



US Army Corps  
of Engineers  
St. Paul District

# Crosscurrents

Vol. 12 No. 3, March 1989

## Our Vision...

"Everyone in the Corps expects and deserves to perform meaningful work in an environment that is creative and exciting. We work together as a civilian/military team; we care for each other as a family,...In the Corps, we value each other as individuals. We identify, respect and reward talent and achievement. We provide equal opportunity to all."

*an excerpt from Lieutenant General H.J. Hatch's message,  
"Our Vision", printed in full on pages 4-5.*

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# Women's History Month, 1989

By Tom Joyce, American Forces Information Services

In 1647, Margaret Brent demanded a "place and voyce" in the Maryland Assembly. Her request was denied. It wasn't until Aug. 1920, that women finally won the right to vote when Tennessee became the 36th state to ratify the 19th Amendment to the United States Constitution.

The progress women made to achieve equality between 1647 and 1920 was slow and hard-fought; progress has been steady since then — and just as hard-fought.

March is Women's History Month — a month intended to recognize the diverse contributions to American culture of women of all races, ages, ethnic groups and cultural backgrounds.

Anne Firon Scott, a novelist and women's historian, has noted that "Poets and novelists rarely overlook women. Historians almost always do."

Victor N. Ogilvie, an Air Force Reserve lieutenant colonel, agrees. "Eight years ago," he writes, "there was so little information available on women's history that some teachers wondered if there was enough material to cover (events for) an entire (women's history) week."

Today, military personnel and civilians tend to focus on "firsts" — the first woman appointed to the Supreme Court; the first to become a vice presidential candidate; the first to be admitted to a formerly all-male country club.

"We can all take pride in the many and varied contributions of women to our nation's greatness," writes Ogilvie in a report on the contributions made by women throughout history. "Perhaps in the future, the history of women will not focus so much on firsts as on the lasting contributions of womankind to the history of all Americans."

Probably nowhere else does women's history in the United States tend to focus more on lasting contributions than in its armed forces.

The American armed forces are recognized around the world as being the leader in providing opportunities for women to excel — even though law bars them from combat roles.

Symbolic of that recognition: The Department of Defense's Women's History

Month Observance, scheduled for March 8 at the Pentagon. It will focus on the history of women in the military service, and highlights will be taped for distribution worldwide.

Guest speaker is retired Air Force Brig. Gen. Wilma Vaught, head of the Women in Military Service for America Memorial Foundation spearheading the construction of a memorial at Arlington Cemetery. It will honor women who have served or are now serving in the nation's armed forces.

Those women now serving, incidentally, had more than 24,000 positions opened to them throughout the services during 1988, enabling them to make further contributions in many fields to the nation's defense. Many experts agree that their role will continue to grow in the future — up to and including combat duty.

It is well-known that women made major contributions as early as the Revolutionary War.

Margaret Corbin took her husband's place at a cannon after he was killed at the Battle of Fort Mifflin. Other women disguised themselves as males and fought as soldiers. Others worked as cooks, nurses and laundry workers.

Officially, the history of women in the armed forces began with the formulation of the Army Nurse Corps in 1901.

The Navy allowed women to enlist in fields other than nursing as early as 1917, but it wasn't until World War II that opportunities for women expanded.

The Women's Army Corps, established on Sept. 1, 1943, brought significant numbers of women into each service and they performed a wide range of duties, including work on the Manhattan (atomic bomb development) project.

After World War II, a 1948 law established a ceiling on women in the military (2 percent), and each service was limited to only one senior field grade, an O-6.

Women made significant contributions during the Korean War and in Vietnam. In 1967, Public Law 90-130 repealed the 2 percent ceiling on women and also allowed women to be appointed to flag and general officer rank.

In the 1970s, women were fully

integrated into the armed services as the last of the separate women's branches, the Women's Army Corps, became a part of history. "Since then," notes Ogilvie, "women have been known as soldiers, not WACs; sailors, not WAVES; Marines, not WMs; airmen, not WAFs and Coast Guardsmen, not SPARS."

