

Crosscurrents

Serving the St. Paul District since 1977

Winter 2020 | Vol. 46, No. 4

Taking care of PEOPLE

-McGarvey selected for
national award

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-Regulators adapt to
conditions, train new
employees

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**US Army Corps
of Engineers** ®

St. Paul District

(Cover) Greg Larson, regulatory senior ecologist, at a regulatory training near La Crosse, Wisconsin, Oct. 2. *USACE photo by Patrick Moes*



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Articles and photography submissions are welcome. Submissions may be mailed or emailed. Submissions should be in Microsoft Word format. Photos should be at least 5 in. x 7 in. at 300 dpi.

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: A message from Col. Karl Jansen

MVP Teammates,

This is our final issue of *Crosscurrents* in 2020, and what a year it has been! Our nation has struggled this year on many fronts: coping with the COVID-19 pandemic, contending with racial injustice, responding to natural disasters and enduring a national election in time of intense political polarization. Through struggle can come growth, and in the St. Paul District we seek to always become better as an organization as we adapt to and overcome challenges.

A key to becoming a better organization is listening to our people. In the last few months there were ample opportunities including our Equal Employment Opportunity command climate survey, the Federal Employment Viewpoint Survey and listening sessions related to the Army's new program, Project Inclusion. In sum, the feedback received validated that we have a very positive work environment and some opportunities to keep "raising the bar" on our journey toward becoming and remaining a world-class organization.

Disaster response is one of the ways we have served our nation in times of struggle. St. Paul District answered the call of duty in the aftermath of hurricanes Laura and Delta, both of which caused widespread devastation to southwest Louisiana. USACE is "FEMA's Engineer." In this capacity, the Corps provided temporary emergency power, supported debris removal, surged on temporary roofing and assisted with temporary housing after the storms.

Dozens of our employees left families and their normal duties to serve their fellow citizens in a time of need. Most notably, our people supported the USACE emergency field office to oversee the blue roof mission which resulted in 12,000 survivors receiving a temporary roof while they awaited permanent repair. Additionally, St. Paul District's temporary housing and critical public infrastructure planning and response team assisted with placing hundreds of temporary housing units (travel trailers) throughout the area and remains involved with the design and construction of larger group sites. For all of you who stepped-up to serve, and for those of you who shouldered additional workload while

your colleagues deployed...thank you!

USACE is preparing for the future by reinvigorating its campaign plan. Nested within the Army's campaign plan, USACE aims to take a variety of actions that all support winning. Winning in USACE is "finishing quality projects, on time and within budget," i.e. delivering the program. To achieve this broad goal, USACE will invest in supporting national readiness, modernization, improving partnering / strengthening relationships and revolutionizing program and project delivery.

Additionally, our new Chief of Engineers, Lt. Gen. Scott Spellmon, recently introduced four enterprise focus areas (people, readiness, partnerships and revolutionize), and communicated his command philosophy: promote and maintain a positive command climate; advance diversity and inclusion in our organization; deliver the program; and grow our next generation of leaders.

Closer to home, the Mississippi Valley Division recently conducted regional governance meetings in Vicksburg, MS in late October. Top-



ics included the regional project review board; the leadership program management review, which focuses on training, equity and diversity, adapting to change, and mentorship / leader development; a safety program management review; and an impactful discussion about the project inclusion listening sessions.

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Comments From The Top: A message from Col. Karl Jansen

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Regional leaders also restated our commitment to delivering the program by identifying four major lines of effort that we will concentrate on as a region in the coming year. They include: sustain and improve infrastructure performance; build the MVD team for the future; strengthen external relationships and sponsor relationships; and strengthen program and project delivery.

In January, our district senior leaders will assess our current 10-year strategic plan and make any necessary refinements to align with the future direction of MVD and USACE.

One of the most visible changes ahead for our district is the upcoming move of our district office. Our new office space includes 8 floors in the historic First National Bank building – the iconic downtown St. Paul building with an enormous red #1 on the roof – fitting for MVP!

Each division took advantage of an opportunity to sketch out floorplan layout preferences for their respective workspaces. Our office move PDT has incorporated this input as

they work with GSA through the formal design process ahead of a full build-out. We are currently at a 75% design level and will achieve a 100% design shortly after the new year. The new space is shaping up to be a very functional and professional work space, with an abundance of natural light.

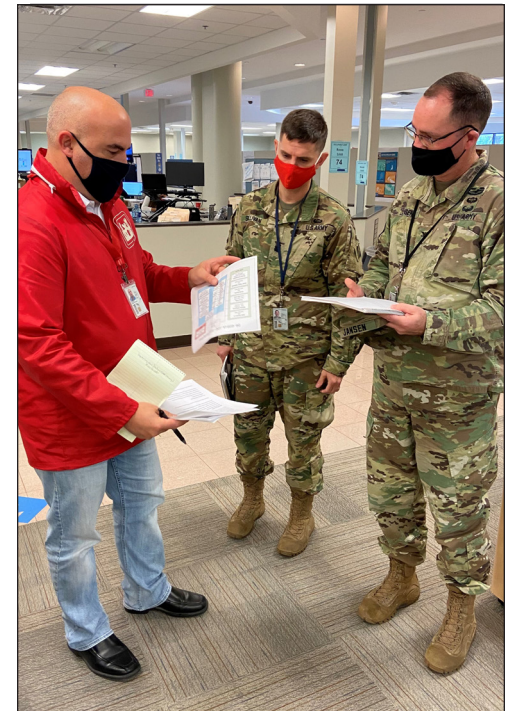
Our move is expected to be complete in late spring of 2022, and we will increase district progress updates once construction begins and we approach the move-in date.

In the meantime, we will continue to cope with the ongoing COVID-19 pandemic. Regional and national case trends, hospitalizations and deaths are challenging the capacity of our healthcare system and thrusting the situation to an even greater crisis. We will continue to promote and adapt our risk-reduction measures across the district so we can continue accomplishing our mission while keeping our people safe. Overcoming the pandemic will take time, teamwork and resolve. I encourage everyone to do your part, on and off the job, to help defeat COVID-19.

Unfortunately, we will not conduct our traditional holiday awards ceremony this year due to the risks of COVID-19. Instead, our public affairs and visual information team are preparing an awards program, similar to a yearbook, to showcase many of our individual and collective achievements. The program will be a special issue of Crosscurrents and I look forward to rolling it out to the team.

This holiday season, I wish all of you, your family and close ones a safe and joyful celebration. Although our nation's struggles may at times seem grim, they will pass; we have much to be thankful for and we have much to look forward to...we will press on!

Thanks for all you do!



Andrew Huffman, temporary housing mission manager and St. Paul District quality manager, briefs the status of the temporary housing mission to Col. Karl Jansen, district Commander and Lt. Col. Patrick Sullivan, deputy district commander, at FEMA's Joint Field Office in Baton Rouge, Louisiana., Sept. 21. USACE photo by George Stringham

55th Chief of Engineers takes command, outlines priorities

Story by William Costlow

Lt. Gen. Todd T. Semonite, commander of the U.S. Army Corps of Engineers, relinquished command to Lt. Gen. Scott Spellmon in a short virtual ceremony Sept. 10.

In brief remarks and a letter to the workforce following the ceremony, Spellmon outlined his four key areas of focus for the Corps of Engineers and the regiment:

“People. People will always be our priority. Since 1775, the men and women of the Corps have been our greatest strength and asset and we owe our people the best technology, leader development, safety and education programs so they can each achieve their full potential.

“Readiness: The most important thing we can do for the Army and our nation’s readiness is deliver our program. We must empower leaders at all levels to be open to new ideas, explore new methods and apply every available resource to finish quality projects on time within budget.

“Partnerships: We accomplish very little on our own. Our



Lt. Gen. Scott Spellmon assumes command of the U.S. Army Corps of Engineers from Lt. Gen. Todd Semonite at Joint Base Myer - Henderson Hall, VA, Sept. 10. U.S. Army photo by Sgt. Nicholas T. Holmes

relationships with commanders, industry, project sponsors and academia are as critical as ever given the historic levels of investment the Army and nation are making in its infrastructure. Achieving our vision requires the best partnerships and partnering

practices with our wide array of teammates.

“Revolutionize: Over the past few years, we have fundamentally changed many aspects of program and project delivery across the Corps. We must now expand,

deepen and accelerate these efforts.”

Lt. Gen. Spellmon most recently served as deputy commanding general for civil and emergency operations at Corps headquarters. Previous to that he was commander for the Northwestern Division, Corps of Engineers, where he oversaw an annual program of more than \$3 billion in civil works, environmental restoration and military construction in more than a dozen states, primarily within the Columbia and Missouri river basins.

Spellmon received his commission as a second lieutenant from the U.S. Military Academy at West Point in 1986. He holds a Bachelor of Science degree, a Master of Science degree in civil engineering from the University of Illinois and a Master of Science degree in national security strategy from the U.S. Army War College. He is a certified project management professional.

McGarvey selected for national award

Story by Nayelli Guerrero

The Corps of Engineers Headquarters in Washington, D.C., recently selected St. Paul District Chief of Logistics Mike McGarvey as recipient of the National Meritorious Logistician of the Year Award.

This award recognizes demonstrated excellence in the management of logistics programs. McGarvey was selected for his cost-saving contributions to facilities and supply management, property accountability and disposal, maintenance and transportation. He was also recognized for his excellent customer service and commitment to environmental sustainability.

McGarvey said, "I am honored and blessed to have been selected as one of the Meritorious Logisticians of the Year, but very little of this award is attributable to me, it is attributable to my teammates. We have an amazing district to work in, and I love my job and our mission. This honor was a complete surprise, and I feel truly thankful and humbled to have been in the group of selectees for this year – they are great company to be recognized with."



Mike McGarvey, St. Paul District chief of logistics. USACE photo by Emily Chavolla

Lt. Col. Patrick Sullivan, St. Paul District deputy commander and McGarvey's supervisor said, "Mike is a dedicated leader who is extremely well-deserving of this recognition. He works tirelessly to ensure our logistical operations run smoothly. His team reduces the district's operating costs and ensures we have what we need when we need it."

New co-chairs to champion leadership program

Story by Melanie Peterson

Elizabeth Nelsen, chief of water management section in hydraulics and hydrology, and Ryan Malterud, chief of southwest section in regulatory, recently became the coordinators of the Leadership Development Program, or LDP. They will replace Michael Knoff, hydraulics and hydrology branch chief and the LDP coordinator for 20 years.

"I truly enjoyed my time as the LDP coordinator," Knoff said. "Through the years I got to know many district employees that I might not ever have met outside of LDP, and I hope that my stewardship of the program has in some small way helped the St. Paul District continue to be a great place to work and contributed to its long term health."

There are three different tiers of the LDP, each with its own target for leadership development. "LDP Tier 1 is for anybody, at any grade, at any time," Malterud said. "Tier 1 focuses on learning about yourself and the Corps, establishes a mentor/mentee relationship and gets

participants involved with other employees that have been around the district longer." LDP Tier 1 is a self-lead, self-paced program that can be completed over 9-18 months.

"LDP Tier 2 is about self-awareness and learning who you are and how you communicate and interact with others. You learn more about other communication styles and how to manage difficult conversations," Malterud said. LDP Tier 3 is for GS 13s and 14s and GS 12s with supervisory approval. Tier 3 is not necessarily for supervisors, it can also be for non-supervisors in a technical role, for example, Nelsen said. Part of the LDP also includes a division led program known as the Mississippi Valley Division emerging leaders program.

The primary role of the LDP coordinators is to serve as a liaison between the contract LDP program facilitator and the LDP steering committee on all key Tier 2 and Tier 3 activities. The

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coordinators provide input and assistance to the LDP contract programs facilitator, participants, mentors and supervisors of LDP participants and LDP steering committee members.

The coordinators will lead the selection of participants for the Tier 2 program, as well as coordinate with the LDP contract programs facilitator on the Tier 2 and 3 programs. “We’re there to coordinate

the program and ensure everything continues to move forward,” Nelsen said.

Nelsen and Malterud will take a lead for each of the three components of the LDP: Tier 1 (Malterud), Tiers 2 and 3 (both) and MVD emerging leaders (Nelsen). “We both have different backgrounds and different things we bring to the program, so we want to utilize that to be more successful,” Nelsen said.

“We want to rebrand and revamp LDP,” Malterud said. “We want everyone to understand that it’s not just for supervisors and it’s not just a box to check. The program can benefit you in any position. It’s a great way to connect with senior leaders of diverse backgrounds and different leadership philosophies.”

“I got a lot out of the Tier 2 program, both personally and professionally,” Nelsen said. “I really want to take the great work that Mike has done and continue to make sure it’s the best program it can be. Things change and we want to make sure we’re staying on top of it.”

“I’m so grateful for the opportunity to serve as co-coordinator with Liz,” Malterud said. “I got so much out of the Tier 2 program

that I want to pay it forward by being a coordinator and ambassador for the program. I feel very passionate about this program, and I want to give back to the district by being the best coordinator I can be.”

Employees interested in the LDP Tier 1 program can visit the intranet homepage and click on the ‘MVP LDP Tier 1’ icon, which links to an enrollment package and the Tier 1 handbook. Employees interested in the LDP

Tier 2 program will have an opportunity to apply in early 2021.

“I am excited about Ryan and Liz assuming the coordinator responsibilities,” Knoff said. “Both are graduates of the program and they bring a passion and enthusiasm for leadership development. I know that LDP will improve and thrive under their leadership.”



Ryan Malterud, regulatory southwest branch chief. USACE photo by Emily Chavolla



Elizabeth Nelsen, chief of water management section in hydraulics and hydrology. USACE photo by Wendy Wells

Western area office experiences rapid growth in personnel

Story by Megan Booth

Staff size at the district's western area office in Fargo, North Dakota, has more than doubled in the past six months and will have tripled with the recent offers to new employees, said Virginia Regorrah, area engineer for the western office.



April McCann, construction representative, inspects the Fargo-Moorhead Metro Diversion Inlet structure, near Horace, North Dakota, Aug. 11. USACE photo by Patrick Moes

The western area office is responsible for construction management and contract administration for the work in their area of responsibility, which encompasses the drainage basins of the Red River, Souris River, Rainy River and the Mississippi and Minnesota rivers headwaters. Regorrah said their main mission is ensuring the contractors deliver the product for which they were contracted. They do this by monitoring and documenting the contractor's performance against the contract plans and specifications.

On a day-to-day basis, you will find construction representatives in the field at construction sites monitoring construction and engineers splitting their time between the field and the office, said Regorrah. She added that the engineers are also responsible for contract administration, communication and coordination.

Chris Bowen, chief of construction, oversees both the Western Area Office and the Eastern Area Office in Winona, Minnesota. Bowen is located in St. Paul District headquarters, and has been working closely with Regorrah and Tony Feilzer,

resident engineer, to facilitate keeping pace with their office growth. Bowen's role is to provide advice and guidance on potential recruitment strategies and help ensure that the organization structure is updated to reflect staffing changes as the office grows.

