



SWL projects set for improvements

by **Valerie Buckingham**
LRDispatch Staff

Work will soon begin at two Little Rock District lakes to conduct maintenance improvements on existing campsites and facilities. Greers Ferry and Table Rock Lakes have received additional funding that wasn't included in the original proposed budget for fiscal 2004.

Congressional adds, as this funding is called, are when Congress adds money to a project that the administration has not budgeted. These funds may increase a budgeted project or add money to unbudgeted projects.

Greers Ferry received \$2 million and Table Rock \$3.2 million.

Work began at Greers Ferry Lake Jan. 5 to improve day use facilities and camping areas at Dam Site Park. Tommy Park, Greers Ferry lake manager said although they are late starting the improvements, he expects them to be completed during the fiscal year.

As part of the improvements at Greers Ferry Lake, the camping and day-use

areas will be separated. Park said this will help stop some problems.

"The design of the original Dam Site was not conducive to the heavy use it received. Traffic congestion, long waits in line and altercations between users were usual occurrences on the summer weekends. This should be alleviated by the rehabilitation," he said.

Construction is scheduled to begin at Table Rock in mid March. As part of the improvements, campsites will be modernized and some boat launching ramps will be relocated. Design on the rehab of the Dewey Short Visitor Center is also planned as part of the Congressional funding.

Marilyn Jones, Table Rock Lake man-

ager, said the only areas that will be closed are the sites that are going to be impacted, to ensure the public's safety.

Jones said after the improvements and maintenance are completed, she expects a good response from the public and increased lake visitation.

"When the maintenance and modernization was completed at Old 86 Park and around the lake last year, the public was ecstatic and was extremely complimentary to the Corps for all the additions and betterments that made their experience at the lake much more enjoyable," she said.

"Visitation increased at Old 86 Park, and I would expect the same thing to happen at the other locations that will have work completed in them."

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[www.swl.usace.
army.mil/thewire](http://www.swl.usace.army.mil/thewire)

Fire in the hole!



Courtesy photo

Underwater blasting is used to create the channel to the new Table Rock Dam Auxiliary Spillway.

District's future is bright despite challenges

In January, I was able to attend the USACE Commander's Conference. It was very informative, and we discussed several issues that are pertinent to the future of the US Army Corps of Engineers. We discussed our austere budget, Regional Integration Teams (RITs) in the implementation of 2012, fielding of P2 in the Project Management Business Process (PMBP), and building "Green" (if you are wondering what "green" is, read on). We also got an update on our involvement in the global war on terrorism (GWOT) and our USACE contributions in Iraq. As I will relay below, the gist of the conference is that we have many challenges ahead, but in the end, the future is bright.

One of our challenges is the USACE budget, which is causing concern across the Corps. Funding has not kept pace with requirements. Because of this, we are taking a different approach to funding throughout USACE. We will no longer try to carry everything, with most at a starvation rate. Rather we will fund the most important, and not fund some things at all. As you can imagine this is taking its toll. We are faced with the terrible task of eliminating some projects so the remaining ones can be done right. The alternative is that none are done correctly, and that is not acceptable.

SWL is going through the same process. What do we no longer do, that we are required to do, but have no money? How do we take care of people as we get our organization correctly sized to meet our reduced budget? How do we position ourselves so that we can meet the mission if conditions change, and we do again receive the funds necessary to accomplish our missions?

In SWL we are working to correctly size ourselves through attrition and management reassignments. All rehires are now to go through our Manpower Advisory Committee (MAC) board to ensure the position is absolutely required, and that it is at the appropriate grade. Due to smaller programs, some positions may not continue to be graded at the previous level.

All offices are feeling the pain of this process, as we are not rehiring certain positions. E&C has not rehired more than 40 positions in the last couple of years and is reorganizing to meet mission within budget. OPNS is closing parks, reducing dredging, not rehiring summer rangers, and not rehiring other positions as necessary. Real estate is not only not rehiring, but has had management reassign personnel to other vacancies around the district. Contracting is likewise not rehiring certain positions. My A&A staffs are not rehiring positions. Many of the positions are direct labor positions, but with less direct labor generating funds, we must also reduce the number of positions that are funded indirectly. Bottom line is that all are required to contribute to our cuts, but because of our proactive approach, the effect will not be drastic.

