



US Army Corps  
of Engineers  
St. Paul District

# Crosscurrents

Vol. 15, No. 11

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Photo by Ken Gardner

You're looking at the future eighth floor location for the St. Paul District's executive offices. The site is now called the Sibley Building. When the district moves in next April, the address and building entrance will be new. The building will undergo a total remodeling inside and out. Left to right are Dave Haumersen, deputy district engineer for Project Management (DDPM); District Commander Col. Richard Craig; Jan Graham, secretary, Engineering Division (ED); Bob Post, chief, ED; and Theresa Thury, secretary, DDPM. The windows you see face east. See *Headquarters moves* in "Bits and Pieces," page 8.

## Diversity Appreciation Week events wrap-up

Here is a wrap-up of Diversity Appreciation Week (DAW) events.

- Yvonne Check, Ph.D., opened DAW with her keynote addressing the theme, "What is the cost for ignoring diversity and who's going to pay?"
- Check facilitated the first program, "What's the Right Way?" In the past, the golden rule for EEO has been to treat everyone the same. Now, the focus is on recognizing and acknowledging differences in the workplace. Is this the right way to manage employees? How are we going to measure success?
- "Valuing and Respecting Differences" covered non-verbal communications and awareness of individual differences. Participants examined how age, gender, marital status, occupation and cultural origins create diversity. Consultant Andrea Rhines facilitated.
- Ken Harrell, Construction-Operations (C-O), and Al Geisen, Engineering Division (ED), facilitated separate sessions of "Diversity Bingo." Based on the traditional game of bingo, Diversity Bingo helped people recognize the complexities in cultural perceptions and assumptions.
- "Racism: A Personal Perspective" covered Wendy Tai's personal experiences on immigrating from Taiwan to Minnesota. Tai, a reporter for the *Minneapolis Star-Tribune*, contributed to the paper's award-winning series, "Issues of Race."
- "Assumptions and Diversity" with Consultant Tomas Rodriguez, helped participants examine whether they treat everyone equally. Individuals challenged their own stereotypes and unconscious biases of others.
- "Drums of Africa" compared different traditional African ensembles with their American cousins. Wallace Hill of Compas facilitated.
- "Hispanic Cultural Fair" exposed district employees to the music, crafts and food of the Hispanic culture. Latin Sounds, Jan Casillas, and Shirley Casillas hosted.
- "Preparing a SF-171" coached people how to showcase their knowledge, skills and abilities to gain a competitive edge in applying for work. The Office of Personnel Management facilitator was Melissa Walker.
- The highly popular "Magic of Attitudes & Perceptions" returned again to show that part of the magic is in learning about people. Participants learned about people through the medium of magic. Robert Chalmers was the magician.
- "The Chinese Lion Dance" is a fixture of all Chinese public ceremonies. This event presented and explained the Lion Dance.
- "The Voyagers" used lecture, storytelling and music to show how early Minnesota fur traders arrived and why they stayed. Facilitator Richard Williams dressed the part of an early fur trader.
- Native American "Peacemakers" sang and danced their way over the cultural gap to bring understanding of who they are.
- Hmong discussed the reasons for immigrating to the United States in "Why Did We Leave Our Homeland?"
- "Who's in Charge of Your Life?" presented lessons about personal responsibility and entitlements in planning for and working to achieve your life's goals.
- Participants learned about the value of heritage, identity building and non-violence in "Valuing Your Identity." Facilitator Gita Kar gave those who attended a hands-on exploration of India's multi-faceted culture and the world around them.
- Figures from Black history, other races and cultures became the focus of "The Underground Railroad." Kamau Kambui, of Wilder Forest, presented a workshop based on history, culture and natural science.
- The "Ethnic Food Taste" allowed district employees to taste varied samples of food popular in different cultures.
- The play, "No Other People," presented a first-hand factual history of Black Americans and their perseverance to overcome legalized discrimination and segregation.

## Diversity Appreciation Week aims to educate and entertain

Twenty Diversity Appreciation Week (DAW) programs educated and entertained sixty percent of the St. Paul headquarters staff between October 5-9. Participants learned how their assumptions and stereotypes affect their views and abilities to work with a diverse populace.

