. "And for the people I work with to believe I uphold those values well enough to nominate me, and then to actually be selected, is really wonderful. I am truly honored."

***Performance**, continued from Page 2*

the district webmaster, include "Ask the Commander," correspondence examples, staff meeting minutes and archived town hall presentations.

Marsha Mose, executive assistant said "Our intent is that, by creating the executive office web page, employees will be able to have more open access to information generated from the front office."

"The "Ask the Commander" feature also allows people, who normally have no access to the commander, to approach him in an anonymous way with a concern or question they may have," said Mose.

Task Two: Educate employees on communication resources/ repositories.

Meeting Task Two: This task is complete. As part of the sponsorship program and associated checklist, new employees are to be introduced to the district's intranet and internet checklist and associated links. The guide is posted on the CPAC web page.

Task Three: Increase timeliness and improve content of *Crosscurrents*, as well as expand field site items.

Meeting Task Three: This is a work in progress, according to the public affairs office. "Crosscurrents has been delivered on a monthly basis since the beginning of the year," said Mark Davidson, public affairs. "The field sites have been contacted on a regular basis and are sending us stories and photos. We hope all district employees send e-mails or call our office with story ideas, when they think something the Corps is doing is newsworthy."

Task Four: Establish a protocol for providing timely communication to district personnel stationed on the mobile floating plant units within the physical support branch.

Meeting Task Four: This is a work in progress, according to Eric Carlson from Construction Operations, who's working on this task. "Some interim measures have been implemented, but the end result will ultimately be dependent on advances and upgrades in technology," said Carlson.

Task Five: Provide training classes in technical and business writing, proofreading, verbal communications, listening skill, and optimizing the potential use of Microsoft Outlook software.

Meeting Task Five: This is complete, according to the district's training coordinator, Lupe Santos-Jensen. "The fiscal year 2003 training plan includes these classes," said Santos-Jensen.

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Schneider named July Employee of the Month

Photo by Jon Lyman

Michelle Schneider accepts her award from Mark Nelson, acting district deputy engineer.

Michelle Schneider received Employee of the Month honors for several recent significant contributions to the district. Pat Foley, chief of hydraulics, initiated her nomination.

In June, she co-chaired the district's summer awards ceremony and picnic.

In July, she worked with the Native American Math and Science Camp and offered to take personal leave to educate campers. However, the Equal Employment Opportunity office and engineering funded her time to fulfill EEO and recruiting goals. She also initiated a recruitment effort for a Native American who attends Stanford University, Palo Alto, Calif., as well as a month-long telework program to ease the transition for an engineer moving from Colorado to St. Paul. She has eased the transition into the district for other bright and energetic young engineers.

Photo by Robert Jongquist

Rangers teach campers rules of water safety

By Peter Verstegen

Rangers at the St. Paul District's Leech Lake recreation area at Federal Dam, Minn., taught interpretative programs about water safety, wetlands and natural resources each Friday and Saturday throughout the summer.

"Some topics we use are water safety, the value of wetlands, insects, plant and tree identification, wildlife, forest fire prevention, and so on," said Robert Jongquist, park ranger at Leech Lake. "Occasionally, we will take the customers on walks on our nature trails and help them easily identify the plant life around them."

In the above photo, ranger Zeb Hemsworth presented a program on water safety. Children and campers watched the Corps' video, *Safe Passage*. The slow, no-wake buoy is similar to one placed at the entrance to channel to the lake and also in a nearby mooring canal.

The bright reflectors are glowing on the life ring. The ring has a mechanism that tightens around the victim as a person from shore pulls on a rope to bring in the victim. "The harder they pull, the tighter it gets," said Robert Jongquist, park ranger.

***Performance**, continued from Page 13*

Task Six: Encourage participation in next year's training classes.

Meeting Task Six: This has been accomplished through e-mails to the district employees.

Task Seven: Define district e-mail etiquette.

Meeting Task Seven: This has been developed and is posted on the district intranet site.

The ultimate test of whether these tasks improve internal communications within the district and add to the morale of the work force lies in future responses to the Army's Civilian Personnel Attitude Survey, which is an annual survey of all civilian district personnel and Army personnel. Results from the 2001 survey provide a base line to measure future results and trends.

Mark Davidson and Marsha Mose also contributed to this article.

Next issue: Team D improves integration and application of current and future information management systems; Team G improves integration of the project management business process with the district's communications strategy.