



US Army Corps
of Engineers
St. Paul District

Crosscurrents

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Minnesota State Fair exhibit highlights District camping areas



Gull Lake Park Ranger Mary Kay Larson assists visitors at the District's state fair exhibit. The exhibit included a floorcloth map highlighting Corps recreation areas with camping facilities (handpainted by Bonnie Ellis (PA)), grid with photos showing what amenities each site offered, a brochure rack, tent, tree and scenic backdrop. The exhibit attracted thousands of fair-goers during the 12-day fair.

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Bits and Pieces

1990 Savings Bond Campaign

The St. Paul District exceeded its 1990 Campaign goal by 17%. Participation increased by over 29%.

"The District had excellent support from a great bunch of canvassers," said 1990 Campaign Coordinator **Norman Hildrum**. "They did a thorough and professional job. Also, I couldn't have accomplished this effort without the help IM Secretary **Georgia Stanonik** gave. She helped keep everyone on schedule."

Another reason that the campaign did so well may have been because of the way the campaign was promoted. Two separate events helped draw attention to the effort. The first was a trivia quiz relating to the "kick-off" video by Garrison Keillor. **Rose Braatz** (CO) won the trivia quiz and received a \$50 savings bond for her effort. The second "event" was a graphic puzzle which had portions of it exposed as more and more bonds were sold. **Jan Graham** (ED) solved the puzzle and received a month of free parking at 333 Sibley. Congratulations to both for their efforts and/or luck!

Employee Accomplishments

"Dams and Damages: The Ojibway, the United States and the Mississippi Headwaters Reservoir" is the name of an article written by **Jane Lamm Carroll** (PD-ER) published in the spring 1990 issue of *Minnesota History* magazine.

Another Planning Division employee, archaeologist **Laurie Lucking**, has written an article about her study of

terraces in an abandoned prehistoric village on an island in Micronesia, to be published in November in *Micronesica*, the Journal of the University of Guam.

Dan Wilcox (PD-ES) was recently awarded the Goodhue Award by the *St. Paul Pioneer Press* for a letter to the editor he wrote regarding the use of motorized equipment in the outdoors. The *Press* selects five writers each year for the award and gives them, along with a luncheon, certificate and coffee mug, an autographed book of the work of Jerry Fearing, editorial cartoonist for the paper.

The Red Cross came to Guttenberg, Iowa, for another blood drive and were not disappointed. **Marvin Althoff**, **De Lene Moser** and **Marvin Pedretti** of Lock and Dam 10 took time from their busy schedule and gave blood.

Employee News

Congratulations are in order for **Carol Vierck**, who was promoted to the position of Realty Specialist in the Management and Disposal Branch of Real Estate Division. Carol moved from Contract Division to Real Estate in November 1986.

Lock and Dam 9 welcomes **Darrell Oldenburg** as a lock and dam operator. Darrell was previously located at Lock and Dam 7.

Another promotion has taken place, this time at Lock and Dam 7. Congratulations to **Rodney Berg** for his new title

as Head Lock and Dam Operator.

The ripple effect expected from the retirement of **Lavane Dempsey** (ED) a few months ago has finally manifested itself in the following way: **Tom Sully** is the new chief of Structural Engineering Section, replacing **Greg Frankosky**, who replaced Dempsey as chief of Specifications and Technical Support Section.

Other changes in ED, and there have been a few, include the selection of three section chiefs in ED-M. They are **John Bailen**, moving from LCPM (back) to ED-M as chief of Contract and Administration Section; **David Loss**, promoted from a supervisory engineer manager to the chief of Civil Works Section; and a new employee, **Fred Beauvais**, formerly with the Corps, then the Fish and Wildlife Service, returning as chief of O&M/Military Section. Fred will come on board near the end of September.

ED-M Project Manager **Susan Foley** was selected as the new Executive Office's Executive Assistant, working with LTC Mahoney on issues relevant to the entire District.

Say goodbye to **Sandy Olk** (ED-M), **Rachel LaFauce** (ED-M), **Greg Schroeder** (ED-M), **Ann Martin** (IM-VI) and **Tom Moline** (IM-VI) and newly retired **Don Seymour**, **Joseph Katula** and **Don Wolf** (all from the dredge *Thompson*) and **Wally Bilecky** and **Dave Okronglis** (ED-D).