Regorrah said her team was extremely busy this past summer with projects that include two components of the Fargo-Moorhead flood risk management project; the Montevideo, Minnesota, railroad closure; the Homme Dam joint repair; and a half a dozen other projects, while also completing all of the necessary paperwork for the projects.

Regorrah said, "We're managing one of the largest civil works projects in the Corps of Engineers, the Fargo-Moorhead flood risk manage-



Duane Perkins, structural engineer, and Greg Hammons, construction representative, stand at the Fargo-Moorhead Metro Diversion Inlet structure, near Horace, North Dakota, Aug. 24. USACE courtesy photo

ment project, which means talking and coordinating with the tech leads, designers, project managers and contracting on a daily basis. This is a team effort, and it must be a team effort in order to be successful."

Bowen said, "It is very rare that the U.S. Army Corps of Engineers builds a new dam. There is a good chance that personnel working on the Fargo Moorhead project will not have another opportunity in their lifetime

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to work again on the construction of a new dam.”

Regorrah said, “We’re also teaching processes and procedures. We’re assembling a construction team from many different agencies, firms and backgrounds. We need consistent procedures that follow Corps regulations and standards and utilize the Corps’ systems.”

Building diversity

The western area office staff is diverse in terms of age, education,

experience and background, said Regorrah. Recent hires have included construction representatives that have just completed construction management degrees in college, like April McCann and Yvette’E Jordan, who are currently pursuing their masters degrees. Greg Hammons was a student intern in the western area office and then accepted a position as a control representative after graduating from North Dakota State University.

New hires have also included individuals with decades of experience as construction foremen and

superintendents, such as Shane Hargreaves, control representative, who has several decades of experience in the construction industry as a foreman and superintendent.

Similarly, the engineers have extensive experience including decades of design in private firms and several individuals have decades of construction management experience oversees. Troy Tooz, project engineer, worked at the Veterans Administration in Fargo before coming to the Corps, and before that, was the president of a design firm in Fargo. Omar Shalham, project engineer, moved from Houston and has 16 years of construction management experience in the Middle East.

In addition to the diversity, Regorrah said another unique characteristic is the opportunity to work with other people. “Construction branch is the extrovert of engineering. We work with the contractors, we work with the customer and we often deal with the public or the stakeholders. Engineers aren’t generally known as ‘people persons,’ but we’re the closest you get.”

Office Expansion

While the growth at the office has been quick, Regorrah said the team still faces challenges. She added that as the office is still growing, it is difficult to balance staffing needs against project awards and the

timing of the projects while matching that to resources such as sufficient office space, government vehicles and IT equipment. She added that nearly all the new hires are new to the Corps, which means a lot of training.

Regorrah said, “It’s a tricky balancing act. How many people do we need and when? We need to ensure the projects are properly managed and administered. Growth means the projects have been awarded and it means opportunities for people to learn and to grow professionally, but the growth at this location is temporary for us and it’s important for everyone to recognize that.”

The physical office, Bowen said, required an upgrade to meet the growing needs. A location next to the existing office was chosen, but it was not configured to accommodate the number of workstations needed, despite having adequate square footage.

“In general, the previous tenant in that space had more large offices and less open cubicle space, but we were able to reconfigure the space to fit approximately twice as many people,” said Bowen.



Col. Karl Jansen, district commander, administers the oath of office to civil engineers Omar Shalham and Troy Tooz, at the western area office in Fargo, North Dakota, June 11. USACE photo by Patrick Moes

Corps continues march toward diversion completion

Story by Patrick Moes

With every swing of a hammer, the St. Paul District continues its progress toward completing the Fargo–Moorhead Metro Diversion flood risk management project.

While the main focus of the flood risk management project is reducing flood risk to more than 230,000 people within the Fargo, North Dakota – Moorhead, Minnesota Metro area, a behind-the-scenes survey project was ongoing this past summer, too.

The district's survey team is working with teams from the Rock Island and Omaha districts as they traverse a variety of locations along the Red River of the North and its tributaries. With every stop, the team pulls out their global positioning system, a unique survey monument, a hammer and an occasional machete to access some of the more remote locations with weeds often more than 8 feet tall. One by one, the team hones in on the precise

location, drives a permanent survey monument into the ground and records its location prior to packing all of the equipment up and heading to the next location.

Eduardo Torrens, the civil engineer in charge of the survey team, said the hardest part about the project is often just getting to where they need to be. "To access the river, we drag a small boat through a river bank, load it with our equipment and then navigate to the survey locations," he added. "Each location is different. Sometimes we have riverbanks with vertical drops of more than 10 feet with slippery clay soils, and sometimes the banks are very saturated and you sink in the ground like quicksand. Once you make it to the top of the bank, then you have to deal with the weeds, and as soon as you start cutting them, thousands and thousands of mosquitoes appear."

Despite the challenges, the work is important. Kimberly Warshaw, the project manager in charge of the study, said the survey team is collecting riverbank and riverbed data and placing survey monu-

ments in the ground at various locations along the Maple, Red, Rush, Lower Rush, Buffalo, Wolverton Creek, Sheyenne and Wild Rice rivers. "The surveys at these monitoring locations will help us gather useful data and will ultimately help the district and our partners determine the existing river conditions and see how the rivers might change over the course of years," Warshaw said.

The survey work this summer built on previous biological surveys that the St. Paul District completed in 2012 and 2017 and geomorphic surveys it completed in 2011-2012 and 2018, both of which are a part of an adaptive approach to monitoring river ecosystems, said Warshaw. She added that the biological and geomorphic surveys are done to analyze the river systems in order to understand the range of changes taking place on rivers within the greater project area. "The plan's purpose is really about providing a framework for implementing an adaptive approach," said Warshaw. "We want to understand what is, or is not,

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Eduardo Torrens, civil engineer, uses a hammer to drive a survey monument into the ground along the Red River of the North, near Georgetown, Minnesota, Aug. 12. USACE photo by Patrick Moes

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happening within the region and then develop long-term solutions.” She added that the plan is a living document and will be updated as needed. “It will drive the implementation of mitigation and the data collection and review process to ensure impacts have been addressed,” she continued. “Monitoring results will be compared in the future to verify

whether the impacts of the project have been offset by mitigation actions.”

The survey team expects to place nearly 140 survey monuments this year. This will add to the approximately 365 markers that the team placed during their work in 2018. The geomorphic study work provides environmental data useful to the Corps and its natural resource agency partners. Warsaw said a team plans to check the locations every two to three years over the next 50 years to monitor any changes to the rivers.

Warsaw said the study involved a lot of coordination prior to the survey team starting their work. “Prior to conducting any survey, we coordinate with the landowners,” said Warsaw. “Once we receive the required rights-of-entry from the landowners, our surveyors do everything they can to minimize property disturbances.” Warsaw said she hopes the surveys will be completed by early winter.



Paul Johnson, survey technician, examines a map of the Fargo-Moorhead Metro Diversion project, near Georgetown, Minnesota, Aug. 12. USACE photo by Patrick Moes

Cultural resources investigations continue within Fargo-Moorhead Metro project areas



Susan Malin-Boyce, archaeologist, examines the The Bernard Bernhardson House in Comstock, Minnesota, Aug. 12. USACE photo by Patrick Moes



The Bernard Bernhardson House in Comstock, Minnesota, built in the 1870s by the first-known Swedish settler family along the Red River of the North. The home is on the National Register of Historic Places. USACE photo by Patrick Moes

Corps lowers river for inspections and rare public viewing

Story by Elizabeth Stoeckmann

The bottom of the Mississippi River is not something Minnesotans see every day, but routine inspections provided more than 5,400 visitors a rare look into the original structure and foundation of the river Oct. 3-6.

St. Paul District dropped the navigation pool 12 feet on the Mississippi River between Upper St. Anthony Falls and Lower St. Anthony Falls Lock and Dam for a periodic inspection.

“It was great to see so many people come out to look at the river in its drawn-down condition,” said Nan Bischoff, project manager. “People were interested to see the exposed riverbanks, bridge foundations and shoals.”

The purpose of the inspection was to safely inspect facilities that are normally underwater. Corps engineers focused on a detailed examination of the dam’s concrete, mechanics and overall

structure. The last periodic inspection at this site occurred in 2015.

“The drawdown is a rare event that provides inspectors and maintenance staff an opportunity to see below water features,” said Doug Crum, dam safety project manager. “The drawdown was initiated for inspection of the Corps facilities that are under consideration for property transfer with an ongoing disposition study.”

Partnerships

During the three-day drawdown, the district worked hand-in-hand with its partners to inspect their facilities.

Representatives from the City of Minneapolis were given a back-stage tour to increase their awareness of how the Upper St. Anthony Falls project functions and what’s involved in future maintenance should they agree to become the site owner, Bischoff explained.

“It’s important to know how the intermediate pool levels affect not only the Corps structures, but



St. Paul District engineers perform safety checks of the Lower St. Anthony Falls Lock and Dam in Minneapolis, during a periodic inspection Oct. 6. USACE photo by Elizabeth Stoeckmann

also those of Xcel Energy, the University of Minnesota, Brookfield Power and the City of Minneapolis,” she said.

Facility owners with infrastructure along the intermediate pool such as the University of Minnesota’s St. Anthony Falls laboratory depend on the river to conduct research and power companies

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Nan Bischoff, project manager, talks to media about what visitors are seeing with the drawdown of the Mississippi River in Minneapolis, Oct. 6. USACE photo by Elizabeth Stoeckmann

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Xcel Energy and Brookfield depend on it for hydroelectric power. Xcel Energy's Hennepin Island plant has operated since 1908 and Brookfield's plant, located in the auxiliary lock chamber at the lower dam, has operated since 2011.

Using drone technology, Barr Engineering took advantage of performing inspections of the mill race canal, Bassett Creek Tunnel's outlet structure, the University of Minnesota's steam plant, and the Lower St. Anthony Falls earth embankment. Collins Engineering and LBH, Inc., also used drones to inspect the Stone Arch Bridge for the Minnesota Department of Transportation.

The drawdown event was scheduled in fall when the river flows are typically lower than in spring/summer months and the weather is more desirable than winter months, Crum explained.

"The sunny, 70 degree forecast was the perfect condition for the periodic inspection," he said. "Water Control Corporation hosted informative conference calls with interested stakeholders and provided adjacent property owners a chance to survey their river fronts and infrastructure."



Brad Perkl, archaeologist, explains the historical importance of the falls to visitors in Minneapolis, Minnesota, Oct. 6. USACE photo by Elizabeth Stoeckmann

The rich development history of the falls dates back to the 1840s.

Brad Perkl, archaeologist, explained to guests that the falls are the birthplace of Minneapolis and are an important place for Minnesota's native American communities. The falls were first observed by Father Louis Hennepin in 1680, about 1,000 feet downstream from where they were stabilized in 1887 (at their present location). Geologists have traced the falls migration at least from

the confluence with the Minnesota River at St. Paul.

"My job is to protect these resources and document history," Perkl said.

During the event, the Corps also partnered with the National Park Service and Minnesota Department of Natural Resources to have biologists in the area to help rescue any fish and/or mussels impacted by the drawdown. National Park Service rangers led

visitors onto the lock walls and described how the falls changed the course of history in the area and of the nation.

"What a beautiful day to experience the surrounding mill district," said a mom and her daughter at the completion of their visit. "It was interesting to read and learn about the history."

The Corps of Engineers' dam safety program is focused on ensuring projects deliver intended benefits while reducing risks to people, property and the environment.

St. Paul District teammates step up for hurricane response

Story by George Stringham

August 27, 2020, is a date that won't soon be forgotten in southwestern Louisiana, being the date that Hurricane Laura made land-fall as a Category 4 storm near Cameron, Louisiana.

Hurricane Laura marked the twelfth named storm of the record breaking 30 named storms during the 2020 hurricane season. FEMA led the federal response with the Corps fulfilling mission requirements for infrastructure assessment, temporary emer-

gency power and temporary housing while providing technical assistance in missions like debris removal.

While not directly impacting the St. Paul District, the deadly storm resulted in the deployment of more than 50 members of the district team and activation of the temporary housing planning and response team.

Memphis District leadership moved forward and stood up the emergency field office in southern Louisiana Aug. 28, to support the response efforts. At the end of September, Mississippi Valley Division Commander Maj. Gen. Diane Holland made a strategic move to rotate Col. Karl Jansen, St. Paul District Commander, into the mission commander position at the emergency field office.

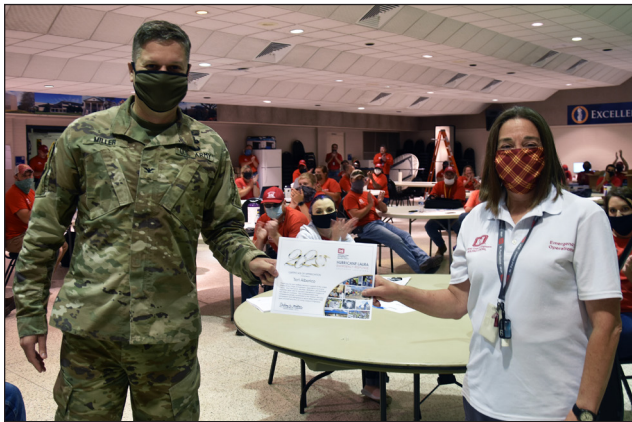
"I'd like to thank the hundreds of Corps of Engineer employees who stepped up to

volunteer in support of the people in southwest Louisiana through hurricanes Laura and Delta, leaving your family and your jobs behind and making a difference for people who are suffering," said Jansen.

According to the National Weather Service, Laura was the strongest hurricane to strike Southwest Louisiana since records began in 1851.



Brad Perkl, St. Paul District archaeologist, receives a certificate of appreciation from Memphis District Deputy Commander Lt. Col. Nathan Molica, Sept. 7. USACE courtesy photo



Teri Alberico, St. Paul District emergency management specialist, is presented a certificate of appreciation by Col. Zachary Miller, Memphis District Commander, Sept. 25. USACE photo by George Stringham



Command Sgt. Maj. Patrickson Toussaint, U.S. Army Corps of Engineers command sergeant major, meets with members of the St. Paul District temporary housing team during a visit to Louisiana, Sept 16. USACE courtesy photo

Regulators adapt to conditions, train new employees

Story by Patrick Moes

A team within the district's regulatory division recently took matters into their own hands amid the many challenges and setbacks provided by 2020.

Faye Healy, senior ecologist with the regulatory division, said her and a small team of senior regulators developed a wetland delineation short course for recently

hired employees after COVID-19 travel restrictions caused the cancelation of traditional training opportunities provided within the Corps of Engineers.

Healy said the training was developed to help the Department of the Army interns learn more about practical applications of wetland delineations.

