



# CROSSCURRENTS

ST. PAUL DISTRICT  
U.S. ARMY, CORPS OF ENGINEERS

Vol. 3, No. 7

JUNE 1980

## IG TEAM REVEALS PERFORMANCE REPORT



Members of the IG team were Lt. Col. Jon Allan (seated center), Ralph Ambre (seated left), and Jeffrey Cajka (seated right).

The Inspector General (IG) Team, headed by Lt. Col. Jon Allan, presented a summary report to several St. Paul District staff members on May 22, as part of an annual inspection.

The objective of the annual inspection is to identify discrepancies in District activities and operations according to regulations.

Most of the deficiencies noted were of a minor nature, while the team praised the high level of many of the District's operations and functions.

The IG report will be released to all District offices in early June. All District employees are encouraged to be receptive toward corrective measures or policies using the IG comments as guidelines.

### Officials To Visit Area

Maj. Gen. E.R. Heiber, III, Director of Civil Works, and Hon. Michael Blumenfeld, Assistant Secretary of the Army (Civil Works), will make a brief one day visit to the St. Paul District Office on Aug. 5.

Lt. Gen. John W. Morris, OCE, will visit Corps facilities in Duluth, Minn. on June 25-26. The Duluth visit by Lt. Gen. Morris is part of an overall tour of NCD. Accompanying Lt. Gen. Morris in Duluth will be Maj. Gen. Richard Harris, NCD; Col. Robert Vermillion, NCE; and Col. William Badger, NCS.

### Corps Reps Discuss Key Issues

Corps representatives took part in a working session with the Wisconsin Departments of Natural Resources and Transportation in the Executive Mansion in Madison on June 4.

North Central Division Engineer Major General Richard L. Harris, St. Paul District Engineer Colonel William Badger, and the district engineers from Detroit and Rock Island met with the Wisconsin agency heads and their staffs to discuss long-standing problems associated with dredging and the Corps regulatory program.

Following the working session, an executive session was held with Wisconsin Governor Lee Dreyfus in an attempt to formalize agreement in a number of key issues.



## From the Editor's Desk

## FWP News

by Denise Blackwell, CO-RR

Basically, Crosscurrents has a staff of one and one-half persons. There is no way in which our small staff can provide adequate and accurate coverage of news and events of the entire St. Paul District.

In an effort to produce the best newspaper we possibly can, the staff of Crosscurrents asks you, the reader, to help us out. Please contribute information, photos, stories, and articles to the newspaper. Let us know what is happening to you, your co-workers, and your office.

Remember...Crosscurrents is your newspaper and our staff wants to service you. Thanks so much for your support.

### Earliest Salt-water Vessel Arrival Ever

The M/V Ogden Importer officially opened the 1980 world shipping season in the Port of Duluth-Superior April 2.

The Liberian-flag freighter thus becomes the earliest salt-water arrival at the Twin Ports since the opening of the St. Lawrence Seaway in 1959. The previous record arrival was on April 5, 1973. In the 21 years of world shipping at the Twin Ports since the opening of the St. Lawrence Seaway, the average date of the first salt-water arrival has been April 19 and for the last ten years the average date has been April 17.

The Ogden Importer loaded 15,500 metric tons of wheat and sunflower seeds at Great Northern elevator in Superior destined for the Mediterranean.

*Extracted from "The Nor'easter," Vol. 5, No. 2; March-April 1980; Lake Superior Marine Museum Association.*

The Federal Women's Program is sponsoring two sessions of a seminar entitled, "Preparing Written Credentials." The one-day seminar will be offered on June 25 and July 16, 1980.

The speaker for the June YWCA Continental Breakfast will be Rosemary Camp, manager of Graphic Services, St. Paul Companies, Inc. She will be speaking on "Knowing the Ropes and Pulling the Strings." The breakfast will be at the St. Paul Downtown YWCA on June 25, 1980 at 7:30 a.m.

