



**US Army Corps
of Engineers**
St. Paul District

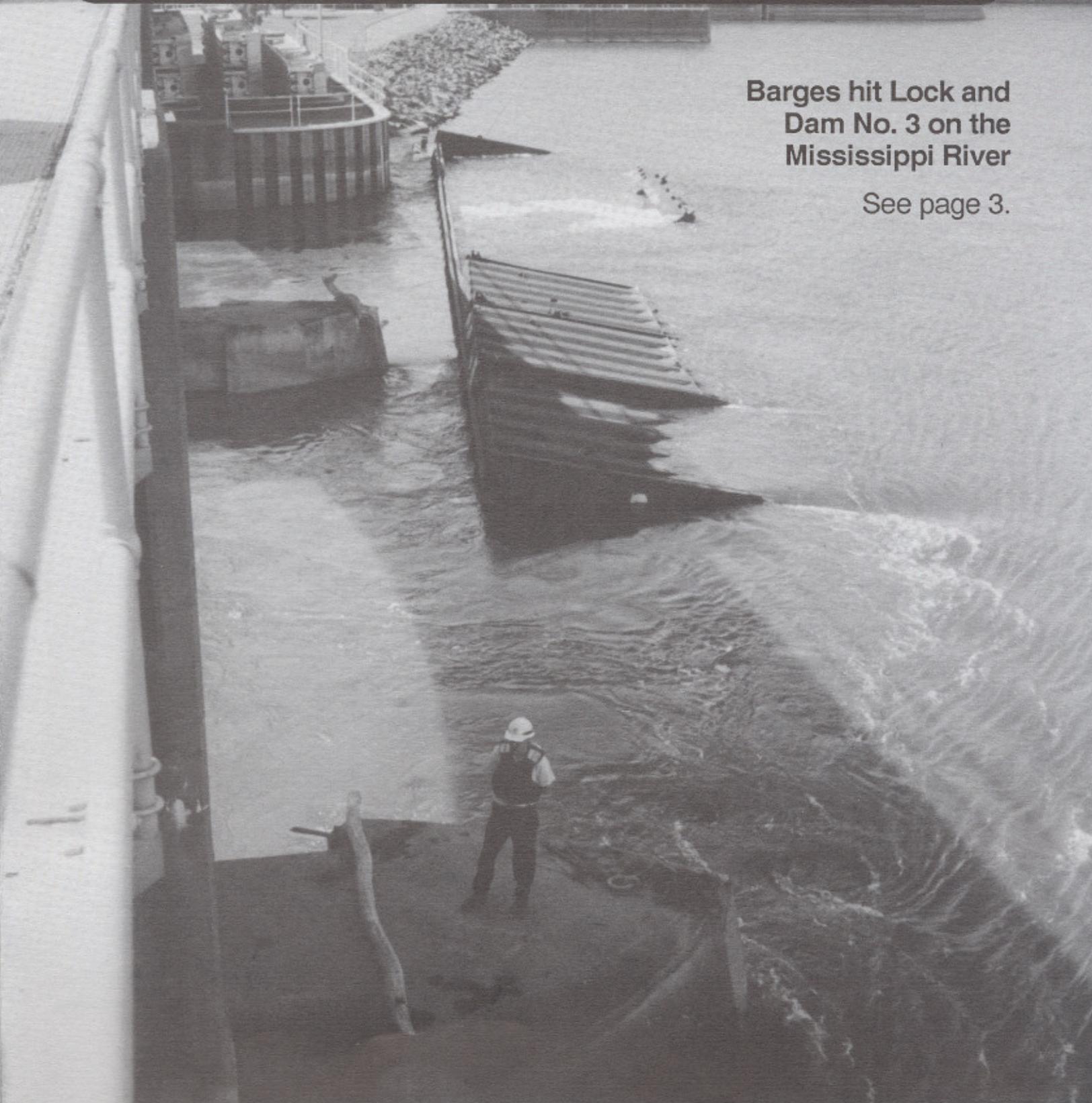
Crosscurrents

Vol. 16, No. 8

September 1993

**Barges hit Lock and
Dam No. 3 on the
Mississippi River**

See page 3.