Today, women in the military contribute in all capacities except those prohibited by legislation or associated service policies. In 1972, women comprised less than 2 percent of active duty personnel and less than 5 percent of the National Guard and Reserve; today, they make up more than 10 percent of the active component and more than 11 percent of the National Guard and Reserve. And they are making major contributions in career fields historically staffed by men.

Job skills open to women range from about 98 percent in the Air Force to 80 percent in the Marine Corps. (The differences reflect the impact of combat-exclusion restrictions and component missions.) In the Department of Defense as a whole, almost 88 percent of the skills and more than 61 percent of the positions are open to women.

## "Workforce:Year 2000" Talk To Be Given

Lynn Harris, chief of Personnel for the district, will present a talk entitled "Workforce: Year 2000" at 1:00-2:00 p.m., Thursday, March 16, in Room 1219-20. The talk will include projected characteristics and changes in the workforce over the next decade.

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*District Engineer ..... Col. Roger Baldwin  
Chief, Public Affairs ..... Ken Gardner  
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## Parents May Earn Tax Credits From Day Care Expenses

Parents who pay someone to care for a child or dependent while they work or look for work may qualify for a special tax credit.

This Child and Dependent Care Credit may be taken not only for payments to babysitters and day-care centers but also to certain relatives paid for this service.

This credit is available to married couples who both work part time or full time or are actively looking for work and file a joint tax return. If one spouse works full time and the other works part time, is a full-time student or is disabled, they are also eligible for the credit, according to the IRS.

The credit may also apply to a divorced or separated parent who has custody of a child under 15 or physically or mentally incapable of self-care, even though the parent may not be entitled to a dependency exemption for the child. The parent claiming the credit must, however, have custody for a longer period during the year than the other parent. A married person living apart from his or her spouse for the last six months of the taxable year is eligible for the credit if a separate return is filed.

Expenses that can be used for the tax credit include only amounts paid for household services and care of the qualified person. Child support payments are not qualified expenses, nor are amounts paid for an overnight camp.

### Percentage Varies

The credit is from 20 to 30 percent of eligible expenses, depending on the taxpayer's adjusted gross income. The maximum credit that may be taken is limited to \$720 for one qualifying person and to \$1,440 for two or more qualifying persons.

To qualify for the Child and Dependent Care Credit, a taxpayer (1) must have been gainfully employed or in active search of gainful employment when the expense for the child's or dependent's care was incurred and (2) must have paid over half the cost of maintaining his or her household, which included one or more qualifying individuals. Also, the IRS has emphasized that the taxpayer and the qualifying person must have lived in the same home during 1988. A qualifying individual is a dependent child under 15 years of age or a spouse or dependent who is mentally or physically incapable of self-care.

### How to Claim

To claim the credit, taxpayers can file Form 1040A, using Schedule 1 (Form 1040A) to compute the amount of the credit. Taxpayers who file Form 1040 may also claim the credit, even if they do not itemize deductions. These taxpayers compute the credit on Form 2441, "Credit for Child and Dependent Care Expenses," and attach this form to the Form 1040. ■

# TODAY

Make your taxes less taxing.

Do them today.



## Tax Tips Tax Tips Tax Tips Tax Tips Tax Tips Tax Tips

### IRA Deductions

To claim an IRA as a tax deduction, taxpayers must meet eligibility requirements, which are based on the size of the taxpayer's adjusted gross income and whether the taxpayer is an active participant in any type of employer-maintained retirement plan.

Taxpayers can claim the maximum deduction for IRA contributions (\$2,000 or 100 percent of compensation, whichever is less) only if they meet one of the following criteria:

□ the individual is not an active participant (or in the case of a married couple, neither spouse is an active participant) in an employer-maintained retirement plan during the year, regardless of the amount of the taxpayer's adjusted gross income,

OR

□ the individual (or in the case of a married couple, either spouse) is an active participant in an employer-maintained retirement plan and the taxpayer's adjusted gross income is less than \$40,000 for a married couple or \$25,000 for a single individual.