The Twin Cities chapter of Federally Employed Women (FEW) will present two new films at the June 19, 1980 meeting. The films are entitled, "The Power of Positive Reinforcement" and "Transitions." The meeting will be held in room 629 in the St. Paul Main Post Office Bldg. at 5 p.m. Non-members are welcome!

### Golf Tourney Gets Into Swing

The 1980 Annual NCD-NCS Challenge Match will be held on June 28 at the Lake Windsor Country Club near Madison, Wisconsin. A \$10 deposit is required for the green fees (\$7.40) and for the prize kitty (\$2.60). An awards banquet at the country club will follow the match. Banquet costs will be about \$10 which includes tax and gratuity.

Contact Al Bjorkquist, ED-PB, at 725-7494 no later than June 13. All St. Paul District employees and retirees are welcome to participate.

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Blanche Hom  
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# Incentive Awards

## Just Between Us

Fond farewells go to the following people who retired recently: Inman Johnson, AS-RM; Charles Bridger, CO-M; and Donald Drahota, ED-PB. Joan Quitter, EP-R, has plans to retire from the Corps in July.

Congratulations go to James Diedrick, ED-PB, and Lee Nelson who were recently married in mid-May.

Fond farewell and best wishes go to Susan Bjorkquist, AS-G, who left the Corps permanently and is waiting for the arrival of a baby.

Best wishes go to Patricia Blaskowski, DC-FP, who took a leave of absence to await the arrival of a baby.

Get-well wishes go to the following people who were hospitalized: Roy Jetter, L/D #10; and Carl Miller, L/D #5.



## Going Public

Peter Fischer, ED-HF, and Carl Stephan, ED-PB, spoke at the "Symposium on Surface-Water Impoundments," in Minneapolis early June. The symposium was sponsored by the American Society of Civil Engineers, University of Minnesota, American Geophysical Union, America Water Resources Association, and the Minnesota Chapter of ASCE.

### Outstanding Performance and Quality Step Increase

Robert Fletcher, ED-D  
Peter Fischer, ED-HF  
James Stadelman, ED-P  
Robbin Blackman, ED-ER  
Becky Quistad, ED-ER

### Outstanding Performance and Sustained Superior Performance

William Vogt, AS-R  
Dale Lynch, ED-D

### Outstanding Performance

William Goetz, CO  
Michael Ferring, OC  
Edward Roscoe, DC  
Jeannette Pream, CO

### Sustained Superior Performance

Allen Rosenberg, CO-A

### Quality Step Increase

Joseph Schultz, ED-D

### Suggestion Awards

LeRoy Lorinser, AS-R  
Debra Busch, EP-R  
John Nosek, ED-ER

## Take Stock In America!

Save with new higher paying U.S. Savings Bonds. See your canvasser for more details.

EP:	Jan Wallace
SP:	Glenn Stoerzinger
CO:	Jan Pream
CO-RF:	Tim Fell
ED-HF:	Jan Graham
	Sue Johnson
ED-PB:	Jan Spear
AS:	Marvin Hrdlicka
DC:	Loretta Pierre
DO:	Betti Rydl
ED-D:	Debra Peterson
XO:	Peggy Peterson
ED-ER:	Patti Hamilton
EM, SO, OC, EE, VEO, PA:	1st Lt. Sipple

### In Remembrance

Sincere sympathy is extended to Robyn Prow, EP-E, on the passing of her father in early May; and to Reuben Anderson, ED-PB, on the passing of his mother.

A touch of sadness is felt on the passing of Orra C. Wakefield on May 10. He retired in 1969 from the position of District Safety Engineer.

# District Develops Executive Training Courses



Several student participants at a pilot seminar, held in late May 1980 for OCE, took a break between the executive development classes. (Photo by Lyle Nicklay, AS-P)

Beginning in 1976, the St. Paul District Training and Development Branch (NCSEP-D) created and designed an inhouse development program for its District employees. The program focuses on the development of managerial and supervisory skills of executives. Plans are for the program to be presented in three parts. Each part consists of five specific topics covered in short classes of 8 to 40-hour seminars. Parts I and II are in current use, while Part III is in the planning stage.