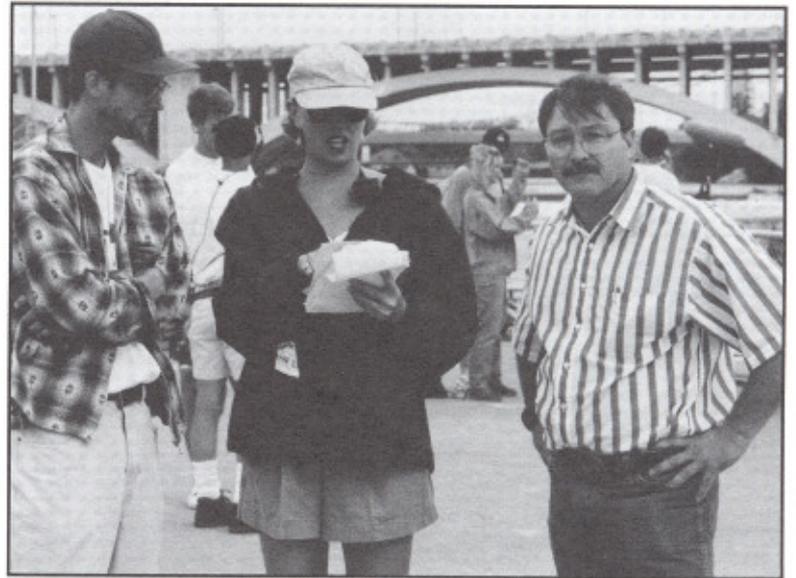


Scenes from *Mighty Ducks II* filmed at Upper St. Anthony Falls



Photos by Jon Lyman

Marguerite Moreaw (above), "Connie" in the *Mighty Ducks II* movie, looks into a video monitor to review a scene. At right, Steve Lenhart, assistant lock master at Upper St. Anthony Falls Lock and Dam, meets with two members of the production crew.



Blackhawk Park rangers present programs on water safety

"A personal flotation device will fail unless you have it on and it's the proper size," said Blackhawk Park Ranger Corrine Hodapp.

That was the message Hodapp and other rangers emphasized in presentations to children in communities along the Mississippi Valley throughout the spring and summer.

"We wanted to ensure that time spent around the water is a fun and a memorable experience," said Hodapp.

Hodapp and Trainee Chad Konickson have presented water safety programs this season to over 1,000 children, ranging from preschool to high school seniors.

Hodapp presented programs at schools in La Crosse, Prairie du Chien, Bagley and Lynxville, Wis., and Lansing Iowa. She introduced students to various types



St. Paul District photo

Corrine Hodapp discusses the importance of a personal flotation device with a girl scout troop in La Crosse, Wis.

of personal flotation devices (PFDs) and urged students to try them on.

