



**US Army Corps
of Engineers®**
St. Paul District

Crosscurrents

Vol. 19, No. 6

June 1996

District a partner in study of thermal pollution

Study to look at impact of thermal pollution on trout in the Kinnickinnic River

by Kelly Cahalan
Public Affairs volunteer

The Corps' St. Paul District is preparing to team up with public agencies and conservation groups in a study designed to keep a river and its trout population in good health.

The Kinnickinnic River, in western Wisconsin, is the subject of the study. The river runs through River Falls, Wis., and drains into the St. Croix River, which forms part of the border between Minnesota and Wisconsin.

The team members include the City of River Falls, Waterways Experiment Station (WES), the Wisconsin Department of Natural Resources (WDNR), the U.S. Geological Survey, the University of Wisconsin-River Falls, Trout Unlimited and the Kinnickinnic Land Trust.

Each year, the WDNR selects several watersheds around the state for its Priority Watershed Project Initiative. Priority Watershed projects begin with an assessment of the area, which typically lasts two years. After the assessment, recommendations are outlined in a

plan which must be approved by local counties. Recommended changes are set up under a cost-share program with communities, farmers and other property owners on the watershed. The Kinnickinnic watershed was selected because of its size and healthy trout population.

The project will examine both urban and rural run-off in the 174,000-acre Kinnickinnic watershed. Based on data collected from 33 monitoring stations this summer, the Corps will analyze temperatures and flow patterns in the Kinnickinnic, including drainage from storm sewers, to develop a computer-generated thermal model of the river. The model will focus on thermal changes caused by storm water run-off from the City of River

Falls. Dennis Holme, the district's water quality coordinator and physical scientist in Management and Evaluation Branch (PE-M), said the model will predict the effects of urban storm water run-off and identify strategies for storm water management.

A concern is that thermal pollution caused by storm water run-off will have a detrimental effect on trout in the Kinnickinnic River.

Thermal pollution occurs when storm run-off from heated surfaces such as streets and parking lots enters a body of water. Trout have low tolerance for changes in their environment, especially temperature, making them a good environmental indicator species.

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**Reminder! Awards Ceremony and Picnic
June 21 at Eau Galle Recreation Area**

Strategic planning helps shape district's future

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

In the past two months, the St. Paul District has begun a new round of strategic planning activities. Some employees will react by asking "What is it?" or "Why do we need it?" or "Haven't we done this already?" These are valid questions and I would like to offer my views in response to these questions.

For some people, the term "strategic planning" sounds complex and somewhat mystifying. It needn't be. "Strategic" simply means we are looking at a time frame further out in the future — usually at least five years. I would define planning as an organized process of gathering and analyzing information and setting a course of action.

Considering this, the basic answer to the first question — What is it? — is easy. In its simplest form, strategic planning is deciding where you want to be sometime in the future and how you are going to get there.

I think the "Why?" question is also pretty basic when you think about it. We live and work in a dynamic environment — one that is always in a state of change. There are two basic ways an organization can respond to change. It can ignore it — the ostrich or "head in the sand" approach. Organizations in this mode are in denial and tend to "float" at the mercy of whatever winds blow on them. The other response is to have a plan or vision for the organization's future.

Typically, this involves trying to anticipate changes, taking those actions necessary to keep the organization headed in a positive way, and re-evaluating your position in order to make the necessary course corrections.

In other words, an organization like the St. Paul District can let others determine its future or it can participate in determining its own future. I believe the active approach is definitely superior to the passive approach. That's the "why" of strategic planning.

Finally, something I just mentioned touches on the "Haven't we done this

before?" issue. In most successful organizations, strategic planning is a constant process, not a one time shot. On-going analysis will tell us if we are moving in the desired direction. If our direction is off, an active strategic planning process will allow us to make course corrections before we find ourselves way off course. Yes, I hope the district has done this before. We must accept strategic planning as a way of doing business.

As we progress through the strategic planning process, we will share the results of our efforts with you. Look for information on our district's mission, vision, values and beliefs in the months to come. I think you will find them thought provoking.

What makes strategic planning a worthwhile tool is the quality of the people who stand behind it—people such as Tim Bertschi, Deb Foley, Dave Loss and Jenny Yager. They are typical of the great quality folks we have in the district, which is why this district has such a great future.