After NCSEP-D conducted Part I of the executive development seminar for District employees in 1976, North Central Division (NCD) agreed to have NCS conduct a pilot seminar for all Districts within NCD in 1977. The five classes of the Part I, 40-hour week long seminar are:

1. Performance Appraisal - Appraising and Developing Employees
2. Decision Making Process
3. Time Management
4. How Managers Can More Effectively Conduct Conferences
5. Management of Conflict, Part I

The pilot seminar was successful enough for NCD to ask NCS to continue conducting Part I seminars. Nine 40-hour seminars of 25 students each, totalling 225 students, were held.

After the completion of Part I, NCD requested NCS to conduct Part II of the executive development program. As of end of June 1980, six seminars will have been held, with 25 students in each. The five classes of Part II are:

1. Conflict Management, Part II
2. Team Building - Orientation
3. Harnessing Stress
4. Interviewing Techniques/Employee Selection
5. Productive Assertiveness for Managers

In an effort to expand the program, Alan Kraft, Chief of NCSEP-D, went to the Office of the Chief of Engineers (OCE) in October 1979, to present the concepts of the management development seminars held for NCD. OCE reviewed the concepts and agreed to have NCS hold a pilot seminar of Part I for all Districts and Divisions in the Corps of Engineers.

(to be continued on p. 5)

The pilot seminar was recently held in the Twin Cities in April and May 1980. If OCE determines the pilot seminar to be successful, NCS may be able to continue conducting the executive development program for OCE or NCD with the possibility of holding the seminars on an annual basis.

NCS is in the process of planning different classes for Part III of the series. NCSEP-D is hoping NCD or OCE will accept the concepts of Part III. Five classes will be chosen from the following topics:

1. Power and Productivity
2. Effective Delegation - the Art of Holding On While You Let Go
3. The Planning Process
4. Problem Analysis
5. Effective Listening - Improving Your Ear-Q
6. Executive Leadership Diagnosis
7. Manager As Coach - Correcting Performance Problems

Several factors make the executive development program successful. One factor is that the seminars focus on management skills rather than on technical and scientific skills. A possible future trend is that the supervisors and managers will be paid according to his/her management abilities and skills. In the Civil Service Reform Act signed in late 1978, one portion of the Act states that executives (GS 13 through 15)

Kraft hopes that in the future, NCS will be able to develop a learning resource study center within the District Office. District employees would not have to travel far for the educational learning experience. The students could independently study from audio-visual tapes, or study as a group in a classroom situation.

NCSEP-D is striving for a comprehensive training and development program for all NCS employees, and hopefully, other Districts and Divisions will or are too.

will no longer receive pay increases annually on an automatic basis, but will receive pay increases according to performance ratings.

Another factor which lends success to the program is the cost. Basically, the Office of Personnel Management (OPM) at the Chicago Regional Center services all Federal government agencies in the area. NCS can offer its seminars at a lower cost than the training and development courses offered by OPM.

A third factor of why the program is successful is because of its innovativeness. There are not many other Districts or Divisions in the Corps which offer a comprehensive executive management development program to its employees; those offices must send their students to educational centers or out-of-town locations to receive the proper training courses.

## Recycling Is Urged By Metro Council

Last week's newspapers, pop cans, milk cartons, ketchup bottles and junk mail join the potato peels, coffee grounds, orange rinds and bread crumbs in too many trash cans.

It all adds up to about 3.6 pounds of trash per Twin Cities Area resident per day, which comes to 1.3 million tons of solid waste a year for the region as a whole. Almost all of this waste is now being trucked to sanitary landfills that are being filled up rapidly.

A partial alternative to tossing all of this trash in the wastebasket is recycling. Glass, cans, newspapers, oil and certain other material can be taken to centers for recycling.

Recycling means reusing materials. Recycling conserves limited landfill space and, even more important, saves irreplaceable natural resources. Recycling can also mean cash for your efforts.

Only 8% of the solid waste in the Twin Cities Area is recycled. The Minnesota Pollution Control Agency (MPCA) estimates at least 30% could be saved and reused.