Hodapp used the "sink fast" example to show the importance of having a PFD

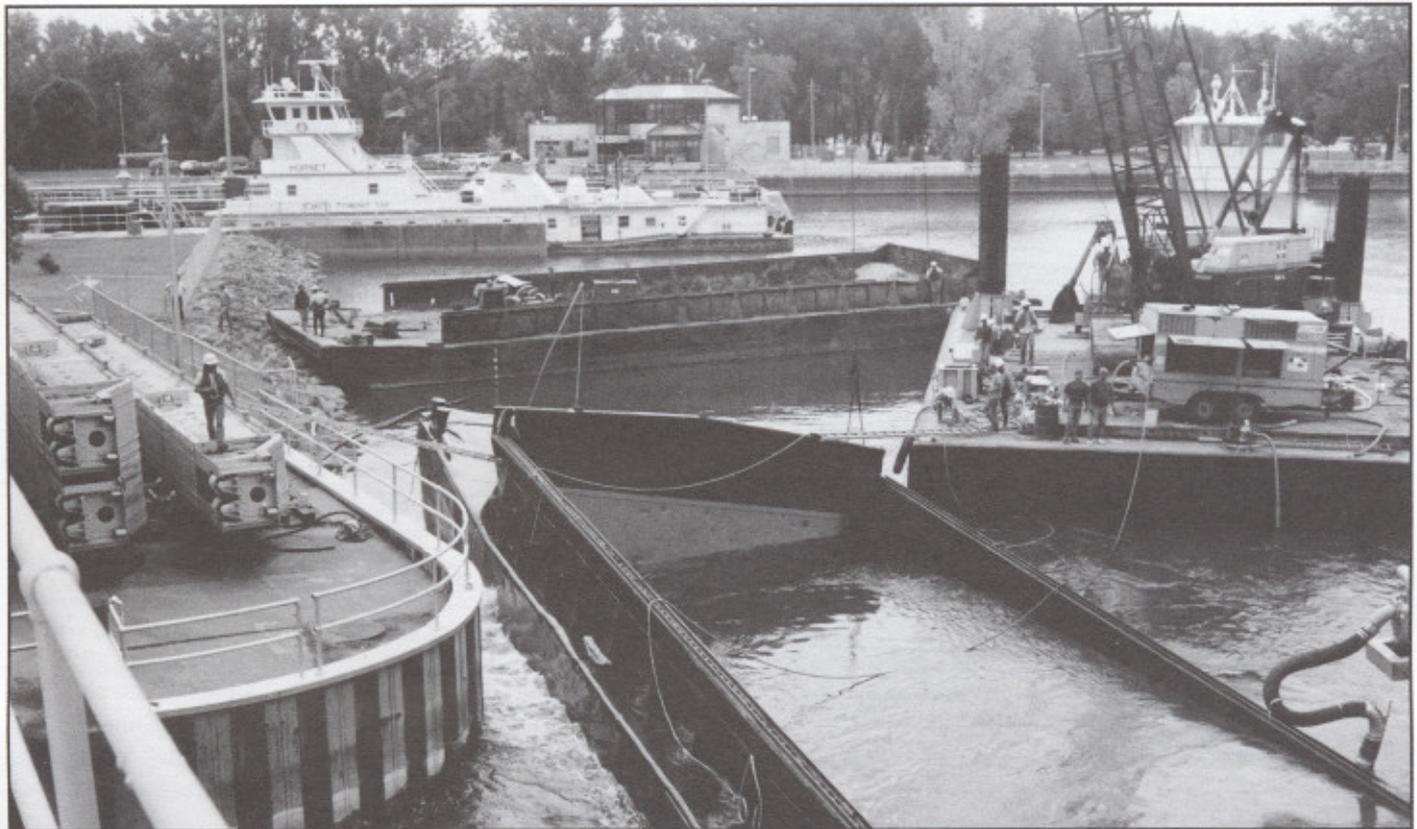
that is in good condition, fits properly, and why it should be worn by people when they are in a boat or on the river.

Barges loaded with soybeans damage roller gates

Area Lockmaster Arden Duval (left to right); Bob Post, chief of Engineering Division; Jim Nicholson, chief of Construction-Operations; and Lockmaster Dave Hawkenson observe efforts to salvage three barges that hit Lock and Dam No. 3 north of Red Wing, Sunday, August 1. The barges were loaded with soybeans and damaged one of the roller gates at the dam. One of the barges sunk in front of the dam. Two other barges were flushed through the gates of the dam. Using water pumps and compressed air, a salvage operation successfully raised the sunken barge (bottom photo) Friday, August 6. The barge was towed to St. Paul for repairs.



St. Paul District photo



St. Paul District photo

Floods of '93 start and finish in Red River Valley

By Peter Verstegen
Public Affairs specialist

Water thundered out of the North Dakota heavens on March 27, marking the start of the Floods of '93.

Though strained to capacity, the St. Paul District's flood control projects worked as designed to prevent substantial damages in Minnesota and North Dakota.

When the floods of '93 ended in August, the district's flood control projects had prevented \$177 million in damages in North Dakota, Minnesota, Wisconsin, Iowa — \$170 million in Minnesota and North Dakota alone.

The late March rainfall caused the Red River of the North to rise seven feet, triggering the St. Paul District's first flood fight of 1993 at Wahpeton, North Dakota and Breckenridge, Minnesota.

The rainfall and ensuing flood-fight foreshadowed events throughout the district for the next five months.

The showers that soaked North Dakota also drenched some areas of southern Minnesota with a total of 400 percent of its normal spring rainfall. In May and June, the Minnesota River, the Mississippi River, and their tributaries surged with flood waters.