"People first see differences, then look after a while at what they have in common," said Marianne Price, Equal Employment Opportunity (EEO) manager. "Events over the week gave people an opportunity to examine their differences and to look at their commonality."



Photo by Georgia Stanonik

In this "Chinese Lion Dance," the lion takes a bite of Frank Star's arm. Star is an outdoor recreation planner in Natural Resources Branch.

DAW is a week of coordinated programs and special events. DAW activities helped to expand employees' self-awareness, expose issues of diversity, and encourage examination of attitudes towards others. Personal stories, songs, magic, and food conveyed lessons about diversity.

"Diversity appreciation is a workforce education program," said Price. "The

misperception is that diversity is another preference program to benefit minorities and women. The fact is that tomorrow's labor market is becoming highly competitive. The district must position itself to become the employer of choice. We want to attract highly qualified candidates from diverse groups. Diversity appreciation is one of the tools we have to achieve this goal."

## New rules change EEO complaint process

"The 1991 Civil Rights Act and changes in Equal Employment Opportunity Commission (EEOC) procedures have significantly altered Federal discrimination law," said Marianne Price, manager of the district's Equal Employment Opportunity (EEO) Program.

"The bottom line of these changes is that there are greater financial incentives for Federal employees to pursue EEO complaints through the administrative process into civil court," said Price. "We, in the EEO arena, anticipate a much greater number of complaints. Attempts at resolution will be much harder to achieve."

Here are the highlights:

- The time to initiate an EEO complaint will change from 30 days to 45 days.
- The EEO counselor will have 30 days to counsel, to complete the report and to attempt a resolution. An additional 30 days is available if the complainant agrees.
- Employees may now sue the agency for compensatory damages (up to \$300,000), in addition to "make whole" relief and owed interest on back-pay monies. (At present, compensatory damages are not allowed in the administrative process and you have to go to court to get your money.)

- Employees can now file discrimination complaints under the provisions of the Equal Pay Act.
- The burden of proof is on the agency to demonstrate that the challenged practice is job-related or consistent with business necessity.

"Beginning in mid-November 1992, the district EEO office will present weekly Lunch-and-Learn sessions in the district office and in the Sibley Building," said Price. "The sessions will explain the changes and answer questions."

*Lunch-and-Learn sessions will be held 11:30 a.m. to 12:30 p.m., November 10, in the Sibley Conference Room and November 17, rooms 1219-1220.*

## Hello

The St. Paul District welcomes the following people to these divisions:

### Construction-Operations Division:

Theresa R. Lloyd, clerk-typist

### Contracting Division:

Denise M. McCarthy, contract specialist

### Office of Counsel:

Ivette D. Garrett, General Attorney

### Information Management Office:

Scott J. Landgreen, clerk-typist

## Good-bye

*(Many of the people who have left were summer hires.)*

### Construction Operations Division:

Arland C. Aamodt, laborer  
 Carl A. Abrahamson, park ranger  
 Patrick T. Andrie, laborer  
 Matthew J. Bartholomew, park ranger  
 Dean W. Birmstengel, lock and dam operator  
 Dennis H. Boardman, deckhand  
 Charles J. Brion, deckhand  
 Brendan J. Cain, civil engineering technician  
 James V. Campbell, maintenance worker  
 Walter A. Campbell, Jr., laborer  
 John F. Cowan, laborer  
 Karen L. Cress, clerk-typist  
 James C. Crosby, laborer  
 Andrea M. Ernst, civil engineering technician  
 Leland E. Foster, construction representative  
 Shawn L. Goracke, laborer  
 Blair C. Greybull, laborer  
 Douglas A. Grimsled, deckhand  
 Dean C. Hachmann, laborer  
 James H. Henderson, laborer

Frank P. Hopp, park ranger  
 Colleen A. Horsch, clerk-typist  
 Kenneth L. Hovell, lock and dam operator

Philip L. Huisken, park ranger  
 John M. Jacobson, Sr., laborer  
 Larry D. Johnson, lock and dam operator