Maria DeLaundreau, regulatory division project manager and Department of the Army intern, said the training afforded her a better understanding of how to accurately determine wetland boundaries, which is important in deciding whether a location is, or is not, a wetland and whether it is subject to federal rules and regulations. For DeLaundreau, the most exciting part of the training opportunity was digging in the soil. Having limited background with soils, DeLaundreau said, "It was definitely exciting to get in the dirt and see that there are different stories being told by the soils." She added that the various colors and textures found within the soil can help determine whether a specific area is a wetland.

In addition to a better understanding of soils, Healy said the training was valuable for many other reasons. "It really helps with communication and collaboration," she said. "It also makes sure that everybody is on the same page when we see a delineation come across our desk... we are all looking at the same things and finding the same outcomes." She

added that having a staff with a lot of institutional knowledge such as the team here in the St. Paul District helps because a few of them helped develop the wetland delineation manuals the district uses to identify where a location is a wetland. "They give you some background and knowledge that you never previously could have found, and it really helps."



Steve Eggers, senior ecologist, teaches wetland delineation methodologies during a delineation short course near La Crosse, Wisconsin, Oct. 2. USACE photo by Patrick Moes



Faye Healy, senior ecologist, and Samantha Coungeris, Department of the Army intern, participate in a wetland delineation short course near La Crosse, Wisconsin, Oct. 2. USACE photo by Patrick Moes

The Corps and Minnesota Department of Natural Resources fish for data

Story by Melanie Peterson

The St. Paul District, in agreement with the Minnesota Department of Natural Resources, or MNDNR, is studying fish movement in and around the Big Sandy Lake watershed, as well as impacts on the aquatic community from operation of Sandy Lake Dam, near McGregor, Minnesota.

Walleye are currently being tagged, but additional species such as Northern Pike and Tullibee may be included in the future. Fisheries biologists from the MNDNR use a technique called electrofishing to stun fish so they can capture and surgically insert a transmitter into the fish.

Receivers are placed in and around Big Sandy Lake to detect and record data.

This tracking data will assist in estimating escapement rates through Sandy Lake Dam, movement upstream into tributaries, mortality rates and angler harvest rates. The data may inform future harvest regulations, dam management practices and the possibility of a fish passage.

“This study will allow us to better understand how fish live and move within the Big Sandy Lake watershed. By better understanding these vital resources, we can better protect and ensure a stronger future for them,” said Sam Smith, project manager. “This study utilizes a Corps of Engineers program to take advantage of MNDNR expertise and accomplish a shared objective.”

The Corps and MNDNR signed a 50/50 cost-share study within the Planning Assistance to States program in January 2020. Under its Planning Assistance to States and Tribes Program, the Corps is authorized to use its technical expertise in water and related



Minnesota Department of Natural Resources staff insert a transmitter into a fish at Big Sandy Lake, near McGregor, Minnesota, Oct. 8. USACE photo by Melanie Peterson



Jon Sobiech, deputy chief regional planning and environment division north, and Jeff Steere, recreation and natural resources section supervisor, accompany Minnesota Department of Natural Resource staff to capture fish at Big Sandy Lake, near McGregor, Minnesota, Oct. 8. USACE photo by Melanie Peterson

land resource management to help states, federally recognized Indian Tribes and other eligible units of government with their water resource problems.

Knollenberg selected as Rock Island's Supervisor of the Year

Story by Megan Booth

Col. Steve Sattinger and the Rock Island District team have recognized Camie Knollenberg as their supervisor of the year. Knollenberg is the chief of the plan formulation branch in Regional Planning and Environmental Division, North, or RPED-N. She leads a team of planners that solve water resources problems for the nation, and they serve the St. Paul, Rock Island and St. Louis districts.

"This is very big deal, because it not only validates what we already respect and admire about Camie – she's progressive, a team builder, an engaged leader and a trusted colleague – it also underscores the effectiveness of our RPED-N model," said Col. Karl Jansen, St. Paul District commander. "The model is only successful because of the personal investment and perseverance of leaders like her. Being integrated in a supported district to the degree that she was recognized as one of 'Rock Island District's own' and among Rock Island's best is an indicator of excellence,"

Knollenberg said, "I love how we

serve the public. Our diverse mission gives us so many ways to help our citizens. The people that I work with are top notch. In the course of my career, I have met some of my best friends. My team is amazing as well. I am grateful to have had such a fulfilling career."

Knollenberg has worked for the Corps for 28 years. She started as a student intern in the geotechnical branch in Rock Island District while being a student at Augustana College. After grad school, she returned to Rock Island District and began her career as a geologist in the geotechnical branch. Knollenberg moved to Rock Island District project management branch in 2001 and then to planning division in 2004. Knollenberg was a regional technical specialist in planning for a few years then she became a planning section chief in 2009 and branch chief in 2012.

Knollenberg currently lives in Northwestern Illinois but she is originally from the small town of LeClaire, Iowa. Knollenberg got her undergraduate degree from Augustana College in Rock



Col. Steve Sattinger, Rock Island District commander, presents Camie Knollenberg, St. Paul District plan formulation branch chief, with the Supervisor of the Year award, in Rock Island, Illinois, Aug. 5. USACE courtesy photo

Island, Illinois, and her masters degree from Indiana University. Her area of study was geology with a concentration in soils.

In her free time, Knollenberg volunteers as an assistant zoo-keeper at the local zoo. Prior to the pandemic, she also volunteered as a naturalist at the zoo, teaching guests about pollinators. At home, Knollenberg likes to garden, raise Monarch butterflies, read historical fiction and do crossword puzzles. She also enjoys planning and taking vacations with her husband. Knollen-

berg said, "I feel that my biggest strength is my work ethic. I am usually not the smartest person in the room, but I do try my best and work hard. I think that makes a difference."

Terry Birkenstock, RPED-N chief, said, "Camie is well-deserving of this award. She has always been a role model for how we are 'taking care of people.' I'm happy that the Rock Island commander was willing to recognize one of our staff working regionally at a sister district – that means a lot."

St. Paul District prepares for office move

Story by Shannon Bauer

The St. Paul District will pack it up and move two blocks down the street in the spring of 2022, 12 years after moving to its current location at 180 East Fifth Street.

The General Services Administration, or GSA, signed a 20-year lease on the district's behalf, 10 years of which is firm, with Madison Equities for roughly 75,000 feet at the First National Bank Building at 332 Minnesota Street.

The district will occupy multiple floors and 13,000 more square feet than it currently does in its present location. As more floors will be occupied in this new space, more staff will have access to windows and natural lighting. The new location will also include free use of a building gym, a conference center and gathering area on the first floor. Cubicles will be roughly the same height and roughly the same size as they are now, and all cubicles will have sit/stand desks installed on them.

Dan Adams, engineering and construction, and U.S. Army Capt. Nicholas Vottero, project

management, are serving as project managers for the district's move. They said the district team is working hard and coordinating to be ready to move by spring 2022. Getting ready will take everyone's involvement.

Adams said there is a committee currently in the process of designing the space, and the plan is to go to construction by fall of 2021. "We will be demolishing what is now in the space and starting from scratch to ensure we have a safe, functional and modern workspace," he explained. "The plan calls for more bathrooms, break areas and conference rooms per employee than we currently have."

"Moving is giving us the opportunity to improve both the appearance and functionality of our workspace," he added. There are three additional committees working on this to include one working on the physical act of moving itself led by Logistics Chief Mike McGarvey, another working on physical security and information technology needs in the new building led by Readiness Chief Phil White and, lastly, one work-

ing on the artwork and history that will be displayed in the new building led by History Committee Chair Vanessa Alberto.

Employees will receive additional information and guidance as the move date approaches.



Click on the photo to watch a video update on the building move on our YouTube channel or visit <https://youtu.be/dVCm3il0oWU>

Huffman continues his quest for process improvement

Story by Patrick Moes

Unprecedented times and uncertainty are nothing new for St. Paul District's Lean Six Sigma, or LSS, coordinator, Andy Huffman. As a retired Air Force officer, Huffman, said he's accustomed to dealing with unknowns while also looking for opportunities to improve.

That desire to make things better than he found them is a quality that Huffman said he learned while in the Air Force, and it is one of the main reasons he now seeks opportunities to improve the organization by developing streamlined processes for a variety of projects.

As the LSS coordinator, Huffman said the benefits of the program are obvious. "The LSS methodology has a proven track record," he said. "It has produced a return on investment of 700 to 1 since its deployment, and it's important to the Army because it is an analytically-based methodology that has and will continue to help us be responsible stewards of our nation's resources."

For Huffman, the process is simple. He said LSS has been used by numerous organizations to streamline processes. The goal is

to reduce waste while delivering a more consistent product. "While Six Sigma is frequently associated with manufacturing plants, the system can be implemented successfully in a variety of organizations, to include federal government organizations," he added.

Most organizations, to include the St. Paul District, use the DMAIC methodology to develop their Six Sigma programs. DMAIC is an acronym of the methodology's five steps: define, measure, analyze, improve and control:

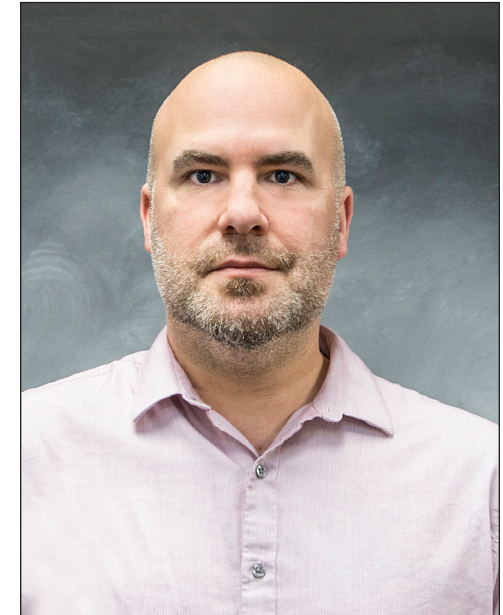
- Define – The main objective of this stage is to outline the borders of the project;
- Measure – The main objective is to collect data pertinent to the scope of the project;
- Analyze – The main objective is to reveal the root cause of business inefficiencies;
- Improve – The main objective at the end of this stage is to complete a test run of a change that is to be widely implemented; and
- Control – The objective of the last stage of the methodology

is to develop metrics that help leaders monitor and document continued success.

In order for any process to be improved, however, a team must first identify an opportunity for potential improvement. Huffman said project selection and prioritization is the first crucial step in building a strong and balanced portfolio of projects and for making effective resource allocation decisions when executing projects. He said the St. Paul District Quality Committee prioritizes the district's projects according to:

- Does the project align with the district's strategy;
- Does the project have the support of district's leadership team;
- Do we have the required resources to execute the project; and
- When completed, will the project provide the desired business benefits (value).

Huffman said the projects will result in more than \$2 million in savings. In addition to saving tax dollars, the St. Paul District



Andrew Huffman, district quality manager. USACE photo by Wendy Wells

had eight new employees earn their certifications to lead LSS projects. Huffman said the district had four employees earn their Black Belt and four of them earned their Green Belt. In comparison, there were only six personnel certified in the Corps outside of St. Paul District this past year.

Emmerich committed to diversity and inclusion

Story by Megan Booth

Courtney Emmerich started at the district as the chief of the equal employment office, July 6.

Her role at the district is to promote diversity and inclusion and ensure all employees and applicants are treated equally and fairly in all aspects of employment. This includes overseeing Equal Employment Opportunity, or EEO, programs, including reasonable accommodations, complaint processing, affirmative action and employment planning, special emphasis programs and EEO-related training. "I am passionate about civil rights, promoting diversity and inclusion," said Emmerich.

Emmerich has an undergraduate degree in sociology and a minor in political science from Concordia College in Moorhead, Minnesota, "Go Cobbers!" Emmerich added, and a master's degree in public and nonprofit administration from Metropolitan State University in St. Paul, Minnesota.

Emmerich transferred to St. Paul District from the Department of Homeland Security's Immigration and Customs Enforcement

Office of Diversity and Civil Rights, where she was the EEO investigations team leader. Emmerich had been with Department of Homeland Security in various EEO roles since 2011 and worked previously for the U.S. Citizenship and Immigration Services. She has worked at all levels of government, including local, state and federal in various positions within the criminal justice system including corrections, victim services and court administration. Her first federal job was with the Federal Bureau of Prisons.

"I hope to bring a revitalized commitment to diversity and inclusion across the district. My goals for the St. Paul District are to actively prevent discrimination, review our practices, policies and procedures to identify barriers to equal employment opportunity, and to contribute to fostering a respectful workplace," said Emmerich.

Outside of the workplace, Emmerich said she loves spending time with her family, being outdoors and watching her children in their various activities such as baseball, lacrosse, hockey and



Courtney Emmerich, equal employment office chief. USACE photo by Emily Chavolla

gymnastics. One of Emmerich's role models is Princess Diana. She explained that Princess Diana used her platform to shine light on many humanitarian causes, some of which were controversial at the time, to change public perception and promote equality.

Meier continues to plant roots in La Crescent, Minnesota

Story by Megan Booth

Andy Meier started his current position as lead natural resource specialist in the La Crescent, Minnesota field office as part of the recreation and natural resources environmental section in February 2020.

The environmental section office has management responsibility for environmental stewardship on the approximately 24,000 acres of Corps-owned land in the St. Paul District. The two primary management responsibilities on the Corps-owned land are sustainable forest management and restoration and shoreline management. They also collaborate extensively with the U.S. Fish and Wildlife Service and state departments of natural resources because much of the land is co-managed with those agencies.

Meier grew up in the southeast corner of Price County in Wisconsin. His undergraduate degree is in forest science from the University of Wisconsin, Madison and his master's degree is in forest biology from Purdue University. After college, Meier worked as a forestry specialist for three years at Purdue University. Following

graduate school, Meier stayed at Purdue where he was the project coordinator for the hardwood ecosystem experiment.

Hoping to move closer to home, Meier accepted a forester/forest ecologist position with Audubon Minnesota in 2015 and worked for six months as a forester on the Upper Mississippi River National Wildfire Refuge based in Onalaska, Wisconsin. In July 2015, Meier started at the Corps as a forester in the La Crescent, Minnesota field office.

In his current position as lead natural resource specialist, he continues to focus on the forest restoration work, but with a greater responsibility of planning and team oversight. "Though technical skills are important for my job, being able to interact with a lot of different people is what really makes me effective in my job. I think I get along well with most people and I try to incorporate feedback into decision-making," said Meier.

Meier is passionate about plants, which he said comes out in his work. "I really like plants and re-



Andy Meier, lead natural resource specialist. USACE courtesy photo

"I'll start 10 or 15 trees growing in pots in my backyard that I started from seed. I'm just fascinated with how plants grow," he added.

