



US Army Corps  
of Engineers®  
St. Paul District

# Crosscurrents

Vol. 21, No. 8

August 1998

## Former project manager returns to district, becomes 58<sup>th</sup> commander and district engineer

By Ken Gardner,  
chief of Public Affairs

Army Colonel Kenneth S. Kasprisin returned to St. Paul to take command of the organization in which he had served as a captain 12 years earlier. In a military change of command ceremony held in the Great River Ballroom of the Radisson Hotel in downtown St. Paul, Kasprisin became the 58<sup>th</sup> commander and district engineer of the St. Paul District.

Prior to assuming command of the St. Paul District, Kasprisin was a student at the Army War College at Carlisle, Pennsylvania. He succeeds Lieutenant Colonel William J. Breyfogle, who returned to his former position as deputy commander.

This is Kasprisin's third assignment with the Corps of Engineers, his second in St. Paul. As a captain, he worked in the district's Engineering Division as a project manager from 1983 to 1986. He later served as deputy commander of the Corps' Sacramento District from 1992 to 1993.



Photo by Ken Gardner

**Major General Phillip Anderson (left center) passes the symbol of command to Col. Kenneth Kasprisin at the Change of Command ceremony on July 24. Lt. Col. Breyfogle is to the left; Charles Crist, deputy district engineer for Project Management, is to the right.**

A native of Pennsylvania, Kasprisin is a 1975 graduate of the U.S. Military Academy at West Point, New York. He was commissioned a second lieutenant in the infantry upon graduation. He holds a bachelor's degree in civil engineering from West Point

and a master's degree in structural engineering from Carnegie-Mellon University. He is currently working toward his doctorate at the University of Minnesota. He is a professional engineer registered in Pennsylvania.

## District introduces Consideration of Others

By Peter Verstegen  
Public Affairs specialist

"A successful program begins with its people," said Lt. Col. William Breyfogle. "That is the reason why the district is accepting and implementing the Consideration of Others program—a program geared to assure that all people are treated with dignity and respect in the workplace."

Consideration of Others, as presented in a briefing to division and office chiefs on July 21, includes actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's behavior on them; being supportive of and fair with others.

"It really boils down to the golden rule – treat others as you wish to be treated," said

Marianne Price, manager of the Equal Employment Opportunity Office. "My twist on this is to treat others as they wish to be treated."

The program highlights seven uncivil behaviors:

- Prejudice;
- Harassment;
- Insensitivity;
- Discrimination;
- Offensive behavior;
- Verbal abuse; and
- Basic thoughtlessness.

"I know I can be blunt, opinionated and even intimidating in my talking with others," said Price. "The question is, 'Am I still observing and preserving that person's dignity and respect?'"

Price asked, "Am I so involved in getting my point across that I

neglect the other person's right to their opinion and views?"

The program has proactive learning to help individuals break the ice on tough behavioral issues.

"Consideration of Others is designed to be proactive in nature and consists of three elements," said Breyfogle, "education, ownership and compliance."

The district is introducing the program this year through the supervisory chain of command. This September, each district employee will begin with two hours of in-house training in treating others with dignity and respect.

Consideration of Others methodology will shift to a small group model of 15-25 employees, two-hour sessions with trained facilitators and an active learning format.

## Websites on safety available at the click of a mouse

By Ron Scott  
Safety Office

As we surge ahead into the age of information, we find many resources which has occupied reams of paper are now on the internet, where they are available with the click of the mouse on your computer.

Let's start with the U.S. Army web site on safety, located at <http://safety.army.mil>.

This site has 44 links to every kind of safety subject, including the Environmental Protection Agency (EPA), National Fire

Protection Association, National Institute of Occupational Safety and Health, Occupational Safety and Health Administration, Material Safety Data Sheets and the National Safety Council.

Army publications, including our very own Safety Manual can be reached at <http://www.usace.army.mil/inet/usace-docs/>.

Specifically, the entire safety manual (EM385-1-1) or just the section of interest to you, is at <http://www.usace.army.mil/inet/usace-docs/eng-manuals/em385-1-1/toc.htm>.

Recently, we discussed ergonomics. Some very good ergonomic sites begin at <http://www.biofit.com/ergoes.htm>. This site has 27 links to other

sites, including <http://www.ergoweb.com>.

The site offers volumes of useful information, products, case studies, and so on. A keyword search is available.

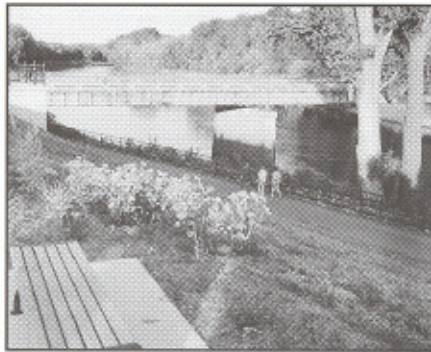
Another useful site is <http://www.mindspring.com>. This address offers general health information.

Here's a site about carpal tunnel syndrome – <http://www.sechrest.com/mmg/cts/ctsintro.html>.