If an individual (or in the case of a married couple, either spouse) is an active participant in an employer-maintained retirement plan, the maximum allowable deduction for contributions to an IRA will begin to "phase out" when adjusted gross income reaches \$25,000 (\$40,000 for a married couple). When adjusted gross income reaches \$35,000 (\$50,000 for a married couple), no deductions are allowed for IRA contributions.

While many taxpayers may have their deductible IRA contributions reduced or eliminated due to the eligibility requirements, they will be able to continue making non-deductible contributions to a new or an existing IRA. As with the earnings on deductible IRA contributions, any earnings realized on non-deductible IRA contributions are not taxed until distributed to the taxpayer, generally at retirement when the individual may have a lower taxable income.

Tax law changes on IRAs, through the Tax Reform Act of 1986, include changes in the rules concerning spousal IRA deductions, qualified voluntary employee contributions and the purchase of gold and silver coins for an IRA.

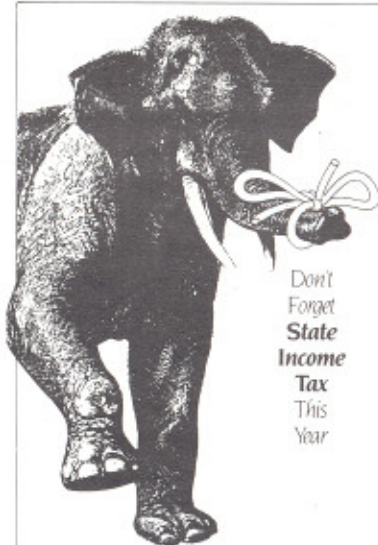
The spousal IRA provisions have been changed to eliminate the requirement that the spouse have no compensation in the year in order to be eligible for the spousal IRA contribution.

The law repealed the IRA deduction previously allowed for voluntary employee deductible contributions to a qualified plan. Also, beginning in 1987, taxpayers are allowed to establish an IRA by investing in certain gold and silver coins issued by the United States.

Other basic tax rules concerning IRAs were not affected by the law. Taxpayers may continue to establish or contribute funds to an IRA at any time during the tax year and the following year, up to the due date for filing their tax returns, without extensions, prior to the year they reach age 70½.

Taxpayers who withdraw funds from an IRA before age 59½ are required to pay an additional 10 percent tax unless the withdrawal was due to the death or permanent disability of the taxpayer or was due to a return of non-deductible contributions. Taxpayers may also continue to make tax-free rollovers, either from one IRA to another or from an employer-maintained retirement plan to an IRA. ■

## Rounding Off Limits Mistakes



You may reduce the chance of making arithmetic errors on your tax return by rounding off amounts to the nearest dollar.

When you round off one dollar item, however, you must consistently round off all amounts. Amounts under 50 cents should be dropped. For example, \$19.21 becomes \$19. Amounts from 50 cents to 99 cents should be increased to the next higher dollar, so \$19.50 becomes \$20. If you do round off, do so for all amounts. However, if you have to add two or more amounts together to figure the total to enter on a line, include cents when adding the amounts and round off only the total.

By not having to work with decimal points, you may find you make fewer math errors that could delay your refund. ■

## Deductibility of Contributions

Taxpayers who contribute to the fund-raising activities of charitable organizations often do not receive accurate information about the deductibility of their contributions.

Common fund-raising activities in which part or all of a contribution may not be deductible include charity balls, banquets, auctions, athletic events and solicitations for membership when merchandise or benefits are given in return for a payment of a specified dollar amount.

Taxpayers contributing to a qualified charitable organization and receiving something of value in return (such as a ticket to a sporting event), may deduct only the amount that is more than the value of the benefit they receive. If taxpayers pay more than fair market value for merchandise, goods or services, the amount paid that is more than the value of the item received may be a charitable contribution. ■

## Around the District

by Ken Gardner  
Public Affairs

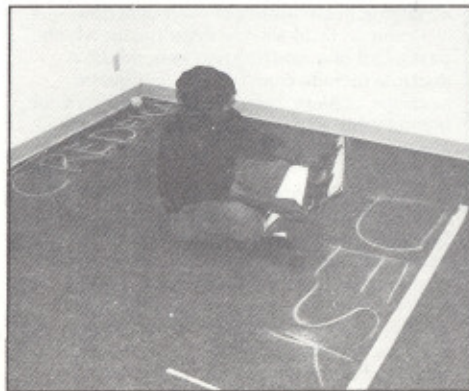
If you are an avid reader of *Crosscurrents* (you are, aren't you?) you surely remember articles about Initiative '88, the program to insure efficient management of Corps projects from conception through construction. And you probably remember that one of the features of Initiative '88 was the creation of a new position in each district to be called the Deputy District Engineer for Project Management (DDE/PM).

