



US Army Corps
of Engineers®
St. Paul District

Crosscurrents

Vol. 18, No. 10

October 1995



Projects dedicated

Inside: Rochester, St. Paul and Lock & Dam No. 2

District and Rochester officials close out project

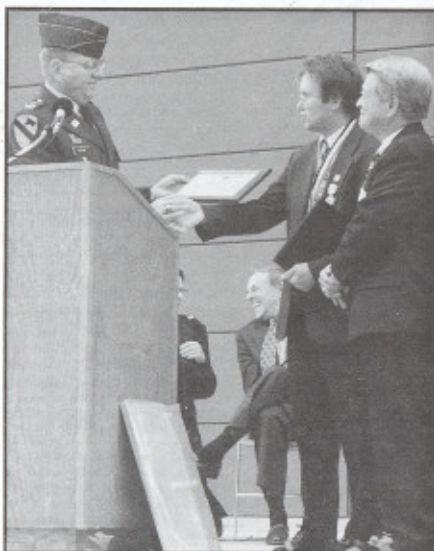


Photo by William Hutchinson

At the Sept. 15 dedication of the Rochester Flood Control Project in Rochester, Minn., District Commander COL J.M. Wonsik presented the Commander's Award for Public Service to Gary Newmann, assistant city administrator, City of Rochester. Standing to their right is Rochester Mayor Chuck Hazama.



Photo by William Hutchinson

At right is Deborah Foley, project manager for the Rochester Flood Control Project. Mayor Chuck Hazama presented Foley the Mayor's Medal of Honor at the dedication ceremony in Rochester.

Boring is hot

In temperatures peaking at 100 degrees, the Geotechnical and Geology Section completed a series of soil borings for the Environmental Management Program in Pool 8 on the Mississippi River last July. The section staff took soil samples to test for high levels of contaminants and to conduct a geotechnical analysis as part of a project to build islands in the lower part of Pool 8. Kevin Nelson, geologist, left, and Roger Rarick, a Stay-in-School program student, took borings using a pontoon boat as a platform.

The goal of the island project is to restore winter fish habitat. The islands, scheduled to be built in 1997, will be located near Stoddard, Wis.

The test results showed no high levels of pesticides or heavy metals.



St. Paul District photo

St. Paul Project dedicated Sept. 14



Photo by William Hutchinson

In photo at left, District Commander COL J.M. Wonsik introduced the audience to the team that managed the St. Paul Project, including Russ Snyder, engineering technical manager; Mark Koenig, construction resident engineer; and Marsha Risch, project manager. Chief of Public Affairs Ken Gardner, standing behind Snyder, coordinated the dedication with the city.

Cover photo

The cover photo by Ken Gardner shows the St. Paul Project dedication on Sept. 14, 1995. At the center of attention are two plaques dedicated to the cooperation between the Corps of Engineers and the City of St. Paul. One commemorates the flood control project constructed between 1961 and 1963. The second commemorates the completion of the 1995 flood control project. From the left are Rafic Chehouri, project manager for the City of St. Paul; Anthony Foster, contract specialist; Jim Mosner, chief of General Engineering Section; Doris Sullivan, landscape architect; and Roger Gilbertson, Union Pacific Railroad.



St. Paul District photo

In photo at left, the Employee Benefit Fund sponsored an excursion on the Jonathan Padelford riverboat after the project dedication. Left to right are John Miller, Logistics Management; Elizabeth Sackett, Pat Rogers and Jeffrey DeMay of Human Resources (HR); John Anfinson and Nanette Bischoff from Management and Evaluation Branch; Tom Novak of Design Branch; and Amy Zelenak of HR.

Major rehabilitation done at Lock & Dam No. 2



Photo by Ken Gardner

Officials from the district, representatives of the contractor and municipal officials participated in the ribbon cutting at Lock & Dam No. 2 in Hastings, Minn. The lock gates were slightly open for the ribbon cutting.



Photo by Ken Gardner

Out in the new workshop at Lock & Dam No. 2 are, from left, Mark Edlund, Technical Support Branch; Joe Dvorak, lockmaster at Lock & Dam No. 1; Bruce Tamte, project manager and Lorne Hedin, lockmaster at Lock & Dam No. 5.