Dear Corps Family,

It's been a warm and wet summer so far. Kinda makes a person eager for *Christmas in July*, a 1940 film with Dick Powell, or *Christmas in Connecticut*, a 1943 film with Barbara Stanwyck and Dennis Morgan or *Holiday Inn* with Bing Crosby and Fred Astaire (Ed: and Rosemary Clooney) with music by Irving Berlin, a relative of mine! Oh well, I guess we shouldn't rush things.

Anyway, tell the family to put Friday, December 14th, on their calendar. That's when we plan to have our annual Holiday Party. It's gonna be special, just like you.

I'll write again soon. Remember, come home for the holidays and spend it with our family.

Your Corps relative,
Al Rosenberg (CO-A)

P.S. This letter was returned by the post office for not enough postage? something about sequestration? Just adding a footnote - look through your photos for any cute snapshots of office family celebrations and send them to me. I'm putting together a special photo album for us to look at at the party - will write soon, sooner.

Love, Al

Retirement News

Retirements this summer included **Harlan Johnson**, chief of Maintenance Branch in CO; and **George Lindsay** of the Mankato Project Office.

DE COL Baldwin spoke at the **Annual Retirees Lunch** on September 12. Photos will be in the October issue of *Crosscurrents*.

Budget sequestration and you

The St. Paul District, along with all Corps units, was ordered in late August to cut spending as much as possible during the remainder of Fiscal Year 90. The order from the chief's office was received on August 29 as Corps officials in Washington, D.C., studied the impacts of a potential 31.9 percent budget reduction which might go into effect on October 1.

The order to curtail current spending imposed immediate restrictions on larger contracts, travel, training, overtime, supply and equipment purchases, and hiring actions.

During a special staff meeting held on August 30, Colonel Roger Baldwin and the district staff discussed the expenditure reductions and their impacts on district operations.

While most labor-related expenses such as travel, training, and overtime, were being reduced, Colonel Baldwin and the staff agreed to continue the performance awards program despite the spending curtailment. Staff members commented that good morale and motivated employees would be even more important during a period of reduced funding. In addition, they said that curtailing performance awards for the remainder of the fiscal year would be unfair to those who had earned an award through their performance but would not get it because it was processed during the last month of the fiscal year. Colonel Baldwin agreed with the staff recommendation to continue funding the performance awards program for the remainder of this fiscal year.

The immediate curtailment of spending

was imposed so that the Corps could carry-over as much FY90 funding as possible. The possible sequestration of FY91 funds does not apply to carry-over funds; therefore, the total amount of FY90 funds not expended this year would be available to support Corps operations after October 1.

The potential sequestration is tied to the lack of agreement between the Congress and the Administration on a number of FY91 appropriation bills. Failure to come to agreement on budget legislation consistent with the deficit reduction provisions of the Gramm-Rudman-Hollings law would require the President to sequester up to 31.9 percent of civil works funding for FY 91. Overall, the federal government needs to reduce spending in FY91 by \$105 billion to meet the deficit limits contained in the Gramm-Rudman-Hollings deficit reduction law.

While many federal agencies (including the Chief's Office and North Central Division) have notified employees of possible furloughs after October 1, the St. Paul District has prepared an operating plan which district officials hope will make it unnecessary to release temporary employees or furlough permanent employees. The district's sequestration plan prioritizes possible actions as follows:

- Curtailing purchases of supplies and equipment.
- Reducing or eliminating overtime, except in true emergency situations.
- Encouraging the use of annual leave. (Funds to cover annual leave salary are

accrued in an escrow account when the leave is earned. Leave taken in excess of the amount earned in FY91 is paid out of the escrow account and does not use FY 91 funds.)

- Reducing training and travel as much as possible.
- Not awarding new contracts in FY 91.
- Delaying or reducing work under existing contracts.
- Implementing a selective hiring freeze.
- Curtailing temporary hires.
- Reprogramming funds within our authority.
- Terminating existing contracts.
- Finally, if these actions fail to

produce the necessary spending reductions, the district would have to consider furloughs and a reduction-in-force.