And you probably remember that first **Dale Mazar**, chief of Project Management Branch, and then **Wayne Knott**, chief of Plan Formulation Branch, were named acting DDE/PMs.

Well, finally a selection has been made for this key position. **Dave Haumersen**, assistant chief of Planning Division, has been named the district's first, full-time, not-acting, DDE/PM.



The other activity that's been going on during the last two months is the moving of Con-Ops out of the Post Office to new offices in the nearby Sibley Building. Elsewhere in this issue there is an item on the mass movement of people that has taken place recently. In reviewing material for the move article, I came across this photo of **Ken Harrell** from Regulatory Branch getting used to his new office. Enough said. A picture is worth..., etc.



And that is what's happening around the district this month.

## Award Recipients would like to pass on the gratitude:

We would like to take this opportunity to thank those people who participated in the resolution of the drought situation of last summer. The success that the District achieved in dealing effectively with this crisis would not have been possible without your support and special abilities to develop, collect, compute and analyze information vital to the decision-making process and in dealing effectively with the public.

As you may know, the Chief's office in Washington recently presented a Certificate of Appreciation from Robert W. Page, assistant secretary of the Army and General Hatch, Chief of Engineers, to us for our efforts in the drought of 1988. We would like to, in turn, pass on our gratitude to the other individuals, too numerous to list, who truly share in this recognition.

Sincerely,  
Stan Kumpula and Jim Ruyak



Jim Ruyak  
Manager,  
Headwaters  
Area



Stan Kumpula  
Assistant Chief,  
Engineering  
Division

## Toastmasters

By Jeff McGrath  
Economist, Planning Division

Afraid of speaking in front of a group? Do you get tongue-tied when you're called on by surprise? Do you feel that no one listens to what you have to say? Join Toastmaster's and overcome these problems. Toastmasters offers the opportunity to practice and gain confidence in your public speaking skills in a friendly and supportive atmosphere. We meet on Tuesdays at noon in the 12th floor conference rooms. Just stop by and observe one of our meetings to see if it's for you. Or call me, Jeff McGrath, at extension 256 for more information. Don't let your fears get in the way of your success.

## Obituaries

**Gordon H. Carlson** of St. Paul, died February 4, 1989 at the age of 76. Mr. Carlson worked in the Hydraulics Branch from 1936-46. He then spent one year at the Hydraulics Lab in Iowa City before retiring in 1947.

**Frederic A. (Art) Johnson** of Fargo, North Dakota, died February 2, 1989 at the Veteran's Hospital in Fargo. He is survived by his wife Ardis C. Johnson.

**Lester Mericle** of St. Paul, died February 23, 1989 at the age of 91. Mr. Mericle worked as an appraiser in the Real Estate Branch from 1947-1963.

## Carnival Madness

Continued from page 3

As the finders of the St. Paul 1988 Winter Carnival medallion walk towards their car, they hear someone shouting "I found it! I found it!" They chuckle, remembering past years when other false alarms, designed to clear the field, were given...years when they didn't know whether to keep looking or not. This year, they know. This year, they've found it first. Hallelujah.

"Really, a matter of luck", said Jim Murphy; "I was tired of the reporters by Saturday afternoon!", added Dan Reinhartz, both hydraulic engineers with the Corps.



Jim Murphy

"But we'll be out there again next year", they chorused.

District employees Dan and Jim will share the prize money with Dan's twin brother, Mike.