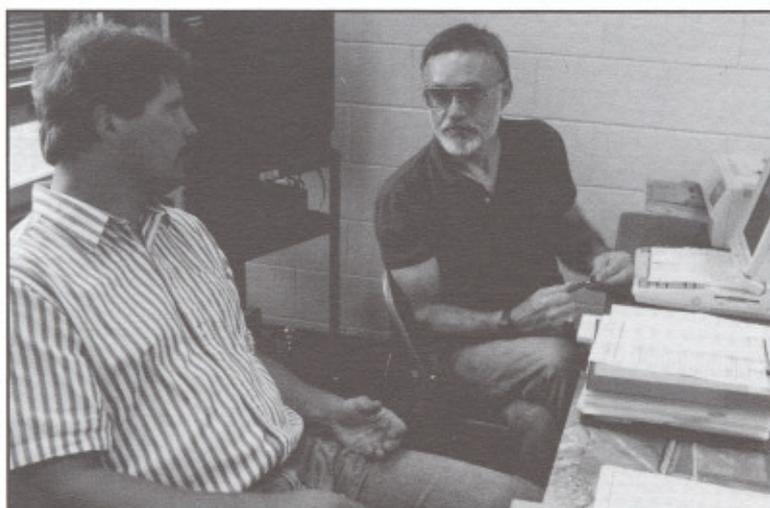
In mid-July, flash flooding on North Dakota's Sheyenne River filled Lake Ashtabula, formed by Baldhill Dam.

To reduce damage from high water on the Sheyenne at Valley City, Engineering Chief Bob Post cut discharges at Baldhill Dam to allow for storage of an additional 7,000 acre-feet of water in the Lake Ashtabula reservoir. This cut the peak in flooding at Valley City by almost four feet. This, plus raising the existing levee two feet in Valley City and building backup



St. Paul District photo

Lon Mathis, a construction inspector in the La Crosse Resident Office, monitors construction of a levee during a flood fight in Valley City, North Dakota.



St. Paul District photo

Loren Nishek (left) meets with Tom Raster at the Emergency Operations Center in Valley City. Nishek is a civil engineer at the Souris River Resident Office. Raster is a study manager in St. Paul.

levees prevented over \$37 million in flood damages. Fortunately, the main levees held; the backup levees were torn down when the water receded.

The Sheyenne River at Valley City crested at 18.04 feet about noon on July 16.

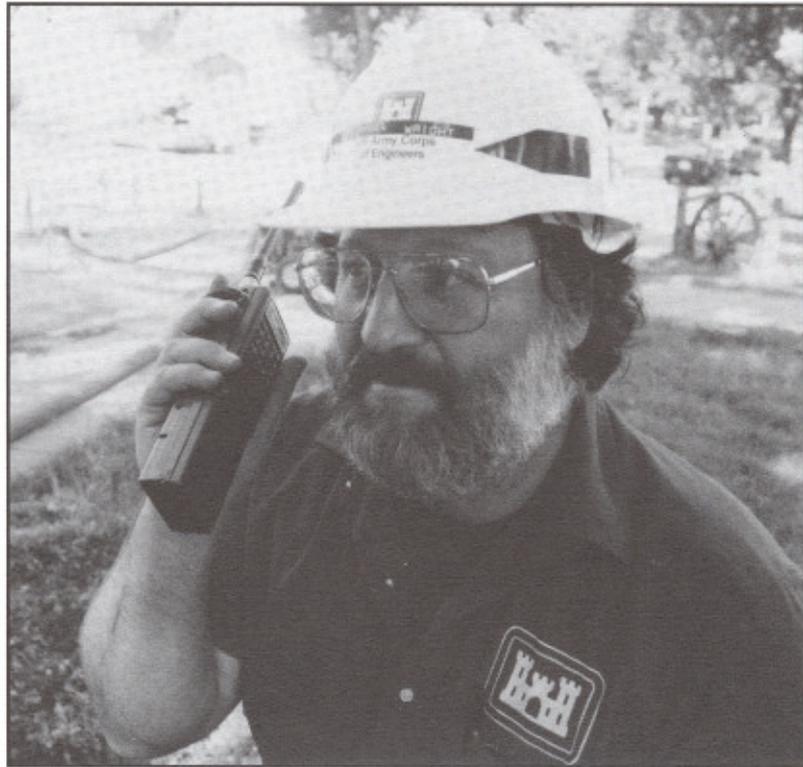
Valley City is now acting to upgrade its temporary levees into permanent structures.