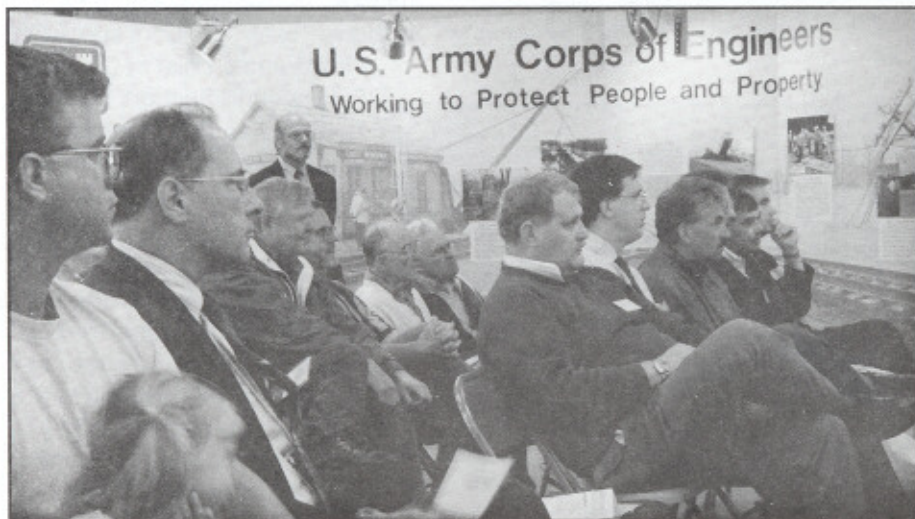


Photo by Peter Versteegen

More than 120 attended the dedication ceremony on Sept. 14. The audience included Corps of Engineers retirees, media, civic officials, and employees involved with the rehabilitation.

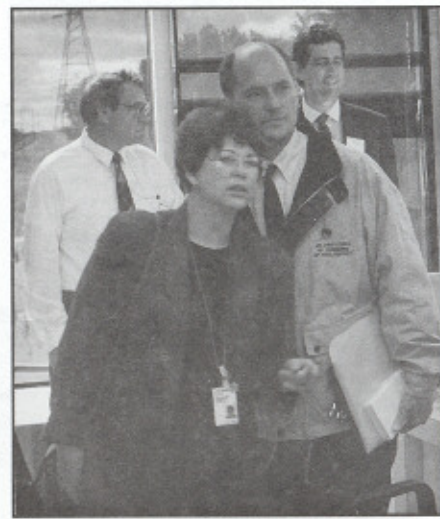


Photo by William Hutchinson

On tour after the dedication are, from left, Fred Mitchell, Contracting Division; Ivette Garrett, Office of Counsel; Doug Baird, resident engineer, and Jim Waller of Black and Veatch, Kansas City, Mo.

District display trailer visits Lowertown festival



The St. Paul District's traveling Great River Display visited the Lowertown Music and Heritage Festival Sept. 15-17, 1995. Ten volunteers from the district office staffed the display trailer over the weekend. Photo at left shows Judy Des Harnais, PE-M. At right, Ken Gardner, chief of Public Affairs shows visitors the face plate from a diver's helmet. Also volunteering were Jeff Hansen, and Lisa Hedin from PE-M; Joann Meier and Marianne Price from EEO; Maureen Welch from Upper St. Anthony Lock & Dam; and Linda Wiley from HR.



Photos by Peter Verstegen

Tearing down the trailer after the festival are, from left, Curt Marquardt, an equipment operator; Gary Constenius, lock and dam operator, Lock and Dam No. 2; and Carl Brommerich, machinist. Marquardt and Brommerich work at the Service Base in Fountain City, Wis.

Jean Schriever, a technical support assistant in the Western Area office, volunteered for the festival. Her area office is in Mendota Heights.

What works

Intrinsically rewarding work relieves workplace stress

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Work provides many of us with a personal identity by helping define who we are. It also offers a sense of community through its network of supportive relationships. And meaningful work enriches our lives by giving us a sense of purpose—we feel that our lives matter.