One of the things we will continue to do is 2012, and that means

From where I sit

by Col. Benjamin Butler
District Engineer



we now have an advocate at Headquarters, USACE, that is our RIT. The leader of the SWD RIT is Ms. Pat Rivers. She and her team are to be the SWD voice at headquarters, ensuring our concerns are properly addressed. She has a team of about 30 people, with experts in all areas. These experts are not new hires, but re-prioritization of their efforts. When we have problems that are above the district and the division, this team will ensure our concerns get the attention they deserve. Once we get this fully implemented, it will be a great boon to many of our project and policy issues. Don't be afraid to use the RIT.

P2 is coming, and coming quickly (P2 is the computer program by which all projects will be managed starting this year). The plan is behind schedule, but that is because they are taking extra care to ensure that when it is fielded, it will be something that is truly useful. When it is fielded here in SWL in early March, it is extremely important that you devote yourself to learning the intricacies of this new program. When done correctly, it will be a pain to set up, but we will reap great rewards later as we can better integrate competing demands, more accurately track progress, better project the future, and reduce, if not eliminate data calls from higher headquarters. If we do not spend the time up front to get started correctly, it will be a burden from, which we will not receive the improvements we deserve. I am confident you will get on top of this one and soon be experts in its use.

At the conference, author William McDonough spoke about his concept of building "Green". His view of building with the environment in mind is "Cradle to Cradle." This is a concept different from previous thought about working issues from "Cradle to Grave." This proposed mindset is that projects should not be thought through from conception until they are disposed of, rather they should be thought through from conception until they are recycled. We should begin with substances that can be recycled, and we should find ways to improve our environment, not just find ways to

(See "Colonel" on page 3)

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Family News

Births

Anna Gail Lackey was born Jan. 21. She is the daughter of Erica Lackey. **Jerry Hankins**, from the Recreation Resource Branch of the Russellville Project Office, is the grandfather.

Jonathan Richard Cox was born Jan. 14. He is the son of **Misty and Richard Cox**. Misty is an administrative support assistant at Millwood Tri-Lakes Project Office.

Clara Elizabeth Reiter was born Feb. 7. She is the sixth grandchild of **Rich Reiter**, a civil engineering technician at Table Rock Project Office.

Deaths

Retiree **William H. "Bill" Marl** died Jan. 11. He worked at the Ozark Hydropower Plant.

Etheil Dail Stain died Jan. She is the mother of **Eric Stain**, a lock operator at Ormond Lock at Morrilton.

Speakers Bureau

Tommy Park, manager of Greers Ferry Lake, spoke to the Heber Springs Rotary Club about the state of Greers Ferry Lake.

Congratulations

The following are employees of Mountain Home Project Office who recently graduated from college.

Jennifer Dunn graduated from Arkansas State University with a bachelor of science degree in Management.

Ben Bremer, graduated cum laude from University of Arkansas at Little Rock with a bachelor or arts degree in Construction Management.

Jon Hiser graduated from Slippery Rock University in Pennsylvania with a master of science degree in Park and Resource Management.

Customer Care

Dear Jason Presley (Millwood Tri-Lakes),

I just thought I would drop you a letter and tell you how much we all appreciated the handicap hunt that you and all of

the people that work at your project office sponsored for us. Even though it was really hot and dry there, we had a great time and lots of good food prepared for us. I am sending you some photos to keep and to remember us all. It was your first hunt to sponsor and I hope that it will be a long standing effort on your part to continue to have hunts for the disabled sportsmen.

Sir, you and all the crew that gave up their Saturday, and Sunday to get us on our stands, and pick us up from our stands, have a meal cooked and supply us with all that we needed to enjoy our hunt.

We commend you all and I hope that you will forward this letter on to your regional office or district office so that all of your bosses know that we appreciate what you all have done for us.

Once again thank you, from all of us with the Disabled Sportsmen Association. I am headed to Piedmont, Mo. this Friday on another Corps sponsored hunt. It appears to us all the Corps has really taken the handicap hunter under its wing, and we are all very thankful.

Sincerely,
Harold Clements

Colonel

Continued from page 2

lessen the destruction of our environment.

This is the way we must start thinking today. We can do this while remaining economically sound. We do not have to trade economics for ecology. There are ways to gain synergy and do both. We just need to work together until we find how to do it.

We also received an update on our GWOT and USACE's contribution. USACE has rotated more than 2,000 civilians through the Middle East as we have worked to Restore Iraqi Oil (RIO) and Restore Iraqi Electricity (RIE). These programs are great success stories, even though you may not read that in the paper.

We stood up the Gulf Region Division (GRD) as of 25 January. It is comprised of three districts. We will also have a district in Afghanistan that currently is not under the GRD. The concept of manning the GRD is to hire as many local nationals as possible, have a very small contingent of Americans, and work virtually as many issues as possible.