Dan Reinhartz

## Women Making History Today

A Presentation on the Challenges of Balancing Family and Professional Life



Beth Ruyak, Guest Speaker

A special presentation by one of "Minnesota's own" (and, sort of, one of the "Corps own") will be offered on March 28th, in observance of Women's History Month. Beth Ruyak, formerly of Minneapolis, Minnesota and at present, a Washington D.C. based correspondent and co-anchor for USA TODAY ON TV, will speak on the subject of "Women Making History Today" at 10:30 a.m. at the Jerome Hill Theatre.

Ruyak began her career in Austin, Minnesota in 1981 with KAAL-TV. Twin Cities viewers may remember her from KMSP-TV, Minneapolis, from 1983-85, where she worked as co-anchor on the 9 p.m. nightly newscast. She subsequently moved on to Sacramento, California for 3 more years before making the switch to USA TODAY ON TV last year.

The focus of her discussion on March 28th will be the concerns held by "everyday women", such as child care, maternity issues and the challenges many women face when interfacing professional and personal lives. She will speak from her own perspective as a mother and a professional news correspondent.

"Women need to find creative ways to empower themselves, to become part of the solution instead of continuing to struggle with these issues.", Ruyak stated.

Ruyak is especially pleased to be invited for this engagement. "It's always wonderful to come back to the Twin Cities, and I was very happy to hear that my father will be introducing me (at the presentation)." Her father, of course, is our own Jim Ruyak, area manager at the Headwaters.

## Carnival Madness

by Joan Guilfoyle, Public Affairs

It was 11:20 p.m., Friday, February 3rd. The Top Hat bar and saloon in downtown St. Paul was packed. The usual crowd of Friday night carousers had been replaced by a perhaps heartier, more warmly dressed, purposeful group. These people were not here to be seen. These people were not here to check out the local attractions. These people were on a mission.

There was the normal "leaning on the bar" kind of talk going on, also — "hey, fella, come here often?" "you look kinda familiar to me, too. have we met?" "you say you do what for a living?", etc., etc., etc. But tonight, there was other dialog, more likely to be murmured among compatriots than spoken broadly across a room. Talk that kind of went like this: "hmmm, a ship's name... awesome horse power...famous people...hard times...Erin Go Brach..." "Okay, it's near the Capitol, where the horses are, right? and then, what ship...what ship...the Arizona? nah, too far away...the William A Thompson?...nah, too in-house...how about the Constit...oh yeh, the Constitution!!! Get out that map, isn't there a Constitution street near there somewhere...yes, here it is.....now that foreign saying, erin go brach.....hmmmm, that's Irish, right Murphy?.....JOHN IRELAND BOULEVARD!! Okay, we're getting hot, now....

At 11:29, the door to the outside, to the 20 degrees below zero Minnesota winter, swings open. A swarm of Michelin tire guy look-alikes in dark colors pour out, start their cold engines and head for 345 Cedar Street. A larger mass of scrabbling humanity awaits them there... 250 other heavily-clad guys and, though it's near impossible to distinguish sex at this point, gals reach and bend, ebb and flow toward a delivery truck. Outstretched gloves and mittens, as though receiving alms, stretch toward the truck's lone dark window.

Inside, the truck's single occupant slowly, carefully, laboriously reaches behind him for the prize, what they are all after, what they all need to win the bigger prize, the \$2000.00, maybe \$4000.00 due the finder of an oreo-sized, lightweight, embossed circle of plastic hidden somewhere, somewhere in the snow and freezing temperatures, somewhere adjacent to the "awesome horse power, hard times, erin go brach"... finally, he hands one out the window: *the early edition of the Saturday morning St. Paul Pioneer Press and Dispatch newspaper!*

The winners were there. They were among the scrabbling masses competing to be the first to read the final clue. They even smashed into each other in the darkness, one going toward the truck, the other, paper in hand, going away, not recognizing each other in all the madness and rush.

"hurry, hurry, find the page... what's it say?...white earmuffs...north of a green fence...along a sidewalk..." "okay, let's go!" Back into the car they tumble, tightening down hoods and securing clumsy mittens, preparing for the great leap once they are in sight of the presumed burial spot.