Matthew B. Jorstad, summer aid  
 Kenneth R. Jostad, lock and dam operator

Gregory D. Kann, lock and dam operator

John C. Klein, park ranger  
 Philip H. Kramer, lock and dam operator

Robyn G. Macklin, laborer  
 Richard W. Mattson, lock and dam operator

Christ J. McCarthy, summer aid  
 Thomas P. Mikrut, lock and dam operator

Steven L. Moore, lock and dam operator

Lonnie J. Mundell, summer aid  
 Bruce A. Newman, maintenance worker

Steven E. Olstad, laborer  
 Gerald E. Orlikowski, lock and dam operator

Erasmus J. Ortizcolon, surveying technician

Michael T. Ott, laborer  
 Curtis W. Palmer, lock and dam operator

Roger E. Paul, laborer  
 Scott C. Pedretti, summer aid  
 Wayne E. Piper, deckhand  
 Merlyn M. Ruff, laborer

Colette B. Ruppert, clerk-typist  
 Shawn M. Schneider, laborer  
 Roger D. Springborn, Jr., laborer

Joel C. Stangler, summer aid  
 Timothy T. Tabbert, park ranger  
 Trevor L. Timm, summer aid

Erik L. Valley, laborer  
 Robert E. Volk, laborer  
 Tony J. Walinski, summer aid  
 John M. Welch, Jr., laborer

Robert A. Wildeisen, deckhand  
 John A. Wolsky, clerk-typist  
 Gregory L. Yale, lock and dam operator  
 Bruce W. Young, laborer

### Contracting Division:

Audrey A. Tilden, supervisory contracts specialist

### Engineering Division:

Pepito C. Albay, electrical engineer  
 Allan M. Kean, civil engineer  
 Jeffrey J. Murray, civil engineering technician  
 Travis R. Whiting, clerk-typist  
 Clark J. Wicklund, engineering aid

### Information Management Office:

James E. Chartrand, clerk-typist  
 Steven E. Crist, clerk-typist

### Logistics Management Office:

Ronald S. Hobson, supply clerk  
 Kelly S. Kinney, clerk-typist  
 James K. Schwecke, property disposal specialist

### Planning Division:

Herbert A. Nelson, civil engineer

### Real Estate Division:

Amy L. Hennen, clerk-typist  
 Sara E. Swanson, clerk-typist

## Reorganization announcement could happen mid-November

*Editor's Note: Lou Kowalski, chief of Planning Division, attended the most recent meeting of the Reorganization Field Advisory Committee in late October. The following Corps reorganization highlights are based on information from that meeting.*

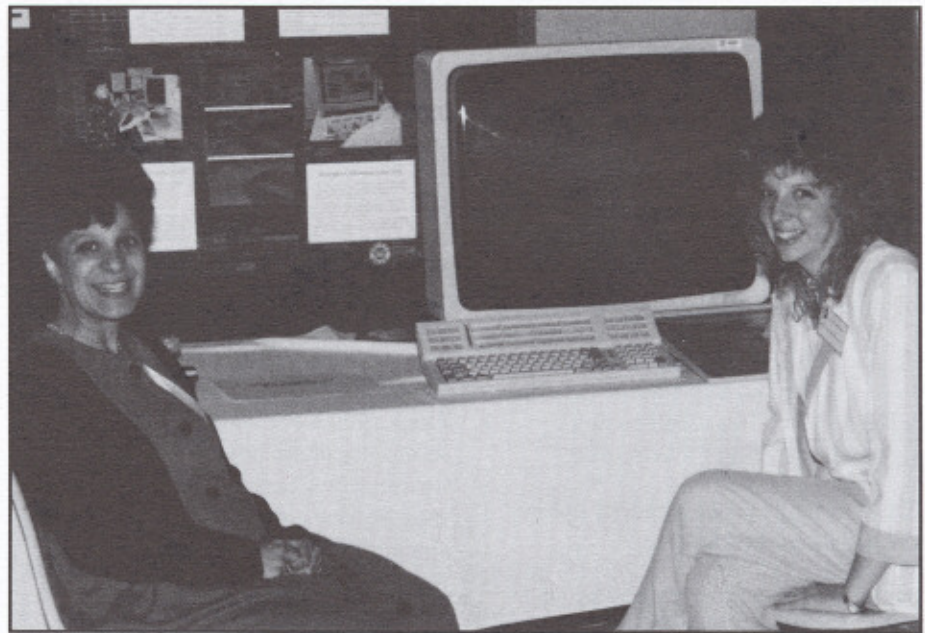
**T**he Corps reorganization process is moving along rapidly, and an announcement of the new plan could come as early as mid-November. There is a general agreement at the Corps headquarters on the new plan. The plan must still be approved through Army channels. Details of the proposed plan have not been released.