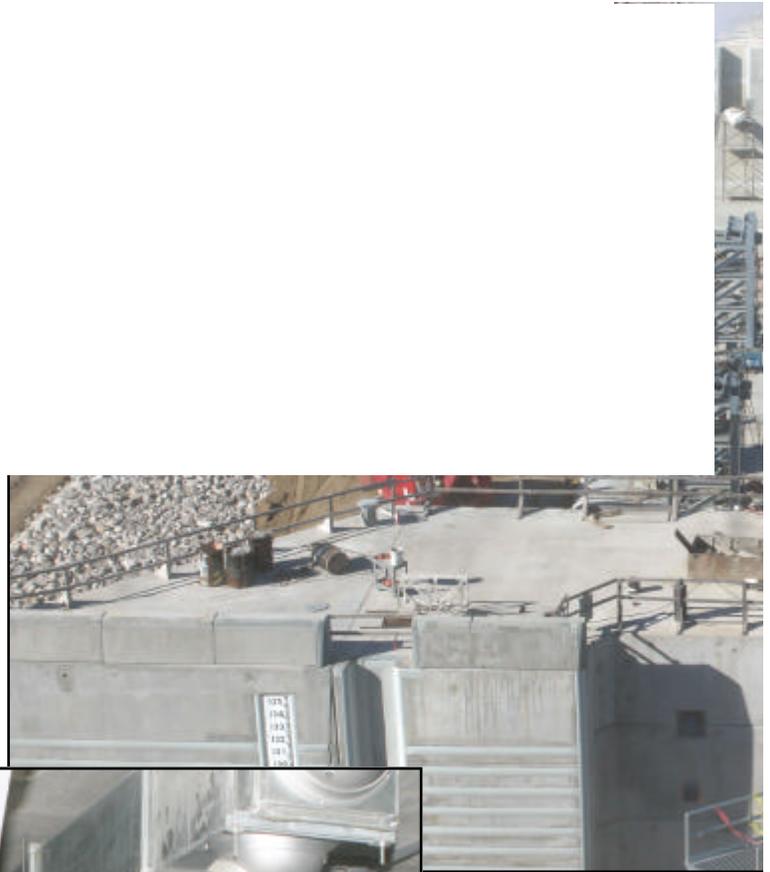
We will use reach-back technology to leverage our expertise without having to deploy too many people. All in all it was a great conference, and it was clear that USACE is working hard to ensure we have a bright future. Thanks for all that you do in supporting that future.

Montgomery Point

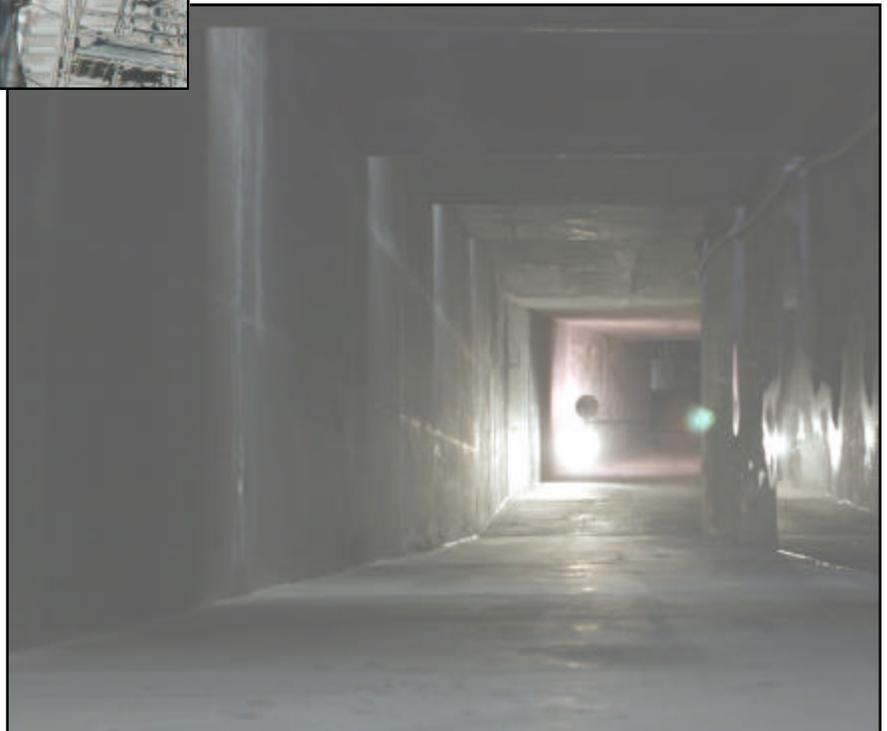
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(Clockwise from top left)
View of empty lock chamber. An inside view of the lock culvert. A look from the downstream end of the lock chamber. Thomas Long, a construction representative at MPLD explains how the auxiliary reservoir works to Frank Scott of the DeWitt Era-Enterprise newspaper.