In addition to spending time in the garden, Meier said he also enjoys outdoor recreation like hiking, kayaking and biking in the summer and cross-country skiing and winter camping in the winter. "My advice for people pursuing their dreams is to take advantage of opportunities when they come your way. Many people have an idea of what the perfect job is and aren't willing to settle for anything less, but I think that mentality can really limit a person's potential to find what they really want to do," said Meier.

ally love seeing plants grow and understanding how and why they grow. I'm constantly interested in figuring out how floodplain forests on the river developed in the past and how we can utilize that knowledge to better implement management and restoration," said Meier. This passion also comes out in his life outside of his work. "I can't help myself from collecting seeds and every year

St. Paul District partners with tribes through Tribal Partnerships Program

Story by Katie Leslie

St. Paul District currently has four ongoing feasibility studies through the Tribal Partnership Program, or TPP. This program helps federally recognized tribes enter into cost-share agreements with the Corps of Engineers to help solve water-related problems.

Big Sand Lake

One of the studies is the Big Sand Lake shoreline stabilization project. This feasibility study is intended to help the St. Croix Chippewa Indians of Wisconsin with the rapidly eroding banks of Big Sand Lake in south central Burnett County, Wisconsin. Big Sand Lake is wide but shallow, with an average depth of only nine feet. Almost 2,000 linear feet of shoreline is eroding away due to ice heaves and wave action and is rapidly cutting into the tribal lands of the St. Croix Chippewa Indians of Wisconsin.

Prior attempts in 2009 by the Natural Resource Conservation Service to protect the shoreline through the use of geotextile-wrapped cylindrical baskets filled with stones, or gabion bas-



A collection of debris caught in a sharp bend of the Minnesota River near Granite Falls, Minnesota. USACE courtesy photo

kets, to slow the erosional forces and encourage plant growth have not successfully strengthened the shoreline of the Big Sand Lake. These gabion baskets have also become hazardous to tribal members attempting to access Big Sand Lake.

The waters of the Big Sand Lake are of cultural importance to the St. Croix Chippewa Indians of Wisconsin as the lake is used as a traditional gathering spot for

plants such as arrowhead, sugar maples and blackberries, as well as a spot for spearfishing wall-eye. Wild rice beds have also suffered. For many years the size of the rice fields has slowly declined and are now to the point where the tribe can no longer harvest wild rice.

As with all Tribal Partnership Programs, the Corps has designed several alternatives to meet the needs and wishes of the St. Croix Chippewa Indians of Wisconsin. Potential project plans include the restoration of aquatic and terrestrial vegetation, the reshaping of the shoreline to be more resistant to erosional forces and additional, protective stone rip rap.

In addition to shoreline rehabilitation, plans also include the improvement of tribal infrastructure along the Big Sand Lake shoreline. Canoe launch sites will be made more accessible, pathways will be made ADA compliant, gathering areas will be rehabilitated and beach access will become more accessible to tribal members. Once the chosen plans are implemented, the tribe will once again be able to safely access an



The bank of the Minnesota River that is susceptible to forming a new river channel across the Upper Sioux Community tribal lands near Granite Falls, Minnesota. USACE courtesy photo

environmentally stable Big Sand Lake.

Sturgeon Lake

Early in 2019, the St. Paul District partnered with the Prairie Island Indian Community to resolve erosional damage to Buffalo Slough Island, an island within Sturgeon

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Lake near Red Wing, Minnesota. After several months of working with the Prairie Island Indian Community to determine which solutions would best allow them to continue their cultural practices, the team finalized the feasibility study and integrated environmental assessment.

The Prairie Island Indian Community's tribal lands are in the modern-day location of Pool 3 of the Mississippi River, near Red Wing, Minnesota. The Prairie Island reservation began as 120 acres in the late 1800s and their lands grew in size through additional land acquisitions throughout the years. However, dam construction in the 1930s drastically reduced the amount of livable land for the community. Water levels were raised and areas previously unaffected by the Mississippi River were now inundated or exposed to the effects of shoreline erosion

The Prairie Island Indian Community is concerned about Buffalo Slough Is-

land, as the eastern shore of the island is heavily eroded and filled with invasive reed canary grass which damages both the aquatic and floodplain forest habitat. In addition to the negative environmental impacts caused by the erosion, the damage to Sturgeon Lake makes the area inaccessible to the community to continue their cultural practices of growing wild rice, collecting plants for consumption and medicinal purposes and practices sacred to the community.

The Prairie Island Indian Community are descendants of the Mdewakanton Band of Eastern Dakota, or "those who were born of the waters," and have lived in the region since before European contact. Riverine resources were,



The northern tip of Buffalo Slough Island, an island within Sturgeon Lake near Red Wing, Minnesota. USACE courtesy photo

and still are, crucial to the Prairie Island Indian Community culture as it has long been the source of food, medicine and other resources vital to their cultural heritage.

Project manager Kimberly Warsaw, said, "This feels like a huge win to work on an ecosystem restoration project that will benefit the Prairie Island Indian Community. The Buffalo Slough Island is eroding with its natural habitat also declining. Our project aims to protect the island from further erosion, increase the size of the island, eradicate the invasive species and plant native trees."

The plan consists of constructing a stone bullnose at the northern point of Buffalo Slough Island to counteract the impacts of the Mississippi River's force on the apex of the island. In addition, rock vanes on the eastern side of the island will both prevent additional shoreline erosion and provide habitat for a variety of birds, reptiles and mammals. The island itself will be raised further out of



The heavily scoured eastern shore of Buffalo Slough Island, an island within Sturgeon Lake near Red Wing, Minnesota. USACE courtesy photo

the river through the placement of main channel dredging material. Capped backwater dredged materials will serve as a top soil for newly planted trees grasses, and other native plants to be planted throughout the island.

Upper Sioux Community

The Upper Sioux Community have occupied the Pejuhutazizi Kapi (the place where they dig for yellow medicine), located near Granite Falls, Minnesota, for thousands of years. The Upper Sioux Community tribal lands are adjacent to the Minnesota River, but a sharp bend in the river is

Story continued on Page 24

Story continued from Page 23

rapidly eroding and threatening to cut a new channel through agricultural lands as well as land enrolled in the Natural Resources Conservation Services and Wetlands Reserve Program. Tribal lands are a finite resource to the Upper Sioux Community and the loss of land to a new cut of the Minnesota River would be detrimental to the community who see their land as integral to their continued prosperity.

The bend of the river most susceptible to erosion had been previously protected with stone rip rap, however, the rip rap failed

and allowed the river to begin cutting across tribal lands. In June, Corps personnel conducted a site visit of the area in order to meet with the Upper Sioux Community, assess the current state of the bank erosion and collect geomorphic samples to better understand the structure of the riverbank.

This TPP project is a first for many of the Corps personnel working on the project. "The Tribal Partnership Program ensures that the tribal voice is front and center in the planning process, and that what is important to the Upper Sioux Community is central to the planning process,"

Nan Bischoff, project manager, said.

Jill Bathke, planner, said, "TPP projects are different from standard flood risk management plans, as you are fixing a problem and providing assurances that the problem is going away and will not reoccur."

The Tribal Partnership Process allows tribal communities to access the project planning skills of the



Ice heave damage along Big Sand Lake, in south central Burnett County, Wisconsin. USACE courtesy photo

Corps of Engineers to help solve any water resource issues, such as with this project which will ensure the preservation of the Upper Sioux Community's tribal lands.

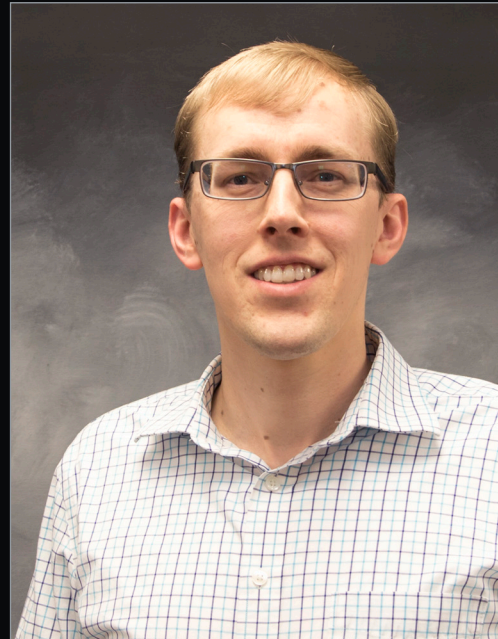


Erosional damage to tribal infrastructure, in south central Burnett County, Wisconsin. USACE courtesy photo

Recognizing our Employees of the Month: The MVPs of MVP



July
Tim Rolbiecki,
operations



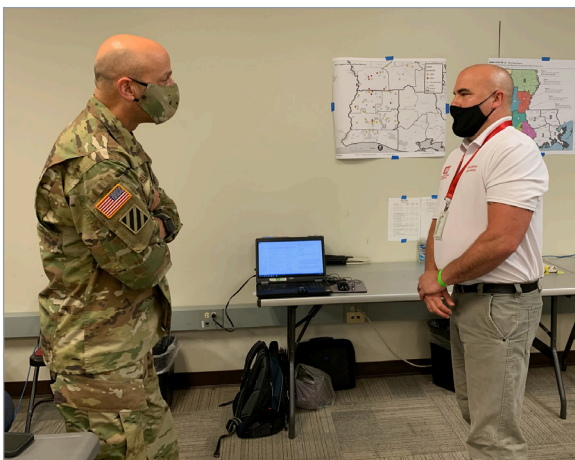
August
Kyle Turner,
*civilian personnel
advisory center*



September
**Tammy
Frauenshuh,**
operations



Around the District



Andy Huffman, quality manager, briefs Lt. Gen. Scott Spellmon, Commanding General, on the Hurricane Laura temporary housing mission in Louisiana, Sept. 16. USACE photo by George Stringham



Maj. Gen. Diana Holland, Mississippi Valley Division commander, presents a commanders coin to Theresa Vaagen, construction support assistant, Oct. 1. USACE photo by Shannon Bauer



Jason Mothershed starts as the Minnesota flood control section spervisor Oct. 1. USACE courtesy photo



Patrick Harding and Jude Keelan, logistics, package up 25 computers to send to the Augusta, Wisconsin, School District, Sept. 25. USACE courtesy photo



Hunter Simonson, Leech Lake Dam park ranger, created his own 'safety ladder' on fall protection and safety measures for National Safety Stand-Down Week, Sept. 11. USACE courtesy photo

News and Notes

New Hires

Matthew Anderson, civil engineer, engineering and construction, Fargo, North Dakota
Kevin Bokay, librarian/archivist, programs and project management, St. Paul, Minnesota
Steph Brunot, civil engineer, engineering and construction, St. Paul, Minnesota
Kevin Casserly, appraiser, real estate, St. Paul, Minnesota
Re’Nisha Clayton, civil engineer, engineering and construction, St. Paul, Minnesota
Jerry Cudney, construction control representative, engineering and construction, Fargo, North Dakota
Courtney Emmerich, equal employment manager, equal employment office, St. Paul, Minnesota
Daniel Flittie, civil engineer, engineering and construction, St. Paul, Minnesota
Shane Hargreaves, construction control representative, engineering and construction, Fargo, North Dakota
Amy Heffernan, administrative support assistant, recreation and natural resources, Grand Rapids, Minnesota
Josh Hinrichs, lock and dam operator, operations, Guttenberg, Iowa
Kyle Hoff, civil engineer, engineering and construction, St. Paul, Minnesota
Yvette’e Jordan, construction control representative, engineering and construction, Fargo, North Dakota
Kevin Kriesel, lock and dam operator, operations, Trempealeau, Wisconsin
Caree Kovacevich, senior project manager, regulatory, St. Paul, Minnesota
Leslie Lakey, lock and dam operator, operations, Alma, Wisconsin
Tiffany Meeks, student trainee, engineering and construction, Fargo, North Dakota
Jason Mothershed, supervisory facilities operations specialist, operations, Watson, Minnesota
Melissa Murray, administrative support assistant, operations, Fountain City, Wisconsin
Stephanie Parks, human resources specialist, civilian personnel advisory center, Chesterfield, Michigan
Ceres Parsons, administrative support assistant, engineering and construction, St. Paul, Minnesota
Zachary Rogers, biologist, regional planning and environment division north, St. Paul, Minnesota
Jon Schultz, supervisory natural resources manager, operations, La Crescent, Minnesota

Elizabeth Stoeckmann, public affairs specialist, engineering and construction, St. Paul, Minnesota
William Tippet, lock and dam operator, operations, La Crescent, Minnesota
Cameron Tomczyk, student trainee, programs and project management, St. Paul, Minnesota
Colin Tyrrell, civil engineer, engineering and construction, St. Paul, Minnesota
Lenona Vierra, administrative support assistant, operations, St. Paul, Minnesota
Michael Vogt, lock and dam equipment mechanic, operations, Minneapolis, Minnesota
Sean Wentworth, mechanical engineer, engineering and construction, St. Paul, Minnesota
Michael Wester, lock and dam operator, operations, Hastings, Minnesota

Taps



Darwin "Hap" Litzell passed Oct. 16, 2020. Hap worked at the Eau Galle recreation area as a seasonal office clerk for over 20 years before retiring in October 2003.



Dan Wagner passed away Oct. 9, 2020. Dan was a lock operator at Lock and Dam 3.

News and Notes

Promotions

Katherine Clark, budget analyst, resource management, St. Paul, Minnesota
Cody Fairey, engineering equipment operator, operations, Fountain City, Wisconsin
Samantha Fink, lock and dam operator, operations, La Crescent, Minnesota
Troy Frank, lock and dam equipment repairer supervisor, operations, Genoa, Wisconsin
Rachel Gralnek, office automation assistant, regulatory, St. Paul, Minnesota
Rebeca Graser, northeast section chief, regulatory, Brookfield, Wisconsin
Matthew Groshek, regulatory specialist, regulatory, Brookfield, Wisconsin
Eric Hanson, ecologist, regional planning and environment division north, St. Paul, Minnesota
Craig Jarnot, northwest section chief, regulatory, Bemidji, Minnesota
Joseph Jordan, biologist, regional planning and environment division north, Rock Island, Illinois
Chad Konickson, supervisory biologist, regulatory, St. Paul, Minnesota
Jacqueline Kovarik, geographer, regional planning and environment division north, St. Paul, Minnesota
Bonnie Meyerhoff, technical support assistant, engineering and construction, Winona, Minnesota
Abigail Moore, civil engineer, engineering and construction, St. Paul, Minnesota
Alexander Nelson, civil engineer, engineering and construction, St. Paul, Minnesota
Mark Noack, lock and dam operator, operations, Guttenberg, Iowa
Travis Phend, deckhand, operations, Fountain City, Wisconsin
Eric Rain, lock and dam operator, operations, Alma, Wisconsin
Virginia Regorrah, supervisory civil engineer, engineering and construction, Fargo, North Dakota
Matthew Rolbiecki, engineering equipment operator, operations, Fountain City, Wisconsin
Simon Rutherford, attorney-advisor, office of counsel, St. Paul, Minnesota
Anthony Skemp, lock and dam operator, operations, Eastman, Wisconsin
Christina Vasseur, civil engineer, engineering and construction, St. Paul, Minnesota
Steven Zastrow, lock and dam operator, operations, Minnesota City, Minnesota

Retirements

Sherolyn Bahl, support assistant, operations, Watson, Minnesota, retired after 42 years
Girard Schuster, technician, engineering and construction, St. Paul, Minnesota, retired after 32 years

Congratulations

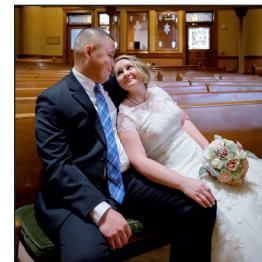


Vanessa Alberto, regional planning and environment division north, and **Brian Alberto**, engineering and construction, welcomed Sophia Alberto Nov. 8 at 7 lb 1 oz.