During two brown bag lunches with employees in August, the deputy commander, LTC Mike Mahoney, said that the district leadership was optimistic that the district could weather a sequestration without furloughing or RIFing employees. He said the district would have to do more work in-house instead of by contract and some employees would have to be detailed to sections where there was work and funds available.

The district's sequestration plan is based on the philosophy that any sequestration — even for a year — is a temporary event and the district needs to take every action possible to insure that the district's primary resource — its workforce — remains intact.

Spending cuts already made

The late August order to cut spending and the possible sequestration of FY 91 funds has impacted a number of programs in the district and the Corps. Some impacts include:

- Many Corps-wide meetings have been canceled or postponed.
- The district's Cultural Diversity Week scheduled for late October was postponed.
- LTC Mahoney canceled his attendance at a week-long training session in September.
- Colonel Baldwin and Lou Kowalski were scheduled to travel to northern Minnesota in early September to brief the Civilian Aide to the Secretary of the Army for Minnesota.

Following the order to reduce current spending, Colonel Baldwin made the trip by himself.

—Notices at district office copy machines encourage employees to use the printing contractor for large copy jobs at a 75 percent savings over in-house copiers.

—District employees scheduled to work at the district's State Fair booth were granted special permission by the district commander to earn credit hours on the weekend and Labor Day instead of overtime.

Articles by Ken Gardner, Public Affairs Officer

Remembering the Picnic/Award Ceremony



Dave Loss, Paula Bizek, Susan Foley and Rick Femrite were among the many folks who received recognition for their fine work during the awards ceremony.



"It was a rotten job, but someone had to do it", stated Colonel Baldwin. Here, he looks dedicated to the awesome task of judging the dessert task contest. Judge Bob Post was heard to say "Anything that's got chocolate gets my vote."

delightful dessert
attributable awards
venturous volleyball
grievous golf
bargain bingo
fictitious fishing
observant orienteering
frantic facilitators
matchless magician
kindhearted kids games
leisurely lunch
palpable popcorn
credible cotton candy
satisfying soda
pleasurable prizes
random rain
sweet-as-honey singing
clearly clean-up



A bunch of Information Management folks hang out together in the picnic area at Afton State Park.

**Lisa Hedin's Winning Recipe
for Rhubarb Cake**

Mix and let stand:
2 cups diced rhubarb
1/2 cup sugar

Cream in small bowl:
1 1/2 cups sugar
1/2 cup margarine
1 egg

Mix together and then fold in other ingredients:

1 cup sour milk
1 tsp. cinnamon
1 tsp. vanilla
1 tsp. baking soda
dash of salt
2 cups flour

Pour into greased and floured 9x13 pan

Sprinkle over top:

1 tsp. cinnamon
1/3 cup sugar

Bake for 1 hour at 350° F



Ron Tuura receives his award from Colonel Baldwin under the big top tent.

Willing winners:

Golf - Tim Fell, Jan Lassen, Tom Oksness, Paul Madison, Millford Herreid, Ed McNally, Ken Tschida, Chuck Stanonik

Volleyball - The Roaring 20's (Anne McKeig, Wendy Sparks, Larry Hahn, Mike Graham, JoAnne Dufleck, Dave Dralle, Ralph Augustin, John Bailen, Theresa Walsh, Georgette Kuhl)

Fishing - Heidi Frankosky, John Frankosky, Chuch Spitzack, Dale Mazar

Orienteering - Lisa Hedin

Bingo - Dan Bomstad

Dessert Contest - Lisa Hedin, Cynthia Harris, Claire Freilinger, Becky Soukup, Kathy Mosner



Fred Vogel and kids play a few rounds of bingo, as Mark Koenig helps some little ones manage their bingo boards.

Upward Mobility Program moving forward at District Locks and Dams

By Rosemarie Braatz, Writer/Editor

The Upward Mobility Program has opened the St. Paul District locks to women at four sites on the Mississippi River. As Tom Oksness (CO-PO), a member of the Federal Women's Program Committee points out, "What are seen as employment opportunities for some are barriers to others. We searched for a way to open the field of navigation to women who, historically, could not compete with men for jobs at the locks and dams because of veteran's preference or similar regulatory requirements".