The Metropolitan Council has a publication listing 135 recycling centers and eight pickup services in the seven metropolitan counties. Nearly 70% of the centers are operated by nonprofit organizations, often staffed by volunteers. Contact the Council at 291-6464 for a copy of the 1980 edition of "Recycle It!" containing the list.

By law, all gas stations must accept waste oil for recycling or provide information on where it can be recycled. A directory of waste oil recycling centers is available from MPCA; call 296-7260.

*Extracted from "Metro Monitor," Vol. 2, No. 1, May 1980; Metropolitan Council.*

# Board Attempts To Lure In Fish

by Wilbur Walleye

The display board for the 1980 St. Paul District Fishing Contest contains the current listing of the placing fish. The display board is being rotated throughout the District Office. Listed below is the schedule of the board locations:

9th floor June 2-9; July 14-21  
11th floor June 9-16; July 21-28  
12th floor June 16-23; July 28 - Aug. 4  
13th floor June 23-30; Aug. 4-11  
14th floor June 30 - July 7; Aug. 11-18  
15th floor July 7-14; Aug. 18-25

To get your name on the board in an attempt to place over your co-workers, just catch a fish large enough to make it into the top five fish entered for each species. Better hurry; entries are pouring in each day.

On page 8 is an entry blank to register your big catch. More entry blanks are available from the Public Affairs Office upon request. Turn your completed forms into anyone of the following people: Tom Heyerman, ED-D; Tom Oksness, CO-PO; Ed McNally, ED-ER; Bill Spychalla, ED-PB; Stan Kumpula, ED-HF; or Dave Ballman, CO-RF.

## Are You Contributing To Accidents?

by the Safety Office

When an accident occurs, it is imperative that a prompt investigation be completed and all contributing factors identified. Unfortunately, one common cause of accidents is the supervisor's failure to enforce safe operating procedures.

When an accident or near-miss occurs, supervisors should ask themselves the following questions:

- \* Did I teach my employees the proper way to do their jobs.
- \* Do I enforce the rules or just try to be "one of the guys."
- \* Do my employees use the proper personal protective equipment.
- \* Have I carefully explained to all my employees the hazards and safety requirements of their jobs.

Remember, accident prevention is everyone's job.



The display board.

## District Fishing Contest Standings

by Wilbur Walleye

The following are the leaders in the St. Paul District 1980 Fishing Contest, as of May 20:

### Individual Standings and Their Main Entries

1. Tom Heyerman, ED-D; 50 pts.; 18" Sauger, 27" Carp, 11" Rock Bass.
2. Gary Palesh, ED-ER; 43.3 pts.; 27" Wall-eye, 11½" Yellow Perch, 15½" L.M. Bass.
3. Dave Ballman, CO-RF; 40.5 pts; 14" Brown Trout, 13" Brook Trout, 10½" Bullhead.
4. Robbin Blackman, ED-ER; 32.8 pts.; 8½" Pumpkinseed, 11½" Yellow Perch, 9" Bluegill.
5. Dave Haumersen, ED-PB; 24.3 pts.; 13-3/4" Crappie, 24-3/4" Bow Fin, 11½" Yellow Perch.

### Branch Standings

- |                              |              |
|------------------------------|--------------|
| 1. Regulatory Functions -    | 111 points   |
| 2. Environmental Resources - | 105.6 points |
| 3. Design -                  | 70 points    |
| 4. Planning -                | 39.3 points  |



# Corps Softball On the Upswing

by Gary Palesh, ED-ER

Interest in softball within the St. Paul District Office continues to grow as the three Corps teams are entered into the local Capitol Hill's Softball League during the 1980 season.

The Capitol Hill League is 32 teams strong and is made up of public agency teams. In 1978, the Corps entered one team that finished the regular season, tied for second place in the 12-team Thursday Night Division; the team went on to win the League Tournament at the end of the play-offs.