A booklet describing the need for Corps reorganization will be sent to each current Corps employee about mid-November. This document will not explain the final plan, but will explain the need for change, the principles guiding the development of the new reorganization plan, and the reasons for starting implementation of the new plan at the headquarters and divisions.

A second booklet prepared by the headquarters Human Resource Office on personnel out-placement programs also will be provided to each employee about mid-November. This brochure is general in nature and does not define specific options related to the impact of the reorganization plan on St. Paul District employees.

The reorganization plan will affect the headquarters and divisions in FY 93 with no changes to any districts until FY 94 (after October 1993). Congress appropriated \$5 million to reorganize

## Corps attends Society of Women Engineers technical demonstration fair



St. Paul District photo

**Edith Pang, left, and Chris Schmitz represented the Corps of Engineers at the Society of Women Engineers (SWE) regional convention, Saturday, October 17. Both work as civil engineers in Engineering Division-Design Branch. Pang and Schmitz participated in the technical demonstration fair to reach high school students, SWE college students, university faculty and staff and area college students. The St. Paul District's display featured a demonstration of computerized design (CADD) equipment. The University of Minnesota hosted the event.**

divisions in FY 93 with further direction that no districts would be closed; however, Congress did not prohibit changes to district size, staff composition, and mission. When announced, the plan will cover the entire reorganization of the Corps to include changes at headquarters, divisions and districts.

On the day the plan is announced by the Office of the Secretary of Defense in Washington, D.C., the district engineer will hold a town meeting

with employees to discuss the reasons for the reorganization and to explain the impacts of the reorganization plan on the St. Paul District.

In the near future, the St. Paul District will form an implementation team to coordinate any local changes required by the reorganization plan. In addition, a reorganization information center will be set up in the district learning center (room 1114) and an information hot line will be established in Public Affairs.

## The Corps and Crookston become study partners

The St. Paul District and Crookston, Minnesota, officials recently signed an agreement to begin the first cost-shared feasibility study in the North Central Division.

When the study is done, the city and the district will have stretched tight budgets farther than each could have done alone. And local residents will have a say in creating a plan for a safer and more robust community.

The partnership formally started this October when the city and the district signed a Feasibility Cost Sharing Agreement (FCSA) for \$680,000.

Cost sharing has been a fact of life in construction for some time.

The Water Resources Development Act of 1986 mandates cost sharing partnerships for feasibility studies between the federal government and non-federal interests. In this case, Crookston, the Red Lake Watershed District, and the state are non-federal interests.

As the local sponsor, Crookston will share 50 percent of the cost of the study with the Corps. Half of the city's contribution is in cash. The other half comes in in-kind services, such as photographic and survey mapping.

Floods have shaped Crookston's identity. Crookston straddles the flood-prone Red Lake River in northwestern Minnesota. Residents banded together in seven flood fights between 1965 and 1979 to avert major catastrophes. Since then, the temporary levees built during earlier flood fights have deteriorated. The levees lack inspection trenches. Mature trees are growing on the levees. A tree uprooted by a storm could breach the integrity of the levee, flooding Crookston as it was in 1950.

"In fact, forty percent of Crookston is in a flood plain," said Ed McNally, FCSA study manager.

Crookston's project started 18 months ago when local officials requested a federally-funded reconnaissance study. The study cost was \$400,000.