For OTJ injuries, it's workers' compensation

by Ron Scott
Safety Office

In fiscal year 1995, St. Paul District workers' compensation claims cost about \$374,000, including claims as far back as 1967. To keep compensation costs down, the Safety Office is constantly working to reduce job-related injuries and diseases. This includes efforts to ensure that the work site is a safe and healthy place. Despite our best efforts, sometimes an

employee still suffers a workplace injury.

What program becomes the proverbial safety net when someone is injured on the job? The answer is the Federal Employee Compensation Act (FECA). The FECA provides compensation benefits to civilian employees for disability due to personal injury or disease sustained on duty. FECA also pays benefits to dependents if a work-related injury or disease causes an employee's death.

The program is jointly administered by the St. Paul District's Human Resources Division and the Office of Workers Compensation Program

(OWCP) of the Department of Labor. Mary Street is the district's contact.

To qualify for benefits, an employee's injury must meet all these criteria:

- The employee must file a written notice of the injury within three years of the date the injury occurred;
- The injured person must be an employee within the meaning of the law;
- The employee must have sustained an injury or disease. Simple exposure to a contagious condition or environment does not constitute injury;
- The employee must be on official

Safety, cont. on page 4

Bertschi strives for high values at work and home

by Peter Verstegen
Public Affairs specialist

"I put a high value on the flood control function we have up here,"



Tim Bertschi

N.D., where Bertschi is project manager. He has been in Fargo since 1987.

said Tim Bertschi, one of three Civil Servants of the Year from the St. Paul District. "Up here" is the Western Area Flood Control Office in Fargo,

His nomination form described the importance Bertschi has placed on flood control: "He has skillfully represented the St. Paul District in public meetings with local, state and federal government officials, and with the public in an effort to optimize benefits and minimize the impact of flood control project on affected landowners."

Flood control has also given Bertschi low moments. "One of them was when I was at Blackhawk Park," he said. "For three consecutive years, in the mid-80s, we were flooded out in the spring. I got tired of picking up dead fish on the picnic grounds."

Floods aside, he enjoys outdoor activities, including hunting, and yes,

fishing. Bertschi developed his love for natural resources while growing up on his parent's farm in Walnut Grove, Minn. "I enjoyed outdoor activities. I was outdoors all the time on the farm," said Bertschi.

When he graduated from Walnut Grove High School, he attended Mankato State University, where he majored in natural resource management and business.

The Corps' Co-Op Program gave him an outlet for his interest in natural resources. While in school, Bertschi accidentally came across information about the Co-Op Program for students. He inquired and signed up. "The pay was good

Bertschi, cont. on page 4

Loss recognized for leadership successes

by Kelly Cahalan
Public Affairs volunteer

Supervisory Civil Engineer Dave Loss, with the Management and



Dave Loss

completion of the Floodplain Management Assessment (FPMA), an 18-month project that involved efforts of five Corps districts. Loss and other federal Civil Servants of the Year were honored at an Awards Luncheon in early May sponsored by

Evaluation Branch, is the district's Civil Servant of the Year in the professional category. For much of 1995, Loss focused on the successful

the Twin Cities Federal Executive Board.

The St. Paul District recognized Loss for his outstanding leadership and innovative management on the FPMA as well as serving as an effective section chief.

"I'm a firm believer in the team concept," he said. "FPMA was a huge team effort. This award is a reflection of that team's effort. I'm honored to receive the award and the recognition that goes along with it on behalf of the FPMA team and the current section I'm assigned to—the Technical Management Section."

Loss was also awarded the Planning Excellence Award from the North Central Division (NCD) for his leadership role in FPMA.

The FPMA highlights Loss's career with the Corps. "It was a highly visible and complex project," he said.

Loss reflected on the new ways of looking at floodplain management, the challenge of working with other districts, and his years with the district. "It was interesting to see the different philosophies among the different districts," said Loss.

Twenty-five years ago, holding a newly acquired degree in civil engineering from University of Wisconsin-Platteville, Loss accepted a job in Regulatory Branch with the district. "At the time, I didn't expect to stay with the Corps for so long," said Loss. What convinced him to stay was the stimulating nature of the work and, "the water resource mission of the Corps—it's a very admirable objective, and I feel proud to be a part of it."