Flooding again threatened Wahpeton and Breckenridge in July when the Ottertail River filled Orwell Lake, formed by Orwell Dam near Fergus Falls. The Ottertail River meets the Bois de Sioux River at Breckenridge and Wahpeton. Following the operating plan, Water Control specialists directed the closing of gates at Orwell Dam, in order to maintain a lower flood stage at Wahpeton-Breckenridge. Water flowed into Orwell Lake at 1,400 cubic feet per second (cfs) and the dam discharged only 80 cfs.

High water also filled Lake Traverse, a flood control reservoir on the Bois de Sioux River. For four days in later July, Lake Traverse held all the water flowing into it to help prevent higher river stages at Wahpeton. The inflow finally peaked at 4,100 cfs on July 26.

Finally, when sunshine broke through the clouds in late July, Water Control specialists began to draw down Traverse, Orwell and Baldhill to normal levels. Five months of unprecedented rainfall and flooding were over.

If rain had continued to the end of summer, then reservoirs at Traverse, Orwell and Baldhill would reach capacity. Water would be released in the same amount that flowed into the reservoirs, risking greater flood damage at Valley City and Wahpeton-Breckenridge and on the Red River of the North.



St. Paul District photo

Mike Wright (above), an office engineer at the Chaska Resident Office, checks in with the Emergency Operations Center in Valley City during the flood fight in late July and early August.



Photo by Steve Odegaard

In mid-July, flash flooding on North Dakota's Sheyenne River filled Lake Ashtabula, formed by Baldhill Dam. Above, water flows over the gates and down the emergency spillway at Baldhill Dam.

Corps introduces new performance appraisal system

Editors note: The U.S. Army Corps of Engineers introduced TAPES, Total Army Performance Evaluation System, to its employees in January 1993. What follows is a question-and-answer series to explain highlights of the program.

Q. Why is a new performance appraisal system being implemented?

A. In recent years, the Department of the Army found a high level of dissatisfaction with the existing civilian performance appraisal system. As a result, the Army developed a new performance appraisal system called TAPES, Total Army Performance Evaluation System. TAPES will cover all Army employees, including Corps of Engineers civilians.

TAPES is modeled after the rating system used for military personnel. The Army's primary purpose in implementing TAPES is to make the civilian appraisal system more like the military system, an important improvement in Army organizations where there is a significant mix of civilians rating military personnel, and military rating civilians.

TAPES is also intended to simplify the performance appraisal process and to focus the rating system on the majority of employees who perform their jobs well.

Q. How is TAPES different from the present system?

A. TAPES has several features which are very different from the existing rating system. A major change is the use of generic, preprinted, Army-wide performance standards. Supervisors will not have to write individual performance standards under TAPES. TAPES also establishes standardized rating periods for many employees which are different than the rating periods currently in use.

TAPES has two separate rating systems, a base system and a senior system. The TAPES base system, modeled after the evaluation system for military enlisted personnel, covers general schedule (GS) employees in grades 1-8, wage-grade supervisors in grades 1-8, and all non-supervisory wage-grade employees. The TAPES Senior System, modeled after the rating system for military officers, covers GS/GM employees in grades 9-15, and wage-grade supervisors in grades 9 and above.

Employees covered by the senior system will work with their supervisors to prepare a list of annual work

objectives at the beginning of each rating period. At the end of the rating period senior system employees will write up their accomplishments, and supervisors will evaluate how well they did on their work objectives by using a set of generic performance standards. There are standard, Army-wide rating periods for senior system employees. Those in grades 13 and above have a rating period starting July 1 and ending the following June 30. Those in grades 9-12 have a rating period starting November 1 and ending October 31.

Employees covered by the base system will be evaluated on four critical elements which, under TAPES, are called "responsibilities": technical competence, adaptability/initiative, working relationships/communications, and responsibility/dependability. Supervisors covered by the base system have two additional responsibilities: supervision/leadership, and EEO/affirmative action. Supervisors will use generic performance standards to evaluate these responsibilities. Base system employees will keep their existing rating periods for now, but the Army expects to implement standard rating periods in several years.

Q. How often are my supervisor and I to meet to review my performance?

A. TAPES places a strong emphasis on face-to-face performance counseling meetings between employees and their supervisors. The existing system required two meetings each year between employees and their supervisors to discuss work performance, but the Army recognized that this requirement wasn't being followed very well. TAPES includes specific guidance for supervisors in conducting at least two face-to-face meetings annually, and requires that the meetings be specifically documented.