Bill Odell, engineering and construction, and his wife welcomed James Charles Odell on June 27.

Angelo Pedretti, operations, and Theresa Pedretti welcomed Flora Jean Pedretti on Aug. 22. She weighed 7 pounds 15 ounces and is 20-1/4 inches long.
Travis Thul, mechanical engineer in Design Branch, accepted a White House fellowship through the U.S. Coast Guard



Vinai Vinlander, office of counsel, and Anne Petty married in a small, technology-assisted ceremony in St. Paul, Oct. 24. Vinai and Anne met when both were living in Jackson, Mississippi, and while Vinai was working at the Mississippi Valley Division.



2020

St. Paul District AWARDS



Committed to successfully delivering our program

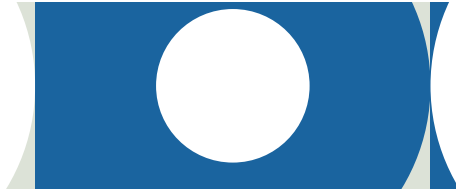


Passionate about using our expertise to serve others



Dedicated to care for and develop an inspired professional workforce of trusted and reliable teammates





Colonel's Message

MVP Teammates,

2020 - what a year! While we typically celebrate the end of a calendar year with a district town hall, awards ceremony and holiday parties, the ongoing pandemic makes this year a little different.

Despite the numerous challenges of 2020, the St. Paul District remained true to our vision of being a *World-Class District that Delivers - for our Workforce, Partners, Region, Enterprise and Nation.*

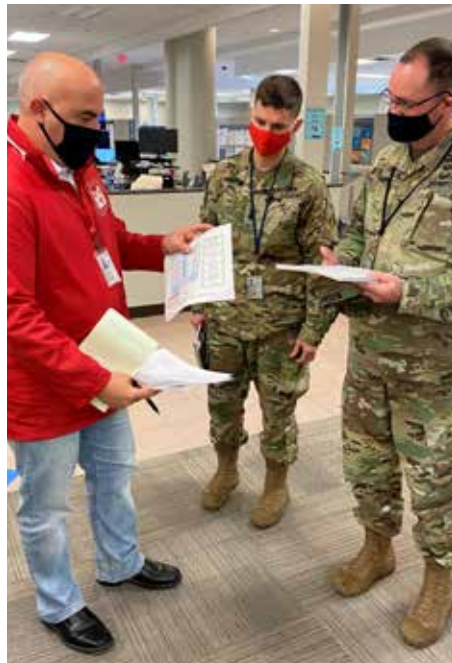
Throughout the year, our teammates consistently exemplified our "MVP" guiding principles: Mission - we're committed to successfully delivering our program; Value - we're passionate about using our expertise to serve others; and People - we're dedicated to our inspired and professional workforce.

Our teammates adapted to the pandemic and consistently came through to deliver positive results in service to our fellow citizens. When it comes to disaster response, decades of faithful service, innovation, teamwork, a culture of safety, or dedication to diversity, equity, and inclusion, this awards program showcases inspiring individual and collective excellence.

I salute those recognized for their achievements in this program and appreciate the time and effort from their supervisors and peers who value their selfless contributions.

It is an honor to serve with all of you...thanks for all you do!

~COLJ





From Lt. Col. Patrick Sullivan -

This has certainly been a year for the record books. It has been an honor and a privilege to serve in MVP as our district has not only survived during this pandemic but truly thrived. With outstanding employees from top to bottom in our organization, we have been able to overcome significant obstacles and be extremely successful in our foundational activities, our project delivery, and our support to the nation when called upon for alternate care facilities and hurricane support. This does not just happen without an amazing workforce. Thank you for all you do!

From Kevin Wilson -

People are what make a great organization 'great.' It's people with talent, commitment and passion. The St. Paul District has all of those. I appreciate the hard work everyone in the district has demonstrated over the past year. It has been a challenging year but the district accomplished a lot. Thank you!



From Michael Bart -

District team members: I am humbled by your amazing ability to execute our mission in spite of a pandemic, network challenges, personal inconveniences/sicknesses and our interim way of doing business. You have demonstrated resourcefulness to a level that is awe inspiring. I thank you for your immense contributions and I look forward to the future when we will all be able to "see" each other again and celebrate our esprit de corps! I salute all of you!

From Terry Birkenstock -

MVP staff: Gratitude from me to you for all the great things you accomplished this past year. Most of you have probably never had so many challenges thrown in front of you to keep you from doing your best. However, despite COVID-19, civil unrest, school closings and toilet paper shortages, you found a way to take care of your coworkers, keep your families safe, work mostly from home with its many distractions and learn and excel with new technologies.

The work you did to execute our portfolio of diverse projects and accomplish new critical missions is impressive – you did not miss a beat, including conducting field work under arduous conditions. Those efforts have not gone unnoticed – I'm impressed every day by the great people in this organization and your unique skills. You are providing a great example of how to be an agile workforce, ready for any challenge. Be proud of how you help protect, sustain and improve both the natural and the built environment, keep doing those things that set us up for success and keep pushing each other to continually improve.

Thanks again for all you did in FY20 – a year we will never forget!





From Tamara Cameron -

I'd like to express gratitude to all the staff that overcame adversity and worked together creatively and strategically to fully accomplish our multiple operations missions while adapting to the evolving conditions of the COVID-19 pandemic. Together, the St. Paul District team kept our locks and dams, reservoirs, recreation areas and commercially navigated waterways open continuously for the full 2020 season. It was truly a remarkable year, with significant contributions from our staff in the field who locked boats, moved gates, surveyed and dredged rivers, ran campgrounds, managed our large tracts of natural areas, inspected, maintained and repaired equipment and infrastructure throughout the region, and not the least of which, looked out for one another.

From John Carrell -

Congratulations MVP on an outstanding year of achieving the mission with excellence while also overcoming incredible challenges of the COVID-19 pandemic. I am truly amazed at your resilience and focus on achieving the mission while also taking care of each other. I am also appreciative of the entire team's rapid response to complete many short suspense training taskers this year. Thank you so much, I am proud to be a member of MVP!



From Chad Konickson -

Happy Holidays MVP! I wish everyone a safe and restful holiday season. It's a great time to reflect and I'm reminded how grateful I am to be part of an important mission and to have security at a time when so many don't. Thanks to the entire MVP team; you're the reason this is such a great place to work. To my fellow regulators - you inspire me every day with your dedication and can-do attitude. It's a real privilege to be part of this team!

From Kevin Sommerland -

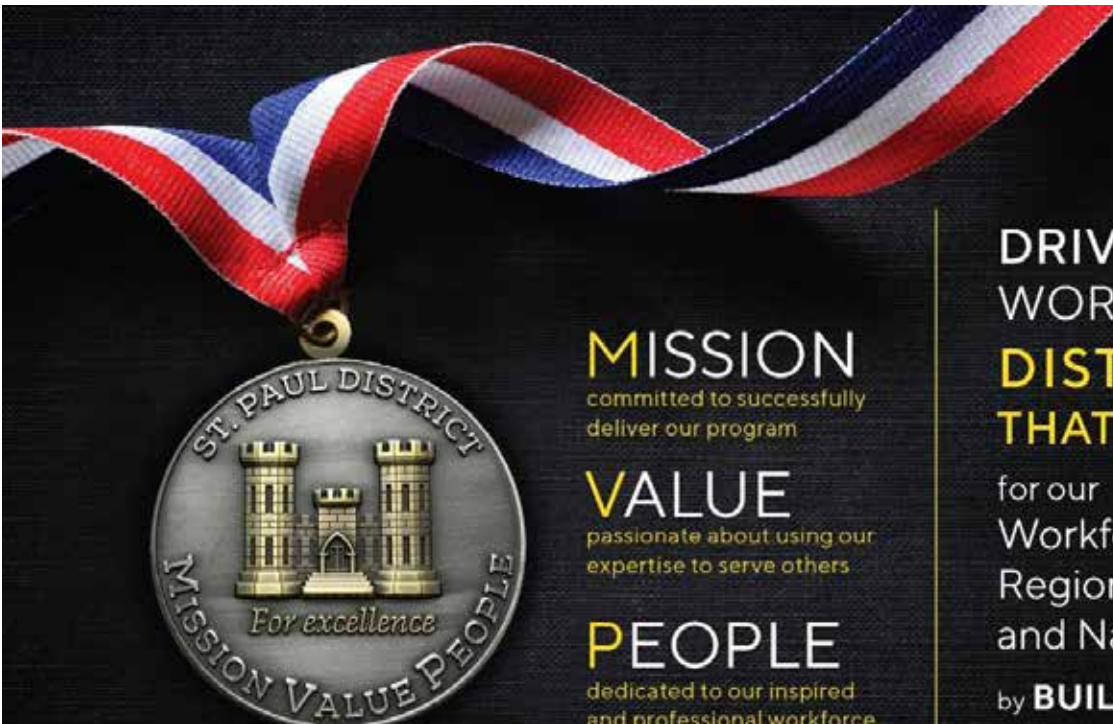
As I look back on another highly successful year for the district, I feel honored to be part of such a great organization. My sincere thanks and appreciation go out to all district employees for your hard work, commitment and invaluable personal contributions to our programs and successes.

We certainly faced many unique challenges this year, but despite those challenges, you found a way to push through the obstacles and stay focused on the goal to provide the highest level of service to our partners and each other.

Many people have said they look forward to 2020 coming to an end. Although it has been an extremely difficult year, I believe it has made us stronger and better equipped to accomplish greatness in 2021.

Thank you once again for your continued service and commitment to excellence. I wish each of you a very happy new year, filled with success and good health.





MISSION
committed to successfully deliver our program

VALUE
passionate about using our expertise to serve others

PEOPLE
dedicated to our inspired and professional workforce

DRIVEN to be a **WORLD-CLASS DISTRICT THAT DELIVERS** for our Workforce, Partners, Region, Enterprise, and Nation

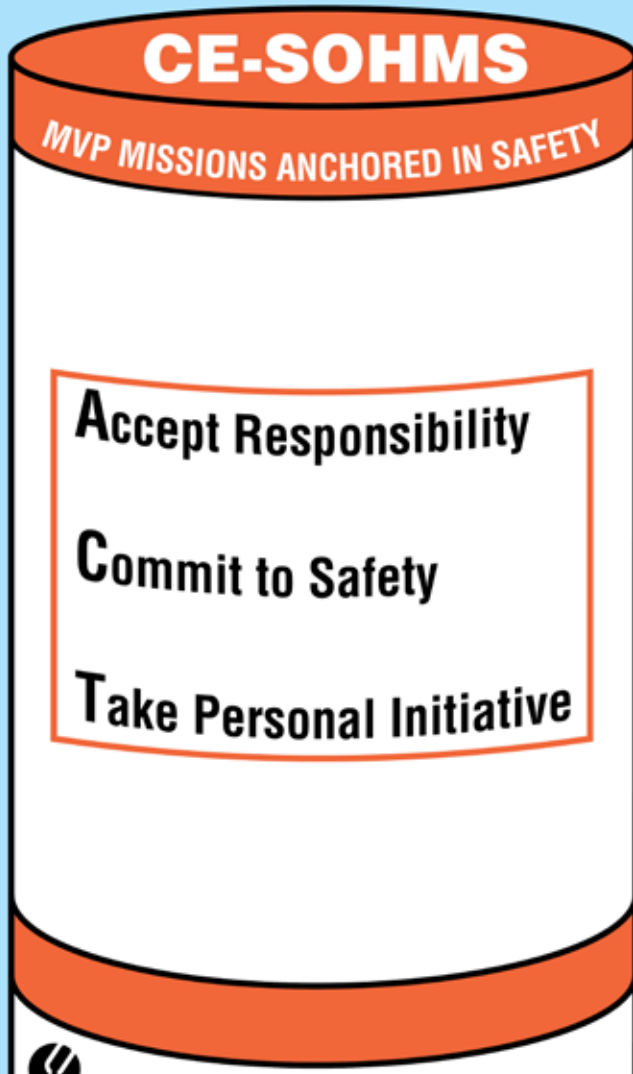
by **BUILDING STRONG** and Taking Care of People!



Guiding Principles: A broad philosophy that encompasses our collective beliefs and values and guide our organization throughout its life in all circumstances, irrespective of changes in its goals, strategies or type of work. Guiding principles create an organizational culture where everyone understands what's important.

1. We hold ourselves accountable to high standards and professional ethics
2. We understand and follow our processes
3. We resource and empower our multidisciplinary teams to succeed
4. We demonstrate positive teamwork, communication, collaboration and cooperation
5. We step-up to serve our fellow citizens and nation in times of disaster or conflict
6. We embrace constructive conflict to yield better results
7. We are forward-looking and use ingenuity to seize opportunities and address challenges
8. We play to our strengths, embrace change, and continuously improve
9. We take care of one another and seek a healthy work-life balance for all
10. We demonstrate inclusiveness and value clear, candid and transparent two-way communication
11. We build optimistic engaged leaders who maintain a healthy work environment
12. We invest to recruit, develop, employ and retain talented teammates





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

YOU NEED TO ACT!

Accept Responsibility

- Know your PHA's/
AHA's
- Anticipate Hazards
- Share Lessons
Learned

Commit to Safety

- Learn Safety
Standards
- Promote Safe
Behavior
- Recognize Safe
Actions

Take Personal Initiative

- Report Safety
Concerns
- Identify Improvements
- Eliminate Unsafe
Practices

ERDC-U HQ Level Training



Aaron McFarlane

MVD Emerging Leader Program



Andrew Sander

MVP Leadership Development Program



Nick Castellane



Kevin Denn



Nick Dunham



Theresa Gant-Gaines



Steven Heidbrider



Emily Moe



Duane Perkins



Daniel Reburn



John Riederer



Sam Smith



Lyle Spring



Kurt Zacharias



Charlie DuBois

MVP LDP Tier 1

For more information on MVP LDP Tier 1: <https://team.usace.army.mil/sites/MVP/PDT/LDP/default.aspx>

The MVD Emerging Leaders Program is a great example of the Region's continued investment in the USACE family. The EL Program undoubtedly helped me be a better USACE teammate through greater understanding of our missions and my own professional and personal development. More importantly, however, was the high level of focus on relationships and the reinforcement of the importance of the welfare of our employees for our shared success. I was most impressed by the gift of time senior leaders gave to our cohort and how they led through their explicit actions.
~Andrew Sander

Once you begin to participate in LDP you realize it is much more than a self-improvement program, it is a Corps improvement program. Though each participant catered the program to their own personal skills and growth, it was impossible not to come away from the experience implementing the lessons for a better USACE.
~Nick Castellane

Self-awareness is the cornerstone of social awareness and self-management, all of which directly influence relationship management.
~Sam Smith

It was my honor to work with a great team of researchers and scientists from the Engineer Research and Development Center, or ERDC, this year. I had the opportunity to develop and conduct a study of natural and restoration project soils in our district. The ERDC-U program can be customized to many Corps interests and I would highly recommend it.
~Aaron McFarlane

Employee of the Month

Individuals are nominated by their co-workers for the work/tasks they complete while at work. The nominations are gathered and verified by EEO, CPAC and their supervisor. All nominations that are cleared by EEO, CPAC and supervisor are sent to the Employee of the Month selection committee and the committee selects one individual for the month. If an individual is not selected, their nomination is forwarded to the following month because the nomination is valid for a total of 6 months.