After working for the Corps for only four years, Loss was assigned

Loss, cont. on page 4

Bertschi, cont. from page 3
and the program helped fulfill the requirements for my degree. I worked as a Co-Op student at Lake Winnibigoshish in May '78 and out of La Crescent the summer of '79," he said.

Bertschi learned to appreciate the river during his days as a student at the Natural Resources Section in La Crescent, Minn. "The Mississippi River was such a huge resource and has such a variety—locks and dams, real estate, land management, boathouses. It was fun from one thing to another," he said.

A job opportunity in 1987 took him from the Mississippi River to Fargo and the northern river basins—the Red River of the North and the Sheyenne River. "The move to Fargo was one of the best things that's happened to my career. Of course, there are drawbacks—like the length

and severity of this past winter. But I enjoy the people I work with—in Construction Operations and in the whole district. My goal is to keep myself and my co-workers motivated."

But he places higher value on family. "There are lots of high points at work, but it's my kids and watching them grow up every day that's really important." His daughter Leslie is 16 and his son Zack is 13. Bertschi has coached for his son's football and baseball teams. He's been a timekeeper for his daughter's high school track team, and a driver for his daughter's gymnastic team since 1992.

He and his second wife, Barb, have been married for four years. "My wife plays the 'best friend' role really well when I have to be a parent," said Bertschi. "She brings a great sense of humor to our marriage.

It seems like we're always laughing around the house. She has taught me the value of having a good sense of humor and the value of not taking myself too seriously."

Jenny Yager honored

by Peter Versteegen
Public Affairs specialist

Jenny Yager was among the honorees at the Civil Servant of the



Jenny Yager

Year Awards ceremony on May 10 in Minneapolis.

Her nomination form highlighted her ability to accomplish "a huge volume of

work with ease" and her contributions to the successful Floodplain Management Assessment. She is the administrative assistant to the chief of Management and Evaluation Branch and oversees the administrative work for 60 people.

Safety, cont. from page 2

duty when the injury occurred; and
- There must be a causal relationship between the injury and the condition found.

Injury claims fall into three types:
- traumatic injury;
- occupational disease/illness; and
- recurrence of injury/illness.

Once the injury is verified, benefits may include:
- medical care;
- lost wage compensation;
- survivor benefits; and
- rehabilitation and disability related benefits.

The lesson is to be safety conscious and stay fit. Even the FWCA safety net is no substitute for lost health.

Loss, cont. from page 3
project manager for the Souris River Project. He has been involved with project and engineering management ever since.

While Loss enjoys his job tremendously, frustration with the bureaucratic nature of a federal agency tweaks his nerves every so often. "Working for the federal government, things are not always done in the most cost-effective way. It seems like it's always an uphill battle," he said with a smile.

Fighting his way through red tape has given Loss valuable experience in tackling monumental problems. "I've learned there are no big problems. It's a matter of breaking them down into little pieces to be solved," he says.

This is the philosophy Loss applies to his professional as well as private

life. In 1978, Loss successfully battled against Hodgkin's Disease, "It taught me you only go through life once and you need to just live day by day." He and his wife, Randee, recently celebrated their 25th wedding anniversary. Their two sons and twin daughters are all on their way to successful careers. His goal has always been to have a balanced family life and work life, "Looking back, I can't say that there's one thing that I'd change. I'm content."

Retirement is too far away for Loss to contemplate with any great detail. It will, however, involve spending about three months of the year in the southern regions of the U.S. Although he didn't specify which three months those would be, the lawn-care business he currently operates with his son should keep him at home in Hudson, Wisconsin, during the warmer seasons.

Deb Foley: Corps Project Manager of the Year

by Kelly Cahalan
Public Affairs volunteer

After her first lecture in civil engineering, Deb Foley was kept after class and told by her professor that engineering was not taught to women and that she should not come back the following day. Determined not to let this professor dictate her future for her, she became the first woman to graduate from the civil engineering program at the University of New Hampshire-Durham.



Deb Foley

Nearly 25 years later, Deb Foley, Chief of Programs Management Branch, was named Project Manager of the Year with the Army Corps of Engineers. Foley was chosen from among 21 nominees for her exceptional leadership and management. She received her award at the 1996 Programs and Project Management Conference in Nashville, Tenn., on May 15. This is a new award for the Corps.