Q. I heard that TAPES has some controversial features. What are they?

A. Several aspects of TAPES have caused some controversy. The first is the presence of "Army values" on the evaluation forms. The Army wants supervisors and employees to discuss these organization values, including commitment, competence, candor, and integrity. However, the values do not affect performance ratings. Supervisor comments in the values block are optional. Supervisors may use this block to document positive aspects of employees' contributions which relate

to values but which don't necessarily result in work output. Negative comments are not allowed.

Another controversial addition is the "Senior Rater Profile" included on the senior evaluation forms. This profile is a tabulation of the rating levels a senior rater assigns to employees of the same grade for the current rating period. (Senior rater is the TAPES name for the rating approving official.) The Army says the purpose of the profile is to provide information, and to put evaluations in perspective from the standpoint of how the senior rater evaluated employees of the same grade.

Also controversial is the apparent reduction in criteria for getting the highest level rating, currently called "exceptional." Under the existing system, employees must exceed all their critical and non-critical elements to be rated "exceptional." Under TAPES, employees who exceed half of their elements get the highest level rating, which in TAPES is called "successful level 1."

Q. When will TAPES start?

A. The senior system is being implemented in 1993 in two parts: (1) GS/GM 13-15 employees and wage-grade supervisors in grades 13 and above came under TAPES' coverage July 1, 1993.

GS employees in grades 9-12 and wage-grade supervisors in grades 9-12 begin TAPES coverage November 1, 1993. Employees in these groups who were not rated for six months before those dates will receive a closeout rating under the existing system as of those dates, and will begin using TAPES performance standards and objectives thereafter. Closeout ratings are not necessary for anyone rated within six months of those dates. This means that some senior system employees may receive two ratings in one year, while others may have up to 18 months between their last rating under the current system, and their first rating under TAPES.

The base system will be implemented in 1994. Employees will be rated under the existing system on their regular rating date, and will begin TAPES coverage thereafter. There will be no extra closeout ratings.

Q. Who can I talk to for more information about this new system?

A. Your supervisor. Almost all of the district's supervisors have received TAPES training. You can also contact Dave Costanzo, Linda Krueger, or Lupe Santos in Human Resources. Employee training will be available this fall and winter.

District priorities emerge from transition workshop

The key issues facing the district in the near future are work priorities and FTE allocations, the cost of doing business and mission development. Division chiefs and key staff identified the issues during a one-day transition workshop held with the new district commander on August 9.

Col. James. T. Scott, who took command of the St. Paul District on August 6, and the district's executive management shared their short and long-term needs and expectations during the workshop.

Scott also outlined his leadership philosophy. He said that he expected people to present issues in a cogent and concise manner; to develop alternatives with a recommendation; to be timely, know their limits, take responsibility for problems, think solutions and set suspenses; and to avoid the "can't" mode of conducting business. Scott also emphasized integrity and asked people to take care of themselves outside of work.

To facilitate meeting command objectives, the district's executive managers said they needed time, access, support and direction from the commander.



Photo by Georgia Stanonik

Col. James. T. Scott, right, took command of the St. Paul District on August 6. Pictured at left is former District Commander Col. Richard Craig, Chief of Engineers Lt. Gen. Arthur Williams and Deputy District Engineer for Project Management Dave Haumersen.

Bits and Pieces

Former master of Dredge Thompson selected for Hall of Fame

Vern Gunderson, a former Master of the Dredge Thompson, is the 1993 Hall of Fame selectee. Colonel James T. Scott announced the selection in late August.

Gunderson began his career with the Corps in 1952 as a deckhand on the Dredge Thompson. He became Master in 1980, the position he held until his retirement in 1991.

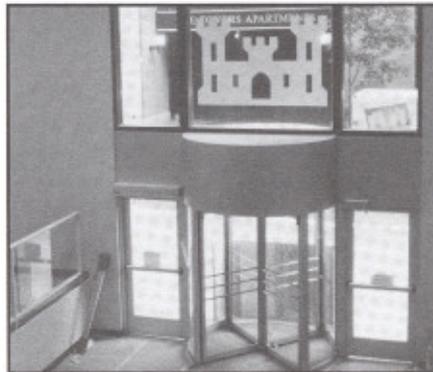
The district honored Gunderson at the retirees' reunion held September 9 in St. Paul.