Screech...slam..."don't forget the hoe...you bring the rake...look here...no, look here...let's go up there...it is cold out here...who cares, keep looking"...

Suddenly, one of the seekers reaches down into the snow and surreptitiously, puts a bundle of white in his pocket. Another watches, wondering.

"Psst, come over here...I think I found it..." Slowly, some shaggy, yes, white, earmuffs are revealed within the icy snowball...slowly they are opened up...miraculously, a thin plastic wafer lies within..."We found it...unreal...is it real?...I think so...it sure looks real".

(Continued on page 8)



# Our Vision...

## To everyone of the USACE team:

Since becoming commander of the Corps, I have had extensive discussions with our senior leadership and many other members of the Corps family about the Corps' future service to America. This statement of vision for the Corps reflects the results of these discussions.

But this is only a first step.

Every day that I serve as your chief, I will work to make this vision a reality. I expect you to do the same.

But more than that, I ask that you add your vision and personal commitment to this beginning. These words are only a framework — a skeleton of what must be done. Only you can complete this vision. Only you can translate it into action.

Use this document as a roadmap for direction, a framework for action, and a guideline for how to operate. I hope you will find it a source of inspiration for our work and our partnership and together we will deliver great service to our nation.

H.J. Hatch  
Lieutenant General, USA  
Chief of Engineers

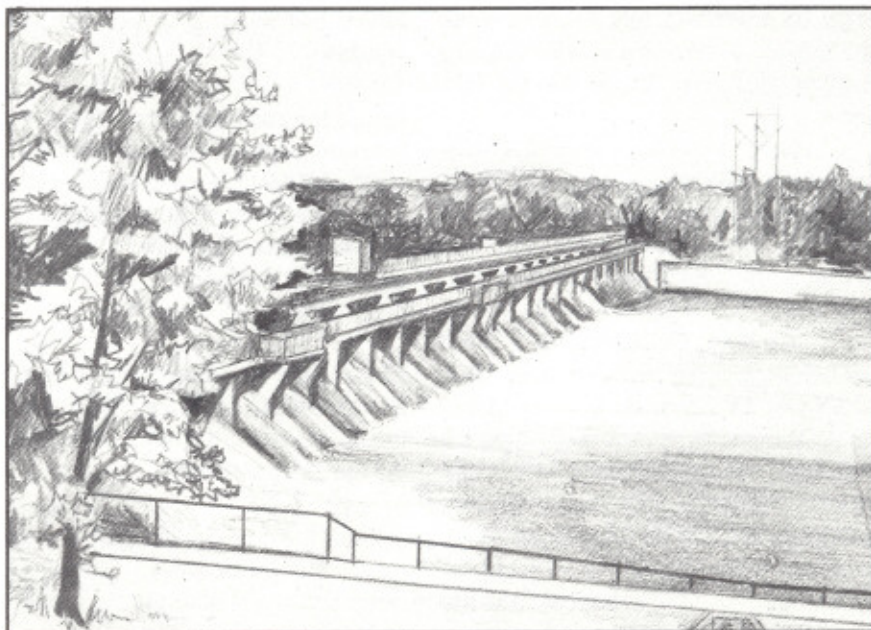
*We believe we are the best public engineering agency in the world and are determined to make ourselves better to serve our nation's needs. We must sharpen our cutting edge on the missions we have in order to prepare ourselves for yet greater service in a bright, exciting future.*

### Our Tradition

Our purpose is "to provide quality, responsive engineering service to the nation in peace and war". For more than 200 years the Army's Corps of Engineers has effectively and proudly responded to changing defense and national needs. We must be prepared to continue to respond to changing needs and environments. To remain the best public engineering agency, we must work hard together to make ourselves better, both individually and as a team... a team with shared values and loyalties, a team dedicated to common goals and priorities, both to those we serve and to each other.

### Our Commitment

*We are committed to our people.* People are the Corps. Everyone in the Corps expects and deserves to perform meaningful work in an envi-



ronment that is creative and exciting. We work together as a civilian/military team; we care for each other as a family, and without infringing on the other chains of command, we embrace all Army engineers as both team and family. In the Corps, we value each other as individuals. We identify, respect and reward talent and achievement. We provide equal opportunity to all. To assure our strength in the future, we will focus

on professional and leadership development to maximize personal and team growth. While we will celebrate technical excellence, we will select new leaders who demonstrate caring and inspiring leadership.