Last season, the Corps had two teams in the 12-team Monday Night Division. The teams and their members are listed below. Each team in the league is allowed three non-public agency employee members. The Roman numerals do not indicate the relative strengths of the teams, but its age. Corps I is the oldest team, Corps II is younger than Corps I, and Corps III was recently formed this year. If you are interested in playing for one of these teams, contact the manager.

The first game of the 1980 season was played May 19. Corps I defeated the perennially weak State Bureau of Criminal Apprehension; the score was 23-7. Corps II was downed by the consistently strong team, MPCA, by the score of 28-9. Corps III was victorious over another state capitol teams, Economics II, by 18-7.

## Corps I

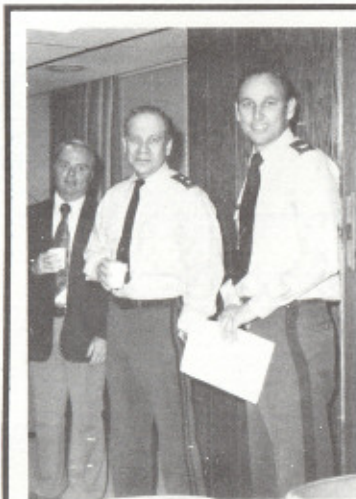
Gary Palesh (Mgr.)  
Jim Murphy  
Greg Dasovic  
Bill Vennemann  
Mark Koenig  
Bruce Norton  
Carol Wilander  
Jim D'Antuono  
Ainy Silis  
John Esson  
Tim Fell  
Mark Brosig

## Corps II

Mary Muraski (Mgr.)  
John Bailen  
Dave Christenson  
Kevin Cook  
Jim Diedrick  
Steve Eggers  
Dale Gross  
John Henke  
Marvin Hrdlicka  
Carrie Kane  
Tom Montgomery  
Tom Raster  
Jim Stadelman  
Arne Thomsen  
Tom Muraski  
Pat Rooney

## Corps III

John Kliethermes (Mgr.)  
Glenn Engstrom  
Mike Osterby  
Tom Hyerman  
John Plump  
Steve Larson  
Joe Williams  
Brad Bechel  
Doug Holmberg  
Dean Sankey  
Mark Price  
Sheldon Edd  
Cory Kissling  
Greg Frankowsky  
Dave Rasch  
Mark Meyers  
Fred Whebbe  
Paul Madison



ENJOYING A CUP OF COFFEE...between meetings is Maj. Gen. Richard Harris, North Central Division (standing center); Col. William Badger, District Engineer (standing right); and Ronald Scott, Value Engineer (standing left). Maj. Gen. Harris visited the St. Paul District briefly in mid-May to review several projects including the L/D #1 Rehabilitation Project.

ST. PAUL DISTRICT FISHING CONTEST

ENTRY FORM



Species of Fish: \_\_\_\_\_  
Size of Fish: length: \_\_\_\_\_  
(OPTIONAL - Weight in lbs. & oss.): \_\_\_\_\_  
Date Caught: \_\_\_\_\_  
Location Caught: \_\_\_\_\_  
State & Co. \_\_\_\_\_

Signature: I \_\_\_\_\_  
Hereby Swear Upon My Honor As A Fisher-  
person That The Above Information Is  
Factual . . .

FRONT

folding line

Weight: lbs. \_\_\_\_\_ oz. \_\_\_\_\_  
General weather conditions: \_\_\_\_\_  
Bait/Lure used: \_\_\_\_\_  
Type of Tackle Used (line wt., pole length, etc.): \_\_\_\_\_

Water Depth where caught: \_\_\_\_\_ Bottom Depth \_\_\_\_\_  
Witnesses: \_\_\_\_\_  
Did you release this fish? (Check One)  Yes  No  
If no, was the fish savory?  Yes  No  
Other Remarks \_\_\_\_\_

OPTIONAL DATA

PROCESSING DATA  
Photograph of fish:  submitted  to be provided  
 none  
Bonus pts.:  5 pt. to be awarded  10 pt. to be  
awarded  none  
Name of angler (if signature not legible):  
print - \_\_\_\_\_  
Branch Represented \_\_\_\_\_



BACK

cut lines

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