Seven receive EEO awards

On August 26, District Commander Col. James T. Scott presented EEO awards to members of the gender issues task force to recognize their work from 1991-1993 on "Male/Female Standards of Performance."

Honorees were Al Geisen, Terry Jorgenson, Doris Sullivan, and Pat Westfall in Engineering Division; Damien Yerbich in Planning Division; Susan Quinn from Information Management; and Jan Schwalbe in Construction-Operations Division.

District prepares for move to new offices



The new foyer features the Corps Castle etched in glass.

With the moving date of October 15 fast approaching, district employees continue to purge their office files. By Monday, October 18, the bulk of the district's employees will find themselves in new quarters at the U.S. Army Corps of Engineers Centre, 190 E. Fifth St. in St. Paul.

"The main thrust of the move begins at the end of September," said Dave DePoint, project manager for the move. "The space we will move into is new, and the office configurations are different and smaller than we're accustomed to," DePoint said.

The district will occupy the eighth, sixth, fifth, fourth and part of the third floor and lease 2,000 square feet for records management in the basement.

The sixth floor is under construction and will be done October 1. Miscellaneous work on the third floor will be done in early September. Building common areas are 90 percent complete. The systems furniture for the eighth floor will arrive for installation on September 3. Construction-Operations, which moved from the sixth floor, now occupies the fourth floor.

Ramsey County Historical Society presents perspective on Henry P. Bosse

The Ramsey County Historical Society presented "Putting Henry P. Bosse into Perspective," Saturday, September 11 from 8:30 a.m. to 2 p.m. Bosse was a "draughtsman" with the U.S. Army Corps of Engineers during the late 1800s. The Bosse photos are prized for their exceptional composition and capture how the Mississippi River looked during Mark Twain's era.

The exhibit began with a preview of Bosse's photography at 8:30 a.m. at the Landmark Center, 75 West Fifth St. in St. Paul. Lectures began at 9:30 a.m. at the Minnesota Club, 317 N. Washington St.

Memphis District coordinates flood relief to assist Corps families

The Memphis District is organizing flood relief to aid Corps employees who have been victimized in the Flood of 1993. The total count for Corps employees affected throughout the country is rising. Many of these people have been evacuated from their homes or severely affected by this disaster.

Those who wish to help may send their checks or money orders payable to Castle Club Flood Relief Fund. Please forward them to Mary Kay Linder in the St. Paul District executive office. She will provide a receipt. Funds will be dispersed through the Memphis District to Corps employees who have indicated an urgent need.

Chief's hotline offers information on sexual harassment

The Chief's hotline now includes information on sexual harassment. The hotline telephone number is 800-328-2207, or 202-624-0095. Callers can use the hotline to obtain information on what constitutes sexual harassment, and an individual's rights, remedies, and responsibilities. General information on discrimination complaint processing is available through the district's EEO office, extension 383.

The sexual harassment hotline is available 24-hours a day, seven-days a week. A response will be provided within one work day after receipt of the call.

Hello

May: Construction-Operations

Douglas R. Blexrud, lock and dam operator
 Travis J. Carico, summer aid
 Karen L. Cress, clerk typist
 Ryan K. Drinkwitz, summer aid
 Michael A. Emmons, lock and dam operator
 Lydia B. Gilbertson, student trainee
 George M. Hahn, lock and dam operator
 Kenneth L. Hovell, lock and dam operator
 Raymond T. Larson, lock and dam operator
 John L. Larsson, student trainee
 Christ J. McCarthy, summer aid
 Larry D. McClellan, laborer
 Karen M. McCullough, civil engineer
 Thomas P. Mikrut, lock and dam operator
 Tonya R. Ostenso, student trainee
 Rodney M. Pederson, laborer
 Irene M. Stearns, student trainee
 Shane M. Stenzel, student trainee
 Timothy T. Tabbert, student trainee
 Donald R. Thompson, lock and dam equipment mechanic
 Duane W. Wilson, laborer
 Gregory L. Yale, lock and dam operator

Resource Management Office

Lorenell P. Higgins, clerk-typist
 Mendy M. Jackson, student trainee
 Leannette P. Scott, clerk typist