But work that is either overwhelming or not very stimulating can be unsatisfying. When the challenges of work exceed our available time, resources, and skills, for example, we are likely to feel stressed and anxious.

This causes us to expend energy in disorganized ways, resulting in strain, negative emotions, and increased health risks. At the other extreme, we may feel bored when work does not engage our skills to the fullest.

Between those two poles lies a middle ground where the tasks of the job match our abilities. When that happens, we may become so absorbed in the work that we lost all track of time.

A Canadian study on such intrinsic rewards of work has also found that stress at work is lower when employees view their jobs as having

certain values—responsibility and status, for example. And the stress effects of certain tasks may be offset by the meaningfulness of the job itself.

This research reinforces earlier studies indicating that moderate, sporadic levels of stress—also called mental load—stimulate workers to perform better. Moderate but continuous levels of stress, however, can lead to burnout.

As circumstances change, of course, stress levels go up and down. Complex jobs are likely to include some tasks that contain values that relieve the stress brought on by the job's unwanted features.

But situations that provoke undue stress may lead workers to focus on easier tasks. Workers who are given greater autonomy, for example, may regulate stress by first performing their least stressful duties.

Depending on the individual worker, certain values are better stress relievers. This study identified four intrinsic job values that help relieve physical, emotional, and mental stress:

- Esteem from others,
- Achievement through work,
- Meaningfulness of work, and
- Use of one's abilities and knowledge.

Engaging in work in which our skills and resources help us meet challenges can be an important way to relieve stress as well as to contribute to our happiness and well-being.

News to use

What makes us happy?

Reprinted with permission from The Menninger Letter, Vol. 3, No. 7, July 1995. Copyright 1995 by the Menninger Foundation, Topeka, Kansas. For a free sample copy, call 1-800-289-9311.

The "pursuit of happiness" may be indeed an "inalienable right," as Thomas Jefferson wrote in the Declaration of Independence. But achieving happiness is much more elusive.

In fact, over the years, researchers have not even spent much time trying to unravel the nature of happiness. Instead, they have focused on the origins of distress and pathology such as depression, anxiety, anger, and guilt.

But there is increasing interest in the scientific study of the qualities and circumstances that reflect happiness or, to use the jargon of these scientists, "subjective well-being."

According to psychologists David Myers and Ed Diener, four traits characterize happy people:

- Self-esteem - They like themselves as persons.
- A sense of control - They feel in control of their life.
- Optimism - They expect to succeed at what they do — unlike persons with a pessimistic attitude.
- Extroversion - Whether alone or with others, they are outgoing and happier than their shyer counterparts, introverts.

Happy, cont. on page 7

Happy, cont. from page 6

In addition, happy people usually have closer friendships. Whether at work or at play, they are able to get into and enjoy the "flow" of the activity. And they are more likely to be actively religiously as well.

On the other hand, Myers and Diener report that happiness is *not* related to age, gender, race or income. Nor is any particular time of life markedly happier or unhappier than any other. So being a teenager, facing mid-life, and growing older are not necessarily unhappier times.

In regard to economic status, researchers have found that once people can afford the necessities of live, rising income does not predict a parallel rise in happiness. Even winning the lottery provides only a temporary boost in emotional satisfaction. Although income adjusted for inflation doubled between 1957 and 1993, the percentage of persons who say they are "very happy" has remained about the same.

In general, happiness seems to encompass three main areas:

- An ability to adapt to changing circumstances.
- A view of the world as benevolent and controllable.
- Values and goals that provide a sense of direction.

Understanding more about the factors that are—and are not—related to happiness may help each of us pursue that goal more effectively.

Comment Period Extended

The suspense date for district employees to comment on the proposed district restructuring guidelines has been changed to October 20. To date, LTC William Breyfogle, deputy commander, has received very few comments on the restructuring package. Submit comments to the deputy commander in person, to the executive office, by mail, cc:Mail, or fax (ext. 5487).