Toni Wasgatt
January



Scott Snelling
February



Kristoffer Laman
March



Chris Hrubes
April



Brad Bauer
May



Aaron Buesing
June



Tim Rolbiecki
July



Kyle Turner
August



Tamryn Frauenshuh
September



Bryanna Sauer
October



Wendi Baker
November



Jesse Ray
December



Shannon Bauer

Shannon Bauer and Ryan Malterud **Supervisory Honorary EEO Award**

The St. Paul District strives to be a “world-class” employer prioritizing diversity and inclusion initiatives. The Equal Employment Opportunity, or EEO, office would like to recognize two supervisors that have demonstrated consistent support of EEO program initiatives and have gone above and beyond by placing EEO objectives into action. We would like to recognize Shannon Bauer and Ryan Malterud for their dedication and support for the Workforce Recruitment Program, or WRP. WRP is a recruitment and referral program that connects federal sector employers nationwide with highly motivated college students and recent graduates with disabilities, including disabled veterans. This program provides opportunities to highly motivated candidates with disabilities who are eager to gain experience. Each year the EEO office requests volunteers from MVP managers seeking WRP interns and in FY20 Shannon and Ryan eagerly requested to participate and have provided invaluable job experience to individuals with disabilities. They help carry out the MVP mission to invest, recruit, develop and retain talented teammates. We would like to thank Shannon and Ryan for providing outstanding leadership as these actions positively impacted the implementation of the district’s affirmative employment program plan.



Ryan Malterud



Nan Bischoff **PPMD Project Delivery Business Process Excellence Award**

Nan Bischoff has been a district leader in Project Delivery Business Process, PDBP for many years and truly embraces what it means to deliver projects in a team environment. She is detail minded and has taken the time to understand, learn and apply the USACE PDBP delivery process in a most effective manner. Time and time again Nan has been the example of what “right” looks like. She works closely with her team members throughout the project life cycle to develop project management plans and other key team documents to gain team buy-in and project support. Nan treats all sponsors and stakeholders as true members to the team, always taking time to communicate, build relationships and coordinate project details. She has an outstanding ability to resolve conflict and complicated challenges while keeping a positive project outcome as a top priority. Nan can clearly and concisely communicate project needs with team members, sponsor, stakeholders, senior leaders and the USACE vertical team. Nan truly does exemplify PDBP excellence and leads using the district guiding principles.

Nick Castellane **PPMD Project Manager of the Year**

Nick Castellane, project manager, is nominated as Project Manager of the Year. Nick has become an incredibly valuable member of the PPMD team and continues to grow in his professional development by taking on new challenges. He embraces all the MVP guiding principles – he understands and follows processes, demonstrates positive teamwork, communicates effectively and embraces collaboration and coordination. Nick plays to his strengths, he takes on challenges and continuously improves. While a relatively new project manager himself, Nick mentors less experienced project managers. He holds himself and team members to the highest standards. Nick is an excellent project manager and teammate who promotes the values that are essential to a healthy work environment.



Steve Clark **RPEDN Employee of the Year**

As a supervisor, Steve literally employs all 12 MVP guiding principles to perform his job. As a first-line supervisor, Steve routinely leads his staff through complicated projects to meet the missions of our district. He empowers his staff, sets a positive example, and encourages strong communication both internally and with stakeholders to build relationships critical to completing district work. Steve also performs at a high level with his technical work. Steve is one of the very best in USACE at understanding and addressing environmental compliance needs. Despite all this, Steve is selfless, never seeking recognition or drawing attention to himself or his accomplishments. Steve is thought of highly by all our agency partners, their respect of him is a true reflection of his commitment to his teams and to doing the right thing.



Leslie Day **Regulatory Teammate of the Year**

Leslie Day is recognized for her unfailing dedication to care for her teammates. Leslie consistently demonstrates a positive attitude, works collaboratively and advocates for the well-being of her teammates. She has dedicated herself to developing a sense of community and building an inclusive culture. Whether she is building a foundation of knowledge through mentoring or taking a moment to share personal interests, Leslie is always seeking to build optimism and empower our teams to succeed. She sincerely cares about the team and seeks feedback from her peers to develop herself professionally. She is unsurpassed in her commitment to enhancing our teams' skills, competencies and sense of inclusion. Leslie embodies our commitment to people.



Maria DeLaundreau and Theresa Gant-Gaines **Non-Supervisory Honorary EEO Award**

This award is presented to recognize two employees who have demonstrated their commitment and significant contributions to EEO embracing the strengths of diverse people in an inclusive environment at the St. Paul District in FY20.

Maria DeLaundreau has been instrumental in implementing a regulatory Diversity, Equity and Inclusion, or DEI, team in the regulatory division. This team meets monthly to discuss regulatory specific action items related to DEI promoting cultural observances and events. Additionally, the regulatory DEI team provides a monthly platform for interactive discourse and feedback from regulatory employees on how

Maria DeLaundreau

to create a more inclusive work environment for their colleagues as well as enhancing accessibility for their customers. We would like to thank Maria for her significant accomplishments, including volunteering to participate in a HQ Revolutionize Civil Works podcast openly discussing project inclusion and for her innovative ideas geared towards fostering affirmative employment and a hostility-free environment for employees in the regulatory division and beyond.

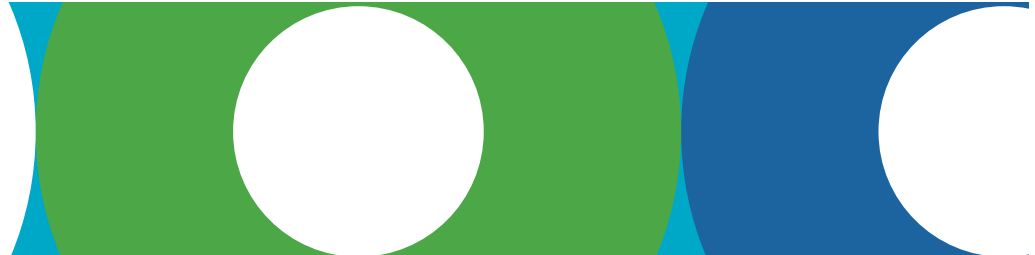
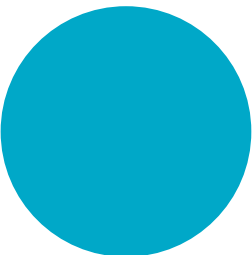


Theresa Gant-Gaines

Theresa Gant-Gaines has been influential with her participation in the monthly DEI meetings and actively volunteers to participate in recruitment activities for the district. She volunteered to participate in a HQ Revolutionize Civil Works podcast openly discussing project inclusion and has worked closely with the EEO office to provide recommendations to diversify our outreach activities. Theresa also is associated with professional engineering societies and provides her knowledge of the Corps to members of these groups. She has an open invitation to the University of Minnesota to promote career opportunities at the St. Paul District and coaches students on how to apply for jobs at the Corps. We would like to thank Theresa for her significant accomplishments that have resulted in demonstrable achievements in the special emphasis program area.

Sheldon Edd **MVP's CE-SOHMS Safety Champion of the Year Award**

Sheldon Edd is recognized for his dedicated and exceptional support of the MVP Corps of Engineers Safety and Occupational Health Management System [CE-SOHMS] implementation process. Sheldon has been an active member of the CE-SOHMS working group since its inception. He brought his extraordinary proficiency and knowledge of construction project management to the team and was instrumental in MVP achieving 100% completion on CE-SOHMS stage one. Having participated in multiple assessments and interviews, Sheldon has set the standard for how CE-SOHMS can be applied for construction representatives and quality assurance. His daily actions in carrying out assigned duties are very well grounded in the CE-SOHMS principles. Sheldon takes a critical approach to safety in not only his own activities, but shares his acumen and enthusiasm with others, motivating CE-SOHMS stakeholders to carry it forward and follow his example. He is a true inspiration and has truly elevated the bar for CE-SOHMS engagement and success.





Nick Glatz **Innovator of the Year**

Nick Glatz is a forward thinking employee that epitomizes the word innovator with his ingenuity and dedication to seize opportunities and address change. Nick worked tirelessly crafting out-of-the-box solutions to achieve never before seen success in the district. He developed an excellent solution for long standing connectivity issues hindering our team on the Dredge Goetz, found a way to upgrade internet capability to get at least 10 times the speed for nearly all of our district's remote sites, upgraded 19 separate circuits throughout MVP, upgraded additional field site capabilities and saved the district nearly \$500,000 by cutting waste and upgrading systems. Nick is truly an innovator and a great MVP team member!



Grant Halvorson **MVP Spirit Award**

Not to be out done by team chants, matching t-shirts and motivational quotes, Grant Halvorson soars above the rest when it comes to MVP spirit. Although his clandestine means of acquiring such a treasure remain a mystery, he was able to procure the license plate, MVP 123, showing his true team spirit and that he is the real MVP.

Yevette'e Jordan **New Employee of the Year**

Yevette'e Jordan committed to the St. Paul District at the BEYA Conference, a full three months before graduation from Alabama A&M. Upon arrival, Yevette'e was assigned as one of two construction representatives to the Wild Rice River Structure, where she immediately demonstrated not just an understanding of the plans and specifications, but also a focus on the contract administration processes which are crucial to holding a contractor to the contract requirements. Due to her understanding of the contract requirements, dozens of employees are receiving the wages they deserve on a federal project. In addition to her sharp eyes, Yevette'e's writing and documentation of work is exceptional and has received praise from individuals outside of the construction branch. Yevette'e continues her drive to improve her skills, having enrolled in the distance learning program for a masters in construction management from the University of Alabama Birmingham. Finally, Yevette'e has proven herself to be a tremendous asset to both the Fargo office and the St. Paul District by reaching out to her classmates at Alabama A&M and recruiting other high performers like herself. As the office struggles to find qualified candidates through the standard advertisement methods, Yevette'e's assistance in recruiting is invaluable.



Denise Julson **PPMD Employee of the Year**

Denise Julson, program analyst is nominated by her peers as Programs and Project Management Division, or PPMD, Employee of the Year. Words used to describe Denise are "fantastic, professional, tremendous asset, wealth of knowledge, proactive and helpful." Denise handles multiple complicated funding issues, understands and follows processes to assure all is well with our corporate P2 system and provides timely and professional support to all her project development teams. Her wealth of knowledge of the projects, P2, CEFMS and her positive "can do" attitude are of great value to the project managers and colleagues throughout the district.





Roberta Just **Administrative Professional Employee of the Year**

Roberta Just exemplifies many of the district's guiding principles as she leads our administrative team, and is the driving force behind numerous daily activities to ensure that we accomplish our mission. She also supports our public affairs and contracting offices. There are so many actions that she takes that are "behind-the-scenes" and are essential to a functioning organization.

Meghan McKinney **Regulatory Mentor of the Year**

Meghan McKinney is recognized for exceptional contributions in mentoring across the regulatory division. Meghan has demonstrated excellence in training staff, answering questions and troubleshooting database issues, in review and compilation of high profile permit records, during development of electronic administrative record procedures and with overall field office functions. Meghan has also provided contributions vital to the success of various programmatic initiatives including development of general permits and regulatory guidebooks. While often working behind the scenes, Meghan is a go-to person, works efficiently and joyfully accepts any assignment. Her attitude and achievements embody positive teamwork, collaboration and cooperation and will result in lasting positive results. Meghan is passionate about using her knowledge and experience to help the team succeed and exemplifies value.



Kelly Obermiller **Resource Management Employee of the Year**

Kelly Obermiller is continually relied upon to take on the new needs of the district and she accepts these additional duties and performs them with excellence. Although her main job is as a manpower officer she also serves as the district training coordinator which has been a busy position over the last year. She has made every effort to make training actions less cumbersome in TED for the offices by often taking care of administrative actions for the individual office training coordinators. Whenever the front office has a need for a new tracking item she is there to make sure they get the information they need in a timely manner. Actions such as new training and diversity and inclusion have come up this year and she has managed these in TED quickly and efficiently getting information out to the offices. She continues to remain open and willing to assist the entire district with any type of request she can.

George Stringham **Support Staff Employee of the Year**

George Stringham is an unsung hero on our support staff as he exemplifies many of our district's guiding principles. He is always willing to step up to serve other employees in our district with ingenious solutions to overcome challenges. He has worked with many district offices to get our intranet portal site updated with proper permissions and training if needed. His technological expertise is lauded across the enterprise as he is a member of the USACE HQ's team. His additional accomplishments include capturing events with Facebook Live, completing a list server transition for public notices and a Yammer implementation for operations. He was also willing to deploy and extended his deployment to support the hurricane mission in Louisiana. George is truly an excellent MVP team member!



Sam Woboril **Regulator of the Year**

Sam Woboril is recognized for his stalwart service as a member of the regulatory team. Sam is a diligent regulator who is committed to delivering the program in a professional manner and he represents the organization with a respectful and sincere attitude. He delivers the program consistently and conscientiously every day and he never hesitates to accept work to support the division. He is a valued member of the regulatory division who always supports his team and maintains a positive attitude through any adversity. Sam is a dependable, hard-working member of our team and we recognize his daily commitment to the mission.

Operations Division Navigation Team of the Year

The operations division navigation team is recognized for their contributions to the Illinois waterway consolidated lock closure project. The team played a crucial role in the successful execution of this project allowing the locks to reopen to navigation on schedule. From the start, the team worked collaboratively to effectively accomplish critical tasks even within tight timelines.

Over the course of the year, the team supported every step of the project including activities such as mobilization, bulkhead installation, electrical, chamber dewatering, miter gate repair, concrete repair, bubbler systems, site clean-up and demobilization. Needless to say, team members utilized all of their skills and talents and did so unquestionably and to the highest standards. This team is resourceful, reliable, dependable, exceedingly capable and always unflappable under pressure. Team members are worthy representatives of the values and ethics of the Corps of Engineers, and it is because of their continued and consistent hard work that they are recognized as the operations division navigation team of the year.