Office of Counsel

Alanna B. Keto, clerk-typist

June: Construction-Operations

Christopher A. Bloom, summer aid
 Russell A. Buege, summer aid
 Justin J. Campbell, summer aid
 Corey W. Cleveland, summer aid
 Robert D. Ducharme, summer aid
 Terrance A. Fluekiger, summer aid
 Craig M. Herrmann, summer aid
 Matthew B. Jorstad, summer aid
 Brian M. Krause, summer aid
 Aaron S. Larson, summer aid
 Cheryl A. Linder, summer aid
 Jennifer L. Luther, summer aid
 Corie L. Maynard, summer aid
 Chad W. Osthoff, summer aid
 Scott C. Pedretti, summer aid
 William L. Schmidtknecht
 Michael G. Stefan, summer aid
 Christopher W. Wiggins, summer aid
July: Construction-Operations
 Scott R. Iverson, summer aid
 Bradley D. Winge, summer aid

Engineering Division

Victor I. Cherny, student trainee/civil engineer

Human Resources Division

Raegan E. Pederson, student trainee

Planning Division

Aaron D. Johnson, student trainee/
 social science

Resource Management Office

April M. Pream, student trainee

Good-bye

Construction-Operations: May

Mary E. Braun, environmental protection
 Nancy S. Flury, civil engineering technician

Engineering Division

Timothy J. Knops, drill rig operator

Resource Management

Julie L. Melcher, student trainee

June: Construction-Operations

Roger L. Johnson, deckhand
 Henry R. Quinlan, general biologist
 Marcellus B. Sveine, lock and dam equipment mechanic (retired)
 Shawn P. Tennant, summer aid

July: Construction-Operations

William L. Schmidtkencht, summer aid

Engineering Division

Lee G. Jeansonne III, surveying technician

Human Resources

Sandra S. Schroeder, office automation clerk

Information Management Office

Tammy J. McGuire, visual aids clerk

Logistics Management Office

Lauretta L. Larson, clerk-typist

Programs and Project Management Division

Pamela S. Kenyon, student trainee

First person perspective

District sets up booth at African-American festival

By Pam Spann
Stay-in-School Program



Theresa Demby, left and Nicholle Johnson, helped staff the St. Paul District's booth at Rondo Day in July. Rondo Day is an annual community celebration of St. Paul's African-American cultural history. Demby and Johnson are from the Information Management Office.

St. Paul District photo

The Corps of Engineers' St. Paul District was part of the tenth annual Rondo Day celebration on July 17, 1993. Getting information out about employment programs to the African-American (Black) community was the objective.

As an African-American student new to the Corps, I felt privileged to be a part. The other student volunteers said that they felt the same. Together we learned and explained that the Corps of Engineers is about helping people.

Rondo Day is a community celebration of St. Paul's African-American cultural history. Rondo Day is a reminder of what made Rondo Avenue and the adjacent streets so special.

For the most part during Rondo's developmental period, many different ethnic groups resided in the neighborhood and lived in single-family dwellings and commercial units attached to or above stores. Small businesses run by families served the Rondo community. From this old-style neighborhood hospitality came family friendships that would last a lifetime.

The Rondo Avenue of the old days represented an era gone by, an era when families stayed home and enjoyed one another, an era of football games, debutante balls, grand parades, and dance clubs. A time when everyone knew you and you knew everyone. Rondo Day celebrations bring back the nostalgia for a time when everyone

seemed virtually at peace with their neighbors.

Though the morning started out slowly, and there was the constant worry about rain, student volunteers and permanent employees from the district remained undaunted. Students included Theresa Demby and Nicholle Johnson from Information Management (IM); and Lori Higgins, Mendy Jackson, Ta'Shawnda Phillips and me from Resource Management (RM). Permanent employees representing the district were Russell Williams from RM; William Hutchinson from IM; Annette Vogel from Construction-Operations, and Tony Foster from Contracting Division.

We established a booth, brought in tables, chairs and information to display. Student volunteers took their place beside their co-workers, and new acquaintances were made. The long-awaited day at Rondo had come and gone. It was a success not only for the Corps, but also for the many black-owned businesses represented at Rondo.

When the day was over we felt comfortable that we had let the neighborhood know who the Corps of Engineer was, and provided the neighborhood information on student employment opportunities. We also personally became better acquainted with our organization and ourselves.



US Army Corps of Engineers
St. Paul District

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Crosscurrents

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