Foley's leadership as project manager for the Rochester, Minnesota Flood Control Project has won widespread recognition for the district. The project was named one of the "Seven Wonders of Engineering" in Minnesota by the Minnesota Society of Professional Engineers and it won the Award of Excellence, the highest award presented in a Corps-wide competition.

The project, which was authorized for study in 1936, had a construction start in 1987. It was completed on time and under budget last August.

"Many people worked their entire careers on the Rochester Project and never had the chance to see anything actually built. I was really pleased to be able to work on it during its final stages and watch the huge construction efforts," she said.

Her negotiating skills and customer-service orientation gained the respect of Rochester city officials, who awarded her with the Mayor's Medal of Honor and a key to the city. "One of the most challenging aspects of the project was trying to create innovations to best meet the needs of the customer at the lowest possible cost while having to work within very specific district regulations," she reflected. "We had a really devoted team who wanted it to be a high-quality project. I headed the project, but they did it."

The project saved \$26 million from an estimated cost of \$123 million through competitive construction bids, value engineering, teamwork and innovation. One innovation devised by the team was the use of sod and soil over rip-rap to reduce vandalism, to soften the look of the rip-rap and to provide more green space along the river.

Foley began working on the Rochester Project in 1986. In addition to that enormous effort, she is also project manager for the Environmental Management Program (EMP) which currently includes about 30 projects. She has also managed several flood control projects in Minnesota and Wisconsin, including the coordination of a new construction start with the Wisconsin Department of Natural Resources and a local community.

Before coming to the St. Paul

District, Foley had worked as a water resources project engineer with Totz, King, Duvall, Anderson and Associates, Inc. (TKDA) and as an ensign with the National Oceanic and Atmospheric Administration (NOAA). "NOAA recruiters came to my university and I thought it would be interesting. Next thing I knew I was commissioned ensign and put on a boat to do ocean research," she said.

Foley started in the old Automated Data Processing Center in the district in 1981 where she headed a section to support an engineering programming effort. Foley next moved to hydrology. "Early in my career, I assumed I would be doing more with the environment. I got away from it for a while," she said. Today, her position as EMP project manager has allowed her to get involved with the environment.

After being selected for long-term training, she completed a two-year Master of Science program in only one year at Vanderbilt University in Tennessee in 1994. "It was a grueling year of 18-hour days, seven days a week. And I had the world's largest phone bills," she laughed. Her thesis, on quality management implementation, was distributed Corps-wide.

Foley is active in the American Society of Civil Engineers (ASCE) and the Society of American Military Engineers (SAME). She rewrote ASCE's Manual 55, Guide to Employment Conditions for Civil Engineers, which was published in 1994. In November, Foley will be presenting a paper she wrote, "Demystifying Quality Management for Civil Engineers," at the ASCE convention in Washington, D.C.

Study, cont. from page 1

According to WDNR water quality manager Ken Schreiber, the Kinnickinnic project is primarily a protection project because of the river's good health. Unfortunately, he said, many watershed projects begin after there has been too much damage. The City of River Falls is experiencing rapid growth and city officials want to ensure they have the right protections in place for the river.

Thermal pollution is not the only concern. "We will also be monitoring sediment, suspended solids and nutrient pollution, as well as a habitat assessment. Pierce and St. Croix County Land Conservation Offices will be conducting a land-use inventory," said Schreiber.

Fisheries Biologist Dan Wilcox (PE-M) has an extra interest in the project. In his spare time he is director of The Kinnickinnic River Land Trust, a local nonprofit organization with a mission to protect the Kinnickinnic River and its watershed.

With Wilcox's help, the Land Trust and Trout Unlimited, Inc., another conservation organization, have been monitoring temperatures of the river for several years. Developing a plan for the project was not easy, according to Wilcox, because modeling the thermal effects of urban storm water run-off lacks precedent. Mark Dortch, of the WES Environmental Laboratory, provided recommendations for modeling data requirements and monitoring techniques. The plan specifies data that the WDNR and the City of River Falls will need to collect in order for the Corps to develop its model.

"Monitoring temperature is one thing, but monitoring temperature and flow over short-term run-off

events is something else," said Holme.