*We are committed to our values.* Everything we say and do will be based on our values of integrity, quality, professionalism, and esprit de corps, underscored by a shared

and mutual loyalty and personal commitment and accountability. These are our standards. We will accept no less.

*We are committed to our customers and partners.* We exist as an organization only as long as we serve our customers and partners. Our ultimate customers are the taxpayers, who communicate to us through many representatives — the Congress, the President and successive levels in the Army and the Air Force. While we focus on serving our local customers, we will be loyal and accountable to all those who legitimately speak for the taxpayer and those the taxpayers expect us to serve. That requires the Corps team to have a clear perspective and exercise sound judgement.

#### **Our Pledge**

*We will give equal priority to all missions and customers/partners,* military and civil, regardless of funding source. Although from time to time particular projects and activities will receive special attention, there are no low-priority missions. Once we step up to a task, it becomes our mission. All missions share equally in our dedication and, to the extent allowable, in our total resources.

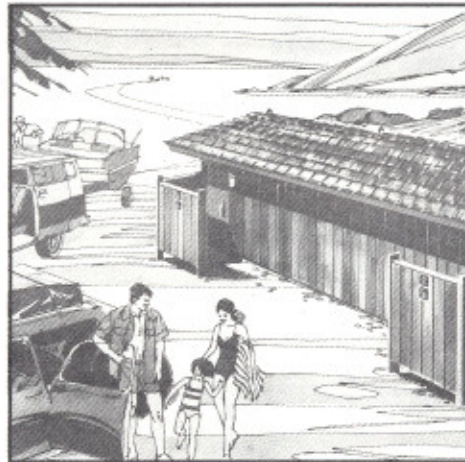
*We will provide the Air Force* with engineering services to meet their goals and their standards of excellence.

*We will support the DEH* as a full partner in serving soldiers and their families and in creating "Army communities of excellence". Reimbursable support to installations and nonappropriated programs are as important to us as direct appropriated funded construction.

*We will assist the Army and DoD* in meeting their total environmental responsibilities, including

restoring the environmental quality of military installations. We must also focus the full force of our expertise in addressing the nation's problems of:

- toxic and hazardous waste clean-up;
- disposal and maintenance of nuclear wastes;
- protection of water resources; and



- disposal of dredge and fill material.

*We will sharpen our ability to respond* to the nation's needs in case of war. The readiness of the Corps and our industrial counterparts to mobilize is a vital element in the Army's contribution to strategic deterrence. We build our readiness by responding quickly and effectively to natural disasters and conducting our national security emergency program.

*We will innovate by exploring* and using new and better ways to do our job, especially in contracting and financing projects. We will standardize designs wherever feasible and tailor construction standards to better meet our customers needs and ability to pay.

*We will make the Corps team more effective* by clarifying roles at each level of command. We will strengthen decentralized execution by providing appropriate guidance

and central control.

*We will forge new partnerships* and assure that cost-sharing works. Accordingly, we will measure quality, cost and time. To do this, we will improve program management and fully implement project management.

*We will conduct our customer/partner relations with open and timely communications* throughout project life cycles. Furthermore, we will strengthen the Corps team by better defining goals and enhancing internal cooperation, coordination, communications and decision processes.