The city originally commissioned the reconnaissance study in 1989. With the study finished, the city and the Corps decided to do the feasibility study. Feasibility is the second and final step in the two-phase planning process for Corps civil works projects. The feasibility phase begins when the district receives funds from the city and from federal appropriations to start the study after signing the FCSA.

Normally a feasibility report takes about three years from start to finish.

The Crookston study has a 36-month schedule. The projected completion date is October 1995. The phase ends when the Assistant Secretary of the Army, Civil Works (ASACW) submits the report to the Office of Management

and Budget (OMB). After OMB gives clearance, Congress authorizes the project.

The first phase of the FCSA study will take an estimated eight months. McNally and a study team will work together on a critical path. Team members will coordinate their work in a cumulative effort with the city.

"Be prepared for a representative of Crookston to sit in and contribute," McNally said at the district's first in-house coordination meeting October 19.

The feasibility study will review short-term and long-term solutions to address flooding at Crookston. Short-term solutions include levee improvement, an updated flood fighting plan, and inspection trenches.

Long-term solutions depend on public input from Crookston's residents, businesses, and civic leaders. Among options under review are channel cutoffs and relocating businesses and residences.

## Blackstone presents guest lecture

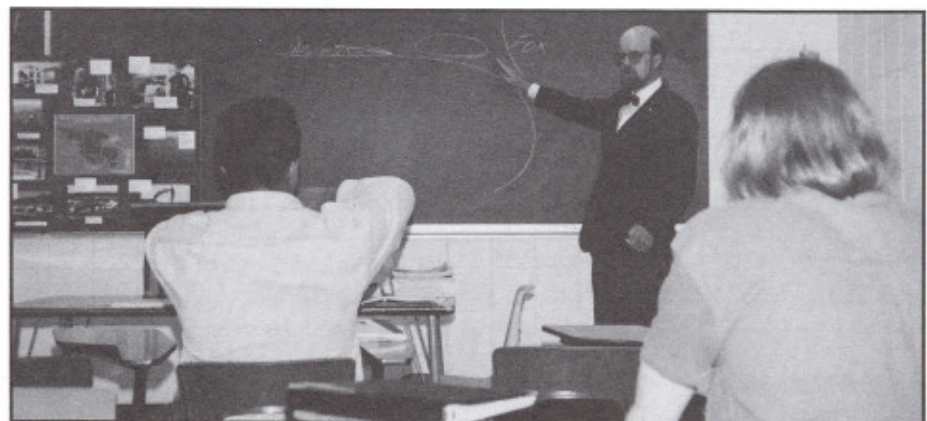


Photo by Ken Gardner

John Blackstone, engineer manager, Engineering Division (ED), presented a guest lecture to a pre-engineering class at Inver Hills Community College in early October.

## Bits and Pieces

### Headquarters moves

On September 15, General Services Administration awarded the contract for the district's new office space. The St. Paul District headquarters will move to 333 Sibley St. (the Sibley Building) in April 1993. The district will occupy floors five through eight. The landlord will make major improvements to the building. They include exterior cleaning, construction of a new main entrance, handicapped accessibility, elevator and HVAC improvements, and new walls, flooring, and lighting.

### Scout troops camp at Ashtabula

Park Ranger Randy Melby, Baldhill Dam, North Dakota, hosted seven troops totaling 90 scouts at the East Ashtabula Crossing Campground. The scouts camped there for their fall jamboree, September 18-20. Under Melby's supervision, the scouts staked picnic tables and guard posts, picked up litter along the lake shore and cleared dead branches in the campground. He awarded each scout with a Take Pride in America flag and a Corps patch. And in July, under Melby's guidance, another troop improved trail safety by completing construction of steps at the Mel Reiman Recreation Area.

### Obituary

Erwin A. Glanschow, 83, died September 18, 1992. He retired in 1963 as lockmaster of Lock and Dam No. 7, La Crescent, Minnesota. He worked for the Corps of Engineers for 37 years. His wife, Luetta Glanschow, of La Crescent, survives him.