And for information about back pain, try <http://www.sechrest.com/mmg/back/backpain.html>.

All of these locations contain resources for safety meetings. In addition, you can activate one of the search engines look up safety.

## Chaska Project dedicated July 28



Photos by Ken Gardner

The first project dedication for Col. Kenneth Kasprisin as commander and district engineer of the St. Paul District happened at Chaska, Minn., on July 28.

That's the date he spoke to an estimated 75 people who attended the dedication of the \$44 million flood control project on the Minnesota River. The district awarded the first construction

contract in Sept. 1988. Project features include 1.1 miles of upgraded levee and 1.5 miles of new levee. Corps contractors completed the project work in February 1998.

## SRTV visits St. Paul District



Gail McCabe (center), the Atlanta Bureau Chief of Soldiers Radio and Television, visited the St. Paul District the week of July 20 to tell the district's story to active duty Army personnel stationed at bases throughout the world. She is setting up her camera on an island in the Mississippi River in Pool 8. The island is part of the district's Environmental Management Program (EMP) near Stoddard, Wis. She is pictured with Jim Nissen (left) of the U.S. Fish and Wildlife Service, one of the Corps' partners on the project. At right is Lisa Lund, project engineer. McCabe visited projects at Devils Lake, N.D., Lock and Dam No. 6 and filmed the Change of Command ceremony.

Photo by Bryan Armbrust

## Observation platform at L&D No. 1 closed

The public observation area at Locks and Dam No. 1 in Minneapolis closed to visitors on July 22 for repairs to an undermined bluff which borders the length of the site.

The district's lock and dam at Upper St. Anthony Falls in Minneapolis (1 Portland Avenue) remains open to visitors from 9 a.m. to 10 p.m. daily.

Construction at Lock No. 1 began July 22 and will continue late into the fall. Visitor facilities should re-open in the spring of 1999.

## Retirees' Reunion

The 23rd annual reunion of Corps of Engineers employees past and present will be held Thursday, Sept. 10 at the Kelly Inn, 161 St. Anthony St., St. Paul. The reunion begins at 11:30 a.m. Jan Graham, in Engineering and Planning, has reservation forms. Sept. 4 is the deadline.

## Bits and Pieces

### Bailen among 18 selected to review CMR indicators

John Bailen, assistant chief of Engineering and Planning (PE) Division, is among 18 individuals selected throughout the U.S. Army Corps of Engineers to develop a Command Management Review (CMR) standard for engineering and design rates.

"The CMR is like a district report card," said Bailen. The performance of command, division and office chiefs is graded against standards established by the CMR. The CMR assigns red, amber and green to measure performance — red for out of compliance with a standard, amber for in-between, and green representing compliance.

Two of the new indicators to be included in the civil works CMR: engineering and design (E&D) rates and Supervision and

Administration (S&A) rates. The task group on which Bailen will serve is to develop a major reporting indicator for E&D. The Corps' Construction Branch is separately developing indicators for S&A.

Bailen cited two matrices after which to model the CMR E&D indicators. "The design completion matrix and construction awards matrix are pretty good," said Bailen.

"One problem with the current CMR is that it sometimes separates the original intent from the reality of what is measured. The goal of the CMR is to get us to do better business."

"I am of the belief that you shouldn't complain about a system unless you're willing to fix it," he said. Bailen's offer to volunteer was endorsed by the Chief of PE and officials at Mississippi Valley Division. Bailen brings with him experience in budgets, projects and administration.

### PPM, PE reorganized

Programs and Project Management Division (PP) and Engineering and Planning Division (PE) are being reorganized, effective Oct. 11. The planning function will be transferred from PE to PP to form the new Planning, Programs and Project Management Division (PPP). The reorganization is part an initiative announced on July 22 by Mississippi Valley Division (MVD). MVP is administering the initiative for districts within its jurisdiction.

The reorganized PPP will have three branches: Programs Management and Development Branch, formerly the Programs Management Branch; Project Management Branch; and Environmental and Economic Analysis Branch. PE, renamed Engineering Division, will be made up of three branches: Design Branch, Hydraulics and Hydrology Branch, and a new Engineering Services Branch.

Bob Post, chief of PE, and Chuck Crist, deputy district engineer for Project Management, briefed district personnel as part of a Town Hall meeting in St. Paul on July 28. Post said that the reorganization moves 31 people from PE to PPP. "This is not an easy process," said Post. "We are the only district that has combined the engineering and planning process. The transition has required radical surgery, and in some cases, laser surgery. We need to make sure to maintain and to enhance the excellence in our processes and focus on customer satisfaction."



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

*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

Address all inquiries to:

Editor, *Crosscurrents*  
U.S. Army Corps of Engineers  
Army Corps of Engineers Centre  
190 Fifth Street East  
St. Paul, MN 55101-1638

District Engineer Col. Kenneth Kasprisin  
Public Affairs Officer Kennon Gardner  
Editor Peter Versteegen  
e-mail:  
peter.e.versteegen@usace.army.mil