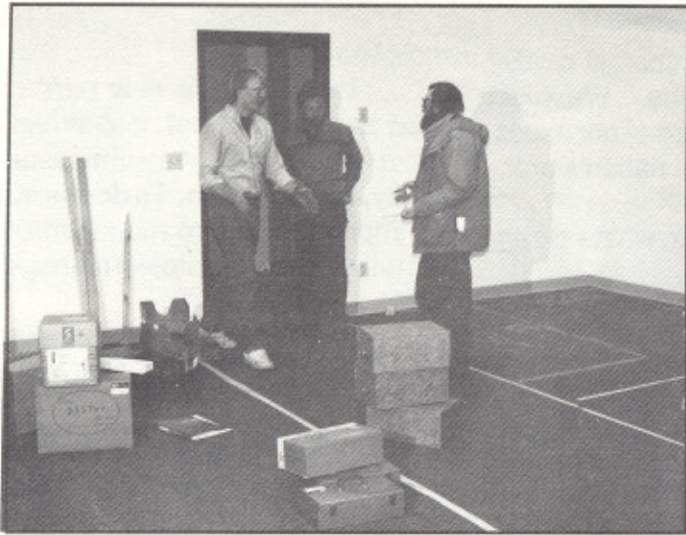
*We will enjoy working together* as we strive to increase our service to those who rely on our support. We will do our best to inspire others with our enthusiasm and dedication. We will always be sincere, but we will always maintain a healthy sense of humor.

*We will seek new ways* — beyond our current military and civil missions — to meet our Army's and our nation's needs. By selectively seeking new tasks that are fully compatible with and enhance accomplishment of our current missions, we will better serve our customers and prepare ourselves for the future. As our primary targets, we seek a broader role in developing, managing, maintaining and repairing our nation's infrastructure; developing, managing and protecting our water resources; and addressing our national environmental and space challenges.

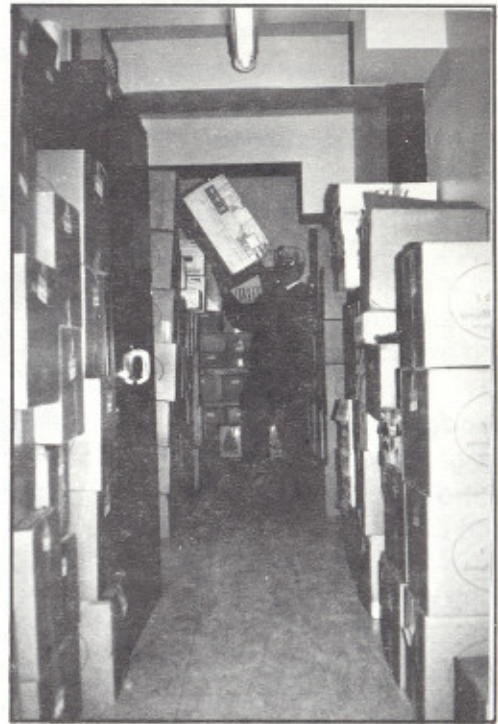
*Our vision is to achieve a vibrant, competent, energetic, respected Corps team — inspired by our tasks and proud of our accomplishments, yet humbled by the honor we share in serving our nation...a nation at peace.*

**"Only you can complete this vision."**

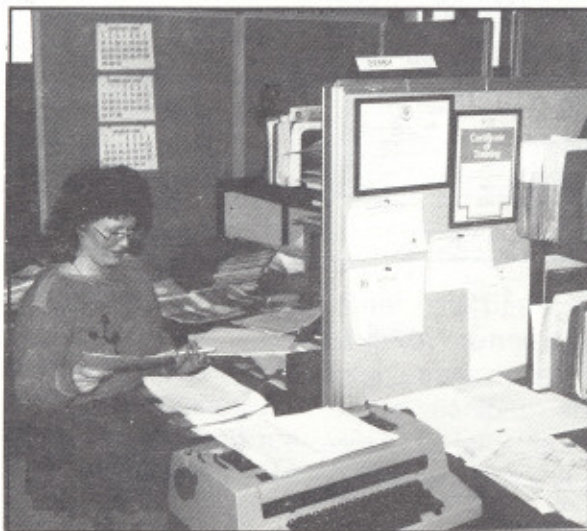
# It Was A Moving Experience...



Regulatory personnel check out the width of the hallway at 333 Sibley Street.



Phil Schweitzer shifts Con-Ops boxes around.



"I have more space, but it's colder!", says Debbie Quaas of her 11th floor F&A office.



Dennis Erickson of Project Operations lays claim to his new fully enclosed office on Sibley Street.



Ann Martin of IMO likes the new space. "It's nice having the sun. It makes it a lot brighter for my work."