The unique project has inspired unique ideas such as vertical strings of thermistors. The temperature sensing thermistors are placed at various levels in the storm sewers. As each thermistor records the temperature of run-off, it also indicates the water level in the sewer. "It's a simple idea, but as far as I know, it's never been done before," explained Holme.

Monitoring this summer will be conducted by the WDNR, students from the University of Wisconsin-River Falls, the city and the U.S. Geological Survey. Temperature monitoring equipment has been donated by the Kinnickinnic Land Trust and by Trout Unlimited, Inc.

Five years ago, River Falls received a 205J Grant from the Environmental Protection Agency (EPA) to revamp its storm water management plan. The plan identified certain problems, including substantial non-source point pollution, as well as goals to improve the river and increase public interest in its preservation. At a time when

Wisconsin is facing a state-wide reduction in trout stocking, the Kinnickinnic, with an average of 5,000 naturally-reproducing Brown trout per mile, is a resource well worth preserving. "The Kinnickinnic River is a Class I trout stream. It's an important river," said River Falls City Engineer Darren Beier.

Schreiber approached The St. Paul District with the project early last summer after he learned of the Corps' Planning Assistance to States Program. Section 22 of the Water Resources Development Act authorizes the Corps to provide technical assistance to both states and Indian tribes to help solve water resource problems. The program allows up to \$300,000 to be spent in one fiscal year for each separate entity, whether state or tribe. The Kinnickinnic River thermal modeling project will cost about \$30,000. The federal government will pay 50 percent of the total amount under cost-share guidelines. According to Terry Engel, Section 22 manager for the project, the project will be sent in for funding approval in October.

Massage to remedy carpal tunnel syndrome

Dan Seemon, Regulatory Branch, volunteered to be Sister Rosalind Gefre's guinea pig to show how massage works to relieve the symptoms of carpal tunnel syndrome. Sister Rosalind is a nun and prominent massage therapist. Human Resources sponsored the demonstration for a brown bag lunch on April 25.

According to Sarah Peterson, the federal Health Unit nurse, the syndrome is "a painful disabling disorder resulting from damage to the median nerve in the wrist due to poor alignment or repetitive motion."

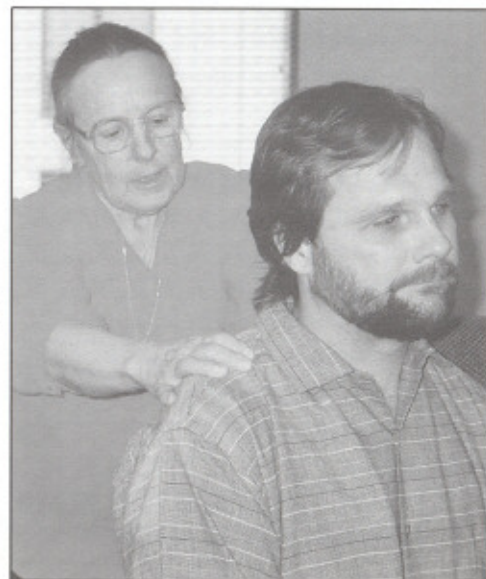


Photo by Peter Verstegen

Bits and Pieces

**Reminder! Awards Ceremony and Picnic
June 21 at Eau Galle Recreation Area**



St. Paul District photo

More than a dozen retirees gathered to celebrate Lou Kowalski's recent retirement. They are, from left, Stan Kumpula, Mary Rivett, Ed Roscoe, Dale Lynch, Roger Fast, Al Rosenberg, Delores Sudeith, Bob Fletcher, Lou Kowalski, Carl Stephan, Pete Fischer, Wayne Knott, Jim Kursu, Stan Kummer and Bob Northrup. Kowalski retired in April as DDPM.

Profile in fitness

Fitness weighs well with McFarlin

by Mary Street, Human Resources
and Lisa Robertson, Public Affairs
student

Keith McFarlin, a personnel management specialist in the Human Resources Division, spends his spare time by living an active and physically fit lifestyle. Keith works out six days a week, alternating his training to exercise different muscle groups every other day. Keith lifts free weights to develop strong muscle tissue and climbs on stair-climbing equipment to build his cardiovascular conditioning.