In a few instances in the past, women had been successful in getting lock and dam jobs, having been given the opportunity through Merit Promotion or by competing 'from the outside.' "But we weren't satisfied that women were equally represented at our lock and dam facilities," Oksness says.

In an effort to correct this situation, five upward mobility lock and dam operator positions were announced in the fall of 1988. Four women and one man were selected for these upward mobility positions. "The people selected all had mechanical backgrounds, had used power tools, and were able to understand the operations," Oksness explains. Some had previous paid work experience in these areas; others had

gained the necessary skills on their own... by living and working on a farm, home construction or personal interest in mechanics.

The job description for the upward mobility lock and dam operator position (WY 03/04/05) states that the person *receives on-the-job training ... including a thorough orientation as to the structures, equipment and grounds. Receives training and practice in making lockages and dam operations. Receives training in duties required for maintenance and repair of structures, machinery, equipment, buildings and grounds.*

It further describes the working conditions *Works inside and outside in all kinds of weather. Work is performed on structures usually over water that is frequently turbulent, sometimes in the proximity of moving machinery and electrical equipment, sometimes on scaffolds. Occasionally works behind bulkheads below water level and in small boats in turbulent water.*

As challenging as that sounds, each of the recent upward mobility "graduates" whose work experience had been largely indoors emphasized that they would not want to return to working inside. As a lockmaster supervisor said,

referring to a female lock operator, "I don't discriminate, either, in excusing her from the same work the men do. She does her full job, and she does it well."

The duties are generally divided into lock operations, dam operations, and maintenance. The lock category includes learning operation of the equipment and machinery such as tainter valves, miter gates, tow haulage, traveling mooring bitt and electrical controls. Dam operations involve the basics of pool control, reading and recording gauges, reading flow charts and calculating flows, using computer entries and reports, regulating the gates, communication with the District's Water Control office and interpreting and applying their instructions, dam safety and emergency procedures. Maintenance involves repairs, lubrication and assembly of equipment and machinery, using tools and miscellaneous equipment safely and properly, utilizing time and materials wisely, carrying out janitorial tasks and lawn maintenance.

The lockpeople who are now working at Locks and Dams 10, 8, 7, 4, and 3 will be profiled in future issues of *Crosscurrents*, to give us an insight to their backgrounds and their reactions to this Upward Mobility Program.

Upward Mobility Program ... What is it?

By definition, Upward Mobility is a systematic effort under the Merit System to provide career opportunities for employees GS-9 and below or wage grade equivalents who are in positions or occupations with limited advancement potential. Most jobs can be structured to fit an Upward Mobility Program. Only those jobs which require (with no allowable substitution) the possession of a bachelor or higher degree are excluded from coverage. In the St. Paul District, upward mobility job announcements are restricted to current District employees.

The objectives of the Upward Mobility Program are to assure the best use of the existing work force in meeting current and projected staffing needs, provide training which equips participating employees with increased skills, knowledge and abilities to perform higher level duties, and provide opportunities for advancement for employees in positions with limited advancement potential.

Each employee selected to participate in the program will have a training plan developed, outlining formal and on-the-job training and other activities geared to qualify the individual for the target position. In addition, the program includes periodic evaluations by both the participant and supervisor. Upon completing all program requirements and reaching the target position, the employee then "graduates" from the Upward Mobility Program.

The Upward Mobility Coordinator for the St. Paul District is Sheryl Hurley, chief of the Recruitment and Placement Branch of the Personnel Office. All supervisors are encouraged to investigate the applicability of the Upward Mobility Program to positions in their office. Any questions may be directed to Sheryl at 220-0479.