### Lock and Dam No. 10 open house attracts 2,100

Two thousand one hundred people visited Lock and Dam No. 10's open house during German Fest at Guttenberg, Iowa, October 10. "We displayed construction pictures in the shop, handed out brochures about the lock and dam and the Mississippi River, and showed a VCR video tour every half hour in the lock house," said Lockmaster Marvin Pedretti. "I was very proud of the courtesy and professionalism the crew at Lock and Dam No. 10 exhibited during the open house."

### Corps visits the Webelows' Experience

A Corps of Engineers display highlighted flood control, the nine-foot channel, recreation and camping in the St. Paul District to between 1,500-2,000 Webelow scouts at Sterns Scout Camp, Annandale, Minnesota, October 17. Paul Machajewski, an outdoor recreation planner in Natural Resources, staffed the exhibit.

### Scouts invite district to "Jamborall"

Frank Star represented the St. Paul District at the Boy Scouts of America Indianhead Council "Jamborall," October 10-11. Star works as an outdoor recreation planner in Natural Resources Branch. An estimated 7,000 people visited displays set up by the Corps and other government agencies at Lilydale Regional Park. The park is just south of St. Paul. The Corps' display highlighted the district's mission, campgrounds, and recreation sites.

### Holiday awards gala scheduled

The annual holiday awards ceremony is scheduled for December 18, 1992, from 11 a.m. to 4 p.m. at Southview Country Club, 239 E. Mendota Rd., West St. Paul, Minnesota. The cost is \$10.50. Contact Kurt Reppe at 220-0397 for information.

### WES program tests herbicide in Pool 5

Researchers from the Waterways Experiment Station (WES) at Vicksburg, Mississippi, came to Pool 5 to test a herbicide's effectiveness in eliminating Purple Loosestrife. Purple Loosestrife threatens wetlands across the country by contributing to the loss of wildlife feeding and nesting cover. Staff at the Mississippi River Area Office and the Fish and Wildlife Service helped WES researchers set up an experimental plot near Weaver, Minnesota, to test the herbicide's effectiveness. Initial results appear positive. WES researchers are also exploring the other chemical and biological methods to control Purple Loosestrife.

### Obituary

Retiree Russell C. Kolb, 88, died October 28, 1992, at Palisade, Minnesota. At the time he retired from the Corps, he worked as dam tender at Sandy Lake. He was a member of the district survey crew for six years in the early 1930s, then worked as a construction inspector on the locks and dams. He was also a lock operator at Lock 5.

## CFC activities raise enthusiasm and money for charity

"Thanks for all of your support!" So say Jan Pream and Rick Rothbauer, chairpersons of the 1992 Combined Federal Campaign (CFC). Pream and Rothbauer, both from Construction-Operations (CO), said that the St. Paul District reached 75 percent of its \$30,200 goal by October 26. At that time, the district had pledged \$23,000.

"We couldn't have done it without the cooperation of all the people who helped with the bake sale, the book sale, and the balloon messages. From the people who brought. From the people who bought. And from those who helped bring it all together, we thank you," they said.

CFC gives federal employees a convenient method to contribute through payroll deduction to charitable non-profit organizations. A CFC contribution goes directly to the charitable organization designated by an employee. Employees may choose local and national groups as recipients.

The CFC provided mugs, pins and paperweights to recognize donors. Area businesses donated tickets to live theater performances, hotel weekends, and restaurant gift certificates to heighten interest. All employees were eligible to enter two drawings for the donated prizes.

The 1991 goal was \$25,500. "The district exceeded its 1991 goal by \$2000," said Rothbauer, "thanks to the generosity of the people throughout the district. We hope to exceed our goal this year as well."



Photo by Peter Versteegen

Lois Pream (above), Contracting Division, delivered balloons to heighten visibility, raise money, and to generate enthusiasm for the 1992 Combined Federal Campaign (CFC). The CFC ran from October 19 to October 30.



**US Army Corps  
of Engineers**

St. Paul District

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## Crosscurrents

Address all inquiries to:

Editor, *Crosscurrents*  
U.S. Army Corps of Engineers  
180 East Kellogg Blvd., Room 1421  
St. Paul, MN 55101-1479

District Engineer COL Richard W. Craig  
Public Affairs Officer Kennon Gardner  
Editor Peter Versteegen