After breaking his arm while playing baseball in junior high, Keith began weight lifting as a way to get his arm back in shape. In high school, fitness began to play an important role in his life. He

continued to lift weights in addition to participating in track, hockey, and football.

Currently, his goal is to maintain his current level of fitness. After completing an Internship Program at the U.S. Army Reserve Personnel Center (ARPERCEN) in St. Louis, Missouri, in August 1994, Keith came to work for the St. Paul District. While working here, Keith credits his low stress level positive attitude to exercise. He believes he received these through exercise. His advice for others is, "There's a healthful, fun, physical activity for everyone—pick something or vary your activities, but keep at it—not only do you feel better physically, but it gives you a better mental attitude. It's a great way to work off stress. If you belong to the Y, use your membership."

Toastmasters host riverfront planner

by Lisa Robertson
Public Affairs student

At the April 30 Heritage Toastmasters meeting, Nancy Homans, a planner for the St. Paul Department of Planning and Economic Development, presented an overview of riverfront development in St. Paul.

She presented a brief history, the current status and future plans for riverfront development.

Homans said the city has formed a new Planning Commission task force regarding development priorities and is asking for public comment about the riverfront in St. Paul.

Following her presentation, Homans asked members of Heritage Toastmasters for comments and said "we need to do a better job re-creating the natural environment [around the river]." To comment, call Homans at 266-6557.

Williams reflects on events that make headlines and history

by Arthur E. Williams
Lieutenant General, USA.
Commanding

Editor's note: The following is for Engineers' Day, which the district will celebrate at Eau Galle Recreation Area on June 21.

As I near retirement, I find myself reflecting on the Corps of Engineers — past, present and future.

In my opinion, no military agency has been or is more involved with the life of our nation than the Corps, and that mission continues to attract quality people.

At the present time, the Corps is involved with events that make headlines and make history. At this moment, Corps employees are at work in Central Europe, helping NATO give the Croatians, Bosnians and Serbians a chance for peaceful co-existence. Even before Operation Joint Endeavor began, a team of soldiers and civilians at our Topographic Engineering Center provided vital map support to the peace negotiations.

Members of our Contingency Real Estate Support Team (CREST) have been in Central Europe from the

beginning to lease the land and buildings that coalition forces need. One CREST member, Mike Taylor of Louisville District, was among the Tuzla 10, the first plane-load of people to land at Tuzla airfield in Bosnia since 1994. He was the only civilian in the group.

Corps managers are handling the Logistics Civil Augmentation Program contract which builds bases and provides basic services to the U.S. forces. Others are in Hungary, Croatia and Bosnia providing facility engineering management and area office support, assessing road infrastructure and bridge sites, providing river and flood data, detecting mines, and more.

Corps volunteers who serve (or have served) in Central Europe endure the same conditions as the troops. They eat the same food, live in the same tents or warehouses and face the same weather and dangers from mines. Their selflessness and loyalty to the troops and mission are heartwarming, but not surprising to anyone who has worked with them for any length of time.

I have always been impressed by the Corps' dedication and responsiveness. In the past year, we worked long, hard

hours searching the wreckage of the A.P. Murrah Federal Building in Oklahoma City, and the collapsed department store in Korea.

We made a difference in the Virgin Islands in the wake of Hurricane Marilyn. We fought floods in the South, Pacific Northwest, Midwest, Pennsylvania and North Dakota as volunteers on the front lines or by working long hours to control the flood-waters.

You can't help but be proud of the Engineer family. For 221 years, whenever our nation has called on the Corps of Engineers, we have responded with skill, enthusiasm and compassion.

As I look back on my time with the Corps, the common thread in my reflections is the pleasure of working with quality people at all levels. I've enjoyed seeing how professional and dedicated they are, how caring they are, and how selfless they are in their service.

It has been especially heartwarming to see that caring and service extended to our own employees as we support each other through the continuing frustrations and uncertainties of restructuring and other daily challenges.

There were 47 Chiefs of Engineers before me, and there will be many after me. I have no doubt they would all agree that there is no finer organization to command than the Corps of Engineers.

I can offer no better advice than for you to continue to be the professionals you have always been, continue to be dedicated to providing quality service to your nation, continue to care for each other, and continue to have some fun.

I has been an honor and privilege to be a part of the Corps organization and family. Best wishes to you all.

Essayons!



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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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