FPMA, obligations and expenditures, safety District accomplishes goals for FY 95

by COL J.M. Wonsik
St. Paul District Commander

We are now in Fiscal Year 96 and it wasn't easy getting here. With that behind us, I want to make sure that some important achievements from Fiscal Year 95 haven't been lost in the concern surrounding FTEs, funding and furloughs.

Fiscal Year 95 was a very successful year for the St. Paul District and we all can be proud.

We completed the Floodplain Management Assessment—a major effort—on time, on budget and turned out an important product that is getting excellent reviews. In fact, in early October, Assessment Manager Dave Loss briefed the Corps' senior management, including the Chief of Engineers, Dr. Zirschsky, and staff from the Office of Management and Budget. This is definitely an effort of which we all can be proud.

The end of the fiscal year is a time to close out the books and to analyze how well we did during the year. We have just received the preliminary numbers for our obligations and expenditures for last year. The district executed more than 100 percent of its original workload.

Execution has been emphasized by

the Secretary of the Army and the Chief of Engineers in recent years. This is one of the ways the district is measured and compared to other districts around the Corps.

Obligating and expending 100 percent means the district accomplished everything it was supposed to do. We exceeded our original target by taking on additional work during the year. Our FY 95 accomplishment in this area is a reflection of the dedication and professionalism I have encountered in my visits around the district. Keep up the good work!

While our obligation and expenditure rates tell us (and everyone else) how well we did our job last year, the end-of-year safety figures tell us how safe we were in doing that job. Once again, you have done the job in a safe manner. The district had no work-related deaths involving employees or contractors. And, while any accident is one accident too many, our lost-time accident rate was well within the standards set by the USACE. Another accomplishment to be proud of—keeping people safe and free from injury.

By almost any measure, the St. Paul District performed very well in FY 95. We have managed and used our resources well to provide quality products in a timely and cost-effective manner.

Congratulations, and thanks for a job well done by a very capable team. That same teamwork will enable us to continue to excel as we manage the challenges and opportunities of FY 96.

Bits and Pieces

Retirees' gather in St. Paul for 20th reunion

A mix of more than 80 retirees and current employees gathered in St. Paul for the 20th annual retirees' reunion. "The value to me is to see familiar faces and once again renew acquaintances," said Peter Fischer, right. With Fischer are Max Sobolewski, left, and Walter Stadelman.



Photos by Ken Gardner

Kursu accepts Hall of Fame honors



Kursu

James E. Kursu accepted Hall of Fame honors at the annual Retirees' Reunion held in St. Paul on September 7.

Kursu served as Chief of the Programs Development Office for nearly 20 years, retiring in 1994 as chief, Programs

Management Branch. He had more than 41 years of federal service, most of it with the St. Paul District.

His thorough knowledge of the district, the Corps of Engineers and the Congressional process made him a valuable advisor to eight District Engineers. He skillfully led the district through very challenging and critical budgetary submissions year after year.

Kursu repeatedly met this challenge, insuring that obligations and expenditures of funds were maximized, and that funds were programmed and justified to carry out the increased workload.

Over the years, he has been recognized for his outstanding efforts by Division Engineers, Chiefs of Engineers and the President of the United States.

Diversity Week targets effective interaction

"Diversity Week activities were designed to address personal development and individual behaviors that impede our ability to interact effectively in a diverse work force," said Marianne Price, EEO officer.

Diversity Week, held the week of October 10, featured a keynote speech by Byron Kunisawa, a third generation Japanese-American. Kunisawa was born in an internment camp at Topaz, Utah, and raised in an African-American community in West Oakland, Calif. Jane Elliott, known for the "Brown Eyes-Blue Eyes" exercise in discrimination, and Kirk J. Milhone of Professional Development Group, also gave presentations. Events were held in Jerome J. Hill theater in St. Paul.



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Crosscurrents is an unofficial publication, authorized under the provisions of AR 360-81. It is published monthly by offset for the St. Paul District, U.S. Army Corps of Engineers.

Editorial views and opinions are not necessarily those of the Corps of Engineers, nor of the Department of the Army.

Crosscurrents

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