Mike Gunderson



Austin Hegenbarth



Josh Isakson



Branden Johnson



Spencer Johnson



Adam Kiedrowski



Knute Knutson



Bob Kohner



Adrian Loewenhagen



Stan Marg



Ryan Markey



Travis McElmury



Angelo Pedretti



Jon Peters



Josh Rye



Jordan Skoug



Chris Stai



Nate Van Loon



Zach Wenzel



Casey Woodhouse



Devon Bemis



Kraig Berberich



Joe Bernaix



John Bostrack



Tony Broxson



Dave Diamond



Leslie Day



Cindy Hitchcock

Nominations for Civil Servant of the Year are for current employees who have distinguished themselves by sustained, superior performance, special acts, community service or other noteworthy contributions during the previous calendar year. Nominations may be based on the employee's contributions at work, outside work, or both.



Andrew Huffman



Eric Johnson



Richard Schueneman





Paul Johnson

Civil Servant of the Year - Excellence Beyond Expectations

Paul Johnson is dedicated to doing whatever it takes to meet the organization's critical missions. He is always flexible and exhibits a mission-first approach to his own schedule. He is willing, at a moment's notice, to travel anywhere within or outside the St. Paul District boundaries to perform land surveys and collect important engineering data.

Paul is the ultimate team player who is always willing to travel anywhere at any time, and for any length of time, to respond to emergency situations and/or urgent project needs. He consistently works long days in often harsh environments to collect data as efficiently as possible and avoid delays in delivering work products. Paul is a model civil servant and consistently exhibits the highest of values each and every day that he works for the Corps.

-nominated by Gary Wolf

Paul Machajewski

Civil Servant of the Year - Customer Service

I have never met an individual with more drive and determination to make others happy than Paul Machajewski. He is outgoing and quickly makes friends wherever he goes. He is often in groups or teams trying to resolve issues and most of the time there are very diverse and conflicting sides represented. Paul always seems to find a way to bond with everyone and hold things together so a solution can be found. He has a great work ethic and will always put in extra time, or stay late to get the job done. He has faced some difficult challenges and is excellent at conflict resolution. He constantly exceeds customer expectations and is an excellent example for other team members to follow. Lastly, he is always willing to sacrifice his personal time to get work done, or to help a friend or co-worker in need.

Paul is a credit to the organization and always represents the highest Army values. He has a reputation for being reliable and trustworthy to internal Corps employees and external partners. There are not many people in the St. Paul District who don't know Paul because he's so outgoing and always ready to lend a hand.

-nominated by Steve Tapp



Thomas Novak

Civil Servant of the Year - Leadership

Tom Novak is a great example of a loyal and selfless civil servant. He is admired for his knowledge of project management as well as his understanding and collaboration on the Upper Mississippi River Environmental Restoration Program. His dedication to the U.S. Army Corps of Engineers and our mission is second to none. In addition, his commitment to mentor, train and inspire the employees around him make Tom an exceptional person to learn from and work with.

In his role as the Upper Mississippi River Restoration program manager, Tom completed many projects working with a diverse stakeholder group across multiple states that resulted in the enhancement of the Mississippi River – a nationally significant environmental resource. He is known for his willingness to mentor less experienced team members. Many within the district and in other agencies have benefited from Tom's exceptional leadership. His civil service makes a difference at work but also beyond; he is a leader in his community through his volunteer efforts.

-nominated by Nathan Wallerstedt

Length of
Service Award

10 Years



Jasmine Austin



Jill Bathke



Thomas Burrow



Garrett Blomstrand



Matt Clark



Jeremy Clemence



Jeffrey Cook



Robert Edstrom



Courtney Emmerich



Kevin Denn



Daniel Fasching



Anthony Feilzer



Jason Foss



Norman Gartner



Matthew Groshek



Michael Holzer



Derek Ingvalson



Zachary Kimmel



Chad Klein



Alex Le



Ryan Malterud



Length of Service Award

10 Years



Kathryn McCain



Matthew McFarlin



Benjamin McGuire



Megan McGuire



Rachel Mesko



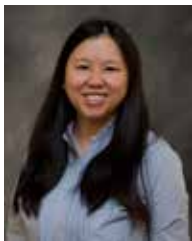
Emily Moe



Paul Morken



Christine Moss



Hlee Moua



Christine Nycz



Leon Opatz



Katherine Opsahl



Michelle Prosser



Daniel Reburn



Andrew Sander



Darold Sanderson



Nicholas Thorson



Eduardo Torrens



Nate Wallerstedt



Richard Weitzel, Sr



Samuel Woboril



Joel Zietz



Length of Service Award

15 Years



Angel Binner



John Bostrack



Matthew Breza



Robert Brockway



Christine Davis



Priscilla Dimbo



Michael Farone



Jason Hager



Heather Henneman



Thomas Lytle



Susan Malin-Boyce



Jamie Mercer



Brent Meyer



William Odell



Jesse Onkka



Kip Runyon



Kurt Schroeder



Randy Sickles



Chad Stellpflug



Jerome Stussy



Length of
Service Award

20

20 Years



Shannon Bauer



Jason Bellerive



David Bilderback



Aaron Brown



Lisa Cheever



Steven Clark



Thomas Fetting



Jamie Hyslop



Todd Martenson



Samuel Mathiowetz



Length of
Service Award

20 Years



Desiree Morningstar



James Noren



Stephanie Parks



Kelli Phillips



Bobbie Roundy



Elliot Stefanik



Brian Turner



Angela Wall



Miray Welle



Daryl Wierzbinski



Byron Williams



Eric Wittine



Gary Wolf



Terry Zenker



Length of
Service Award

25 Years



Jamie Borowiak



Chad Caya



Judith Denzer



Mark Hogeboom



Brian Johnson



Raymond Marinan



William Meier



Bart Spriggle



David Studenski



Tammy Wick



Kurt Zacharias



Length of
Service Award

30 Years



Kimberly Bahls



Douglas Crum



Sheldon Edd



Mary Jo Henseler



Antonia Huber



Delisa Kviz



Length of
Service Award

30 **Years**



Jeffrey Kapaun



Paul Machajewski



Aaron Mikonowicz



Amy Rothstein



Brian Sipos



Kevin Sommerland



Michael Wallker



Length of
Service Award

35 Years



Michael Bart



Cynthia Calhoun-Kosiec



Michael Dahlquist



Richard Femrite



Rojean Heyer



Kent Hokens



Roberta Just



Michael Knoff



Length of
Service Award

35 Years



Phillip Lapinski



Timm Rennecke



James Sentz



Steven Tapp



Kevin Wilson



Length of
Service Award

40 **Years**

27

Kevin Berg

My current position is the section chief of the Mississippi River recreation and Eau Galle section.

I attended the University of Wisconsin La Crosse and graduated with a degree in park and recreation management. I started with the Corps of Engineers in 1980 in the former student internship program "way" back when it was called the cooperative education program. I've worked primarily on the Mississippi River with temporary stints in the district office, Fountain City, Wisconsin, and Rock Island District. I also worked a winter job at Lock and Dam 2 in Hastings, Minnesota, one season and a few other emergency operations efforts related to flooding over the years. All these opportunities provided a different experience for learning and development.

What I enjoy most about working with the Corps is the people. After all these years with the Corps, I am still learning - there's always something new. Working in the operations division, I've experienced a variety of duties, tasks and challenges.

Outside of work, I enjoy spending time with my family. I also get outdoors as much as I can. We have a home with some small acreage and additional hunting land, which I enjoy working on.

My advice for people just starting their careers with the Corps is to come to work, strive to do your best, listen and learn. The Corps is an agency that will support you, not only in your current position, but also if you are interested in personal and professional growth.

I think the Green Bay Packers will win the superbowl this year!



Blackhawk Park ranger Kevin Berg looks at the uncompleted dam on the Kickapoo river at LaFarge, Wis. While the earthen dam has "weathered" since construction was stopped in 1975 and now blends into

the landscape, the concrete control structure is still a very visible reminder of the uncompleted project.

Photo by Ken Goshier

Length of Service Award

40 Years



WILLIAM CSAJKO

I started with the Corps in 1979, working for Portland District at the Bonneville Second Powerhouse construction office. I stayed in Portland for eight years, moving on to civil design, working mostly on levee and streambank protection projects, then project management, mostly devoted to the Mount St. Helens recovery effort. I then moved to San Francisco, California, working at the South Pacific Division for ten years, first in engineering as a technical manager, then project management and program development, working on projects such as the Santa Ana River Mainstem project in Los Angeles, California; the Phoenix, Arizona and Vicinity project; and the Truckee River Flood Protection project in Reno [surviving the Loma Prieta earthquake and not quite surviving the Oakland Firestorm during this time]. I've been here in St. Paul District for the last 23 years, working in project management on projects such as the Baldhill Dam Raise, Tolna Coulee, Hurricane and Storm Damage Risk Reduction System support for New Orleans District and now the Fargo-Moorhead project.

My one piece of advice for people starting their careers with the Corps is to take advantage of the geographic spread of the Corps, so that you can experience the wide range of projects the Corps is involved with.

Bill Csajko

Position title:
Civil Engineer

Total Years with St. Paul District/Corps of Engineers: 13/32

Total Years with federal government: 32

Previous Positions/Employment: Program manager, South Pacific Division (1987-1997); project manager, Naval Facilities Engineering Command, San Bruno, Calif. (two months in 1987 -- found out about the SPD job the first week I got there); civil engineer/project manager, Portland District (1979-1987); civil engineer, Avco-Lycoming, Stratford, Conn. (1977 - 1979)

Education: Bachelor's of Science, Clarkson College, Potsdam, N.Y.

Hobbies: Gardening, cooking, sailing

Residence: Winona, Minn.

Comments: "While I am honored to receive this award, it is only due to the professionalism and hard work of all the great people I have been able to work with in Minnesota, North Dakota, Louisiana and elsewhere."

May 2011 **13**
Crosscurrents



Mr. Carl, Joint Planning, Mississippi Valley Division (center), left, and Bill Csajko, project manager, discuss the ongoing Mississippi safety at Lake Charles, near Throu, N.S. The Corps plans to complete the reconstruction before the next few months.

Photo by Kent Holsten
Bill Csajko, project manager, acquaints himself with the floodwall on the east bank of the Orleans Avenue Canal, at the west end of the district's Lake Pontchartrain project site in late August.



Length of
Service Award

40 **Years**

29



JOHN KAHLE

My current position is head operator at Lock and Dam 10. I started in 1978, as a laborer at the Fountain City, Wisconsin, boat yards. In 1979, I transferred to Lock and Dam 10 as a temporary laborer. In 1983, I was hired as a temporary lock man at Lock and Dam 10 for diver replacement. In March of 1988, I started as a permanent seasonal lock and dam operator at Lock and Dam 10. I was promoted to permanent head operator at Lock and Dam 10 in June of 1995 and have been in that position ever since.

What I enjoy about working for the Corps is working outside with coworkers. My advice for people just starting with the Corps is that if you don't get what you want right away, keep your head up and work hard and eventually you will get there.

My role model is Bill Wolf, he was the lockmaster at Lock and Dam 10 in the 1990s.

Outside of work, I used to race motocross and I like going to the dirt late model races. I also like deer hunting on my farm. I like to watch motocross, football and baseball. My favorite book is Band of Brothers and my favorite movie is Smokey and the Bandit.

My favorite quote is "AWESOME!!!!!!!!!"

I think the Bears will win the superbowl this year.



Length of
Service Award

40 **Years**

NATALIE SIOK



Current position: Technical support assistant, eastern area office, Winona, Minnesota.

I enjoy the diversity of my work and the people that I get to work with. I'm proud to be a small part of this great organization.

I have been fortunate to have good supervisors who encouraged me to take on new tasks and had more confidence in my abilities than I had in myself. I never regretted taking on any challenges presented to me.

Role model: Melissa Gulan has been a role model, mentor and friend throughout my time with the Corps. She is a retiree and member of the St. Paul District Hall of Fame.

Advice for people just starting with the Corps: Take advantage of whatever work opportunities that come your way. It will add so much to your work-life experience, allow you to meet many good people, and learn so much about the great USACE organization.

Outside of work: I am active with my church in various capacities. I enjoy family time with my husband, Albert, two wonderful children and five grandchildren, along with extended family and friends. I have life-long friendships that go back to grade school. I want to prioritize exercise and bible study in retirement, along with spending quality time with family and friends, travel, volunteering and reading for enjoyment.



Civil Servants of the Year for 1991 combined hard work, leadership ability & civic responsibility for winning combinations



Natalie Siok, Office Manager, Eastern Area Construction Field Office

Natalie coordinates contract administration and personnel activities for four separate remote Resident Offices. She is responsible for the paperwork on over \$65 millionworth of contracts and for ensuring that all procedures are performed properly and in accordance with Federal Acquisition Regulations. Natalie's responsibilities have grown along with the Eastern Area Office's growth. She has handled her duties masterfully, earning Exceptional Performance Ratings for both of the last two rating periods. She is always willing to take on new challenges. Natalie maintains a pleasant, professional attitude at all times, creating comfortable working relationships



Natalie Siok, Melissa Shortridge, Ray Flock, & Dean Peterson



Length of Service Award

40 Years



ANNETTE VOGEL

Current position: Management and program analyst

One of my previous positions was as a New York City Public Library Clerk. Outside of work, I teach Christian education classes, read, journal and craft. At work, my role models include Tamara Cameron and Sue Robinson. Outside of work, my mom is my role model. My two favorite quotes are: "I hear and I forget, I see and I remember, I do and I understand," and "you can catch more flies with honey than you can with vinegar." My favorite movie is Imitation of Life and my favorite documentary is the 13th.

What I enjoy about working with the Corps is that I've learned to enjoy change. My advice for people just starting their careers with the Corps would be that the years go by quickly so make the most of them - acknowledge and learn from your weaknesses but focus on your strengths.



Position title: program analyst in construction branch, engineering and construction division.

Total Years with St. Paul District: 22 years.

Total Years with federal government: 31 years.

Previous Positions/Employment: U.S. Army Corps of Engineers, South Pacific Division

Education: Master of Arts, Community Ministry Leadership, Bethel Theological Seminary, St. Paul, Minn.

Hobbies: Writing, biblical studies, art and interior design.

Residence: West St. Paul, Minn.

Comments: "Receiving such accolades as civil servant of the year is very touching and is quite a humbling experience. I am honored to be in the company of other outstanding recipients and give special thanks to those involved in my nomination."



Length of
Service Award

45 **Years**

32



James Collins

Current position: lock operator at Lock and Dam 3

After I graduated high school, I joined the U.S. Navy in 1965. I worked in property management for eight years.

I enjoy working for the Corps because I like to work.

I like to go to horse shows with my grandchildren.