Kudos and Congratulations!

for our District



The St. Paul District received the highest award from the Chief of Engineers office in the annual Design and Environmental Award competition. Weaver Bottoms River Rehabilitation Project won in both the environmental category and the overall award of excellence. NCD Commander BG Jude Patin celebrated with the District at an awards ceremony held in the First Trust Center, St. Paul. Here, (from left) St. Paul District DE COL Roger Baldwin, BG Patin and Jim Gritman, director of Region V of the Fish and Wildlife Service, display the plaques, accepted on behalf of the dedicated employees whose efforts were recognized.

for our students



The office of Equal Employment Opportunity honored the District's student workers once again with the District Student of the Year award celebration. Three students were chosen from the field of nominees, seen above, for their outstanding contribution to the agency and fine work performance. The three winners were Hung Nguyen, Logistics; Tom Moline, Visual Information; and Sean Tolefree, Resource Management. Attending the award ceremony were (from left), Hung Nguyen, Christi Schmitz, Roxanne Shields, Colonel Baldwin, Dawn Kirscher, Kevin Bluhm, Greg Porycky, Loren Dhar, Sean Tolefree, Tom Moline, Mark Wilmes and Jerry Drexler.

Third Friday in September is day to honor the Prisoners of War and Missing in Action from the Vietnam War

By Evelyn D. Harris
American Forces Information Service

National POW/MIA Recognition Day, Sept. 21, honors America's returned prisoners of war and rekindles the resolve to account for U.S. servicemen still missing.

The first recognition day was held in 1980, sponsored by the National League of Families of Prisoners of War and Missing in Action. Spouses of prisoners of war being held in Vietnam founded the organization in 1970. National POW/MIA Recognition Day is the third Friday in September.

Last September, 2,344 Americans were listed as prisoners or missing in Southeast Asia. As of July 20, 1990, the number was 2,300.

"The important point to remember is that the U.S. government is committed to the fullest possible accounting of prisoners of war and those missing in action. We are making progress. It is slow and frustrating, but it is progress," said Navy Lt. Cmdr. Edward Lundquist, a DoD spokesman.

Since 1974, about 400 sets of remains have been returned from Vietnam. Of these, the U.S. government has identified only 245 as American. Of the remainder, most have been Asian, although the government is still analyzing some.

The Vietnamese government increased its cooperation in returning remains following the August 1987 mission of retired Army Gen. John W. Vessey as a special presidential emissary. Since then, the Vietnamese have repatriated 240 remains, of which 100 have resulted in accounting for Americans.

Recently, the remains of three Americans have been identified. In June 1990, the remains of Navy Lt. Cmdr. Larry Van Renselaar of Las Vegas, Nev., who was lost in North Vietnam on Sept. 30, 1968, were identified. His remains were among 15 repatriated by Vietnam on July 31, 1989; nine of that group have now been identified. In July, two soldiers were identified: Army Capt. Keith A. Brandt of Bellingham, Wash., and 1st Lt. Alan B. Boffman of Norfolk, Va. The two men were killed in an aircraft crash in southern Laos.

Forensic scientists identify remains at the Army's Central Identification Laboratory in Hawaii. The laboratory serves all services.

Lundquist said lab identifications consider all evidence. Dental remains that match records on file is the best evidence, but scientists can also match other physical evidence against health records. Even so, he continued, an identification is not official until reviewed by a panel of outside experts and accepted by the family of the

missing person. The families may have an independent expert review the lab's work. The service secretaries are the final reviewers in identification.

Since 1987, technical experts have held more than a dozen meetings in Hanoi to discuss evidence related to identifying missing Americans. The United States has also provided humanitarian assistance to Vietnam, such as providing equipment and training to fit amputees with artificial limbs.

"Now we are coming to a time when the divisions of the Vietnam War are healing. We have let go of the bitterness of the past," President George Bush said in 1989 remarks to the National League of Families. "But with this reconciliation comes a temptation to forget those who served. Yet we will not forget. And we will never break ranks."

On behalf of the U.S. government, the president promised America would write no last chapters, close no books and put away no final memories "until your questions about missing and possible prisoners of war have been answered.

"In Ecclesiastes, it is written that there is a time for war, a time for peace and a time to heal. We will never forget those who served our country. And when we receive final answers about their fate, then this will truly be a time for healing."

There is a Minnesota chapter of the Missing in Action/ Prisoners of War organization called "Minnesota Won't Forget." If you are interested in information about the MIA/POW issue, you can contact them by calling 612/884-5028 or writing c/o Dale Hanley, 3008 West 100th Street, Bloomington, Minnesota 55431. Remembrance bracelets for individual veterans still listed MIA/POW may be ordered from them, for Vietnam veterans from anywhere in the United States.



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