From Jim's Supervisor:

Jim is a constant professional that shares his vast experiences within the government to make Lock 3 a better place. He consistently demonstrates the core values of the Army Corp of Engineers. ~Steve Heidbrider





DJ Moser

A leader and trailblazer in her field, the St. Paul District honors the first female lockmaster for her loyalty and dedication to the Lock and Dam 7 on the Mississippi River in La Crescent, Minnesota.

Delene [DJ] Moser has served as LD 7 lockmaster for the past 17 years. In January 2003, she made history as St. Paul District's first female lockmaster, and one of three female lockmasters out of 136, Corps-wide. Becoming a lockmaster is often the pinnacle of a career working on the river, and quite an accomplishment.

"I really didn't give it much thought and focused on the work to be done at the time," Moser said when she was asked what it felt like being the first female lockmaster.

Moser, a federal employee since 1986, began her career as an entry level clerk. She worked her way up to a lock operator position in 1990, doubling the number of women operators in the district from one to two. By 1995, Moser became a head operator at Lock and Dam 6, located in Trempealeau, Wisconsin, until her present position in 2003.

The culmination of 2020 marks Moser's retirement milestone with 34 years of dedicated federal service. The entire district celebrates the occasion and the path she paved for many women in the operator and equipment repair field.

Upon becoming Lockmaster in 2003, Moser had said "There's a whole lot of women out there behind me, and I want to make sure I do well for their success."

Moser's legacy continues as three more women continue to pave the way as lockmasters in the district at locks and dams 5, 6 and 8. The entire district extends gratitude and congratulations on her retirement and selection for the inaugural St. Paul District Trailblazer Award.



D.J. Moser appreciates having an understanding of both office work and operations, and to be able to cross lines between them.

January 2003

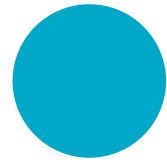
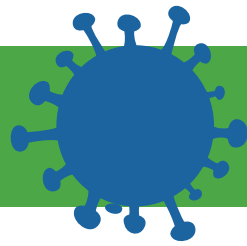
Moser selected lockmaster

Delene (D.J.) Moser has been selected as the new lockmaster at Lock and Dam 7, La Crescent, Minn., effective Jan. 26, 2003. She is the first woman lockmaster in the St. Paul District.



From left, Denise Lapke, Lock and Dam 8 lockmaster in Genoa, Wis.; Delene Moser, Lock and Dam 7 lockmaster in La Crescent, Minn.; and Rojean Hoyer-LeSeure, the new Lock and Dam 6 lockmaster in Trempealeau, Wis. Hoyer-LeSeure served as the acting lockmaster for Lock and Dam 7, while Moser volunteered to serve overseas.





Achievement Medal for Civilian Service & Humanitarian Award

Each awardee is commended for their invaluable service to our nation. The awardees served as vital members of the COVID-19 assessment team and was an integral team member during the St. Paul District's response to the unprecedented COVID-19 pandemic. Each team member worked with several state and federal agencies to assess potential alternate care sites and performed other duties to support that effort. Following the approved disaster declaration by Minnesota and North Dakota, the team assessed over 50 sites in two states, identifying over 7,500 potential beds for both acute and non-acute patients. The awardees dedication and selfless service reflect great credit upon themselves, the St. Paul District, the U.S. Army Corps of Engineers and the Department of the Army.



Chris Afdahl



Brad Bauer



Nan Bischoff



Matt Bray



Wade Carr



Nick Castellane



Steve Clark



Nick Dunham



Sheldon Edd



Tony Feilzer



Rick Femrite



Paul Hegre



Eric Johnson



Erin Krug



Roy Lawson



Tom Lytle



Paul Morken



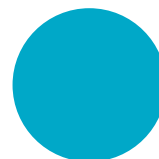
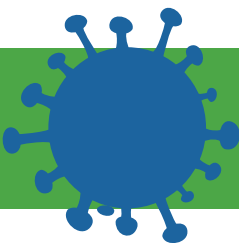
Christine Moss



Leon Opatz



Katherine Opsahl



Dave Potter



Darold Sanderson



Joe Schroetter



Scott Snelling



Loren Soma



Susan Taylor



Jennie Tyrell



Jim Ulrick



David Voyda [NWK]

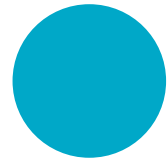
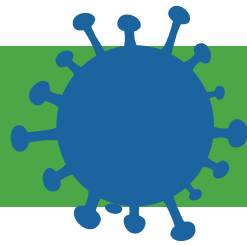


Kim Warshaw



Terry Zien





Civilian Service Commendation Medal & Humanitarian Award

Each awardee is commended for their invaluable service to our nation. Each awardee led a team for the COVID-19 assessment team for the St. Paul District's response to the unprecedented COVID-19 pandemic. They worked with several state agencies and the Federal Emergency Management Agency to assess potential alternate care sites. Following the approved disaster declaration by Minnesota and North Dakota, the team assessed over 50 sites in two states, identifying over 7,500 potential beds for both acute and non-acute patients. The awardees dedication and selfless service reflect great credit upon themselves, the St. Paul District, the U.S. Army Corps of Engineers and the Department of the Army.



Michael Bart
Senior Mission Leader



Chris Bowen
MN Assessment Lead



Nate Campbell
MN Assessment Lead



Bonnie Greenleaf
ND Assessment Lead



Mark Hogeboom
Technical Writer



Andy Huffman
MN Mission Specialist



Brad Perkl

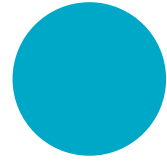
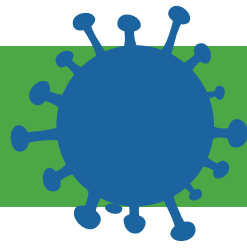


Jim Sentz
Cost Mission Specialist



Jon Sobiech
ND Mission Specialist





Clay Tallman
MN Assessment Lead



Nathan Wallerstedt
Mission Manager



Kevin Wilson
District's Senior
Mission Leader



Will Wolkerstorfer
ND Assessment Lead



ARCOM
Award



Lt. Col. Patrick Sullivan
Army Commendation Medal

The Army Commendation Medal is presented for meritorious service leading disaster response operations throughout 2020 including the COVID-19 pandemic, Hurricanes Laura and Delta. Lt. Col. Sullivan leveraged his agility, critical thinking and tenacity to enable life-saving efforts and reduced human suffering. His actions are in keeping with the finest traditions of military service and reflect great credit upon himself, the St. Paul District, the U.S. Army Corps of Engineers, and the United States Army.



Camie Knollenberg
Supervisor of the Year

Col. Steve Sattinger and the Rock Island District team have recognized Camie Knollenberg as their supervisor of the year. Camie is the chief of the plan formulation branch in Regional Planning and Environmental Division, North, or RPED-N. She leads a team of planners that solve water resources problems for the nation, and they serve the St. Paul, Rock Island and St. Louis districts.

"This is very big deal, because it not only validates what we already respect and admire about Camie - progressive, team builder, engaged leader and trusted colleague - it also underscores the effectiveness of our RPED-N model. The model is only successful because of the personal investment and perseverance of leaders like her. Being integrated in a supported district to the degree that she was recognized as one of 'Rock Island District's own' and among Rock Island's best is an indicator of excellence," said Col. Karl Jansen, St. Paul District Commander.





Steve Heidbrider

2020 Operations and Maintenance Castle Award Nomination

Civilian Service Commendation Medal

Steven Heidbrider is commended for his invaluable service to our nation. Steve was selected as the St. Paul District's 2020 Operations and Maintenance Castle Award recipient. Steve was recognized for his outstanding civil service as the working supervisor at Lock and Dam 3, where he demonstrated a professional, dedicated, dependable and extremely reliable example for others to follow. Steve's technical expertise, professionalism and collaborative leadership were significant factors in keeping the river open to commercial traffic while meeting the needs of multiple industry and resource stakeholders. Steve's dedication, loyalty and selfless service reflects great credit upon himself, the St. Paul District, the U.S. Army Corps of Engineers, and the Department of the Army.



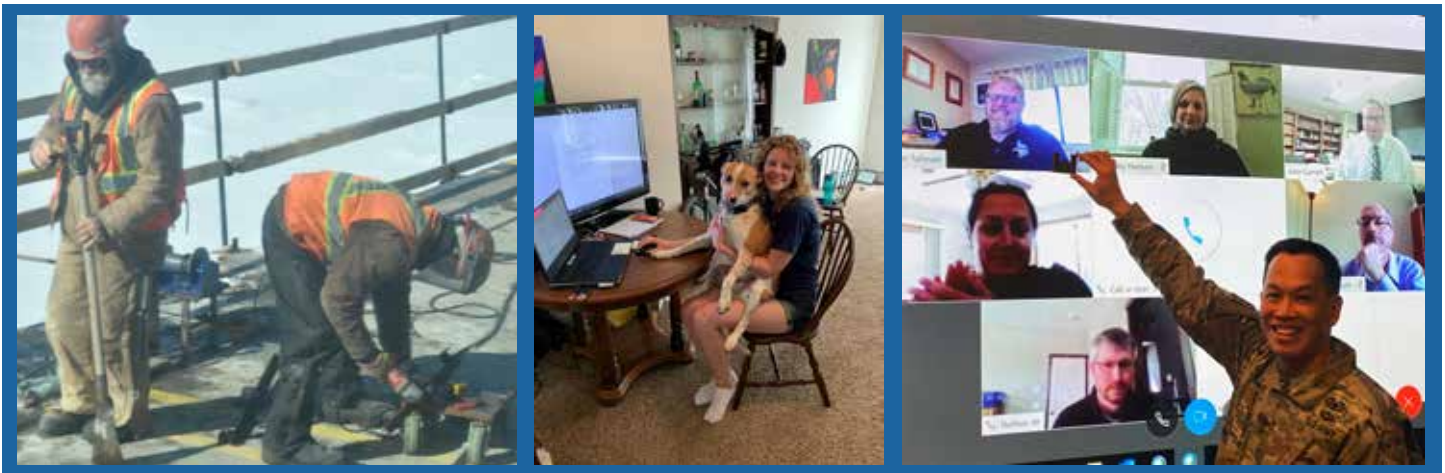
Steve Tapp

Outstanding Civilian of the Year

Civilian Service Commendation Medal

This award recognizes a civilian's contributions and support to the Corps of Engineers, including civil works, humanitarian and community achievements. Steve was nominated for his work with the Corps' navigation and resource agency partners and the inland dredging community maintaining the Upper Mississippi River's 9-foot navigation channel.

"I cannot think of anyone more deserving than Steve to be our nominee for the Corps' Civilian of the Year," said Tamara Cameron, St. Paul District operations division chief. "Steve's 35 years of service have contributed immeasurably to our navigation and environmental stewardship missions. His technical expertise and interpersonal communication skills have made him a well-respected leader both within our organization and with our agency partners."





Robert Altman
**Lt. Col. Ronald C. Francis Best Antiterrorism
Program Manager of the Year**

Robert Altman is nominated for his outstanding work on the MVP Antiterrorism Program during FY20. The MVP Antiterrorism Program has continually been the most proactive and forward-looking program within MVD. With an area of responsibility that stretches over 240 miles of the Mississippi River and with projects scattered over five states, Robert's commitment to protect our personnel and ensure our mission is not affected by terrorist threats has been extraordinary. His dedication to force protection and willingness to explore new protection methods are a credit to him and the U.S. Army.

Nicholas Glatz
IM-IT Award Nomination
Civilian Service Commendation Medal

Nicholas Glatz is commended for his invaluable service to our nation. Nick was selected as the Mississippi Valley Division and St. Paul District 2019 Information Technology Excellence in Organizational Support award recipient. Nick was recognized for his outstanding civil service and leadership. Nick worked tirelessly crafting out-of-the box solutions to achieve never before seen success in the district. He worked hand in hand with the dredge engineer to develop solutions for long standing connectivity issues hindering our team on the Dredge Goetz. In addition, he was able to contract, configure and have 19 separate circuits installed throughout the MVP footprint, upgrade our equipment and bring the command into the 21st century. Nick's dedication, loyalty and selfless service reflects great credit upon himself, the St. Paul District, the U.S. Army Corps of Engineers and the Department of the Army.



Lt. Col. Patrick Sullivan
John W. Macy Award

This award recognizes demonstrated leadership of Army civilians by an Army military or civilian supervisor. Lt. Col. Sullivan was nominated for his work improving property accountability, increasing training completion rates, spearheading diversity and outreach efforts, upgrading technology and equipment and building relationships with local military units.

"Lt. Col. Sullivan is a highly regarded leader of character who is committed to providing outstanding service to the region and the nation," said Col. Karl Jansen, St. Paul District commander and Lt. Col. Sullivan's supervisor. "He is the first to volunteer for difficult assignments and exemplifies a boots-on-the-ground approach, most recently assisting with the construction of alternate medical care facilities in Minnesota and Wisconsin in response to the COVID-19 pandemic."



Ann Banitt
**USACE Hydrology, Hydraulics and
Coastal COP Professional of the Year**
Civilian Service Commendation Medal

This award recognizes the water resource engineering contributions and leadership of members of the Corps hydrology, hydraulics and coastal community of practice. Ann received the award for her work coordinating, supporting and leading multiple complex studies, including hydrologic modeling work on the Columbia River and studies in support of the Corps of Engineers Louisville, Memphis and New Orleans districts. Additionally, she provides technical hydrology and climate change reviews for Corps offices across the country and provides leadership and collaboration as the Mississippi Valley Division hydrologic modeling, statistics and risk regional technical specialist.

"There's no one I've worked with in my career that is more deserving of this recognition than Ann," said Mike Knoff, St. Paul District hydraulics and hydrology branch chief. "She not only excels as a technical expert in the field of hydrology, but she has demonstrated leadership and a true passion to advance the profession both inside and outside of the Corps. She truly embodies what Corps leadership had in mind when they established this award."

Mike McGarvey
USACE Logistician of the Year
Civilian Service Commendation Medal

This award recognizes demonstrated excellence in the management of logistics programs. Mike McGarvey was selected for his cost-saving contributions to facilities and supply management, property accountability and disposal, maintenance and transportation. He was also recognized for his excellent customer service and commitment to environmental sustainability.

"Mike is a dedicated leader who is extremely well-deserving of this recognition," said Lt. Col. Patrick Sullivan, St. Paul District deputy commander and Mike's supervisor. "He works tirelessly to ensure our logistical operations run smoothly. His team reduces the district's operating costs and ensures we have what we need when we need it."



BEST PLACES TO WORK AWARD

2016- 2019

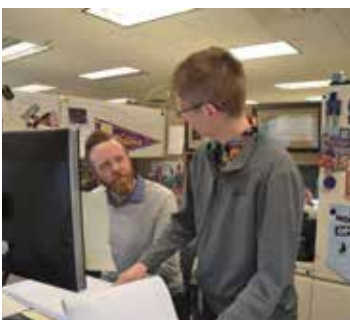
We've been voted one of the best places to work for the past four years by YOU - the people that matter the most!

YOU are what makes MVP great!





2020



2020