photos by Valerie Buckingham



nt Lock and Dam



Civil rights lawyer remembered for contributions

by Jennifer Dalton
Special to LRDispatch

Leadership comes in many forms. There are those who quietly inspire others to complete the day to day tasks that are necessary to keep the world running, those who lead by setting a good example, and those who lead through charismatic encouragement. Then there are the revolutionaries - those who galvanize change in order to make the world a better place. One of the greatest such leaders in American history was Thurgood Marshall. Though he was the least well known among Martin Luther King Jr. and Malcolm X. Justice Marshall arguably did more to create change in the every day lives of African Americans than anyone else in the twentieth century.

Justice Marshall spent his early career working as legal counsel for the NAACP. He understood that the best way to effect

change was in the courtroom. During those years, he won case after case in southern courtrooms, oftentimes in towns where his safety was in jeopardy because he dared to challenge the inequalities carried on there. Justice Marshall, through his work with the NAACP, put a stop to legal segregation in the United States. His successes arguing before the Supreme Court ended legal discrimination against blacks in housing, transportation and voting. His most important lawsuit, however, was *Topeka v. Board of Education*, which ended separation of black and white children in the public schools. The fact that today's younger generations can hardly fathom living with the inequality of life before integration stands as a testament to all that these lawsuits achieved. It is hard to fathom why anyone or any government



entity would fight so hard to keep white children and black children apart in the schools.

Justice Marshall also became a pioneer of sorts when he was nominated and confirmed as the country's

first black Supreme Court justice in 1967. While on the court, Justice Marshall consistently ruled in favor of not only protecting the rights of African Americans, but also the rights of all individuals, a fact increasingly important as more and more ethnic immigrants enter the United States every year. In Marshall's eyes, his belief in equal rights for African Americans was supported by the individual rights guaranteed to all Americans by the Constitution. Such a vision, and the willingness to fight for its principles were what set Thurgood Marshall apart as one of the great leaders in American history.

Former employee reflects on career, SWL

(Editor's Note: This article is reprinted with permission of the Lower Colorado Region, Bureau of Reclamation, U.S. Dept. of the Interior. It originally appeared in the Lower Colorado Regional Report and was written by Steve Leon.)

Delorise Ann Sims, (formerly Delorise Ann Weston), will soon end a federal career that began in November 1973, when she began working at the Tracy Defense Depot in Tracy, Calif., and transition into the life of retirement. But Sims spent 21 years at the Little Rock District's Equal Employment Opportunity Office.

The last six years and seven months of her career, Sims has worked in the Lower Colorado Region, and of that time, she has spent the last year working in her current position in the Human Resources Office.

Her Current Job

In her capacity as an equal employment specialist, her major duties include: developing and monitoring the Regional Affirmative Employment Plan, and preparing targeted recruitment plans where under-representation exists. Also, she meets with managers to discuss the requirement and format of the AEP.

Additionally, she provides technical advice on affirmative action strategies to managers and supervisors within the Region, represents the Lower Colorado Region at various recruitment fairs, and encourages attendees to apply for employment with the Region.

Sims also researches and analyses information to present to managers/supervisors in preparation for filling positions and making selections, develops and presents necessary reports, regularly evaluates the Region's workforce to identify occupations and career ladders where women and minority group members are under-represented, and develops contacts for recruitment of applicants for special programs such as student, veterans, and disabled [persons] programs.

Memorable Jobs

Recalling her various jobs and assignments, Sims said, "The most memorable



SIMS

and interesting assignments were with the U. S. Army Corps of Engineers, Little Rock District, Little Rock, Ark. My previous supervisor there and I basically set up the EEO office and helped to bring about many positive changes for minorities and women.

"For example, when I first began working for the Corps in 1976 they had only one female engineer and one minority engineer. Through a very aggressive outreach effort we were able to bring those numbers up. We were also responsible for getting women into some of our blue collar non-traditional jobs, such as lock and dam operators, power plant operators, and park rangers," Sims said. She worked there until 1997, when she moved to the LC Region.

"I guess the most challenging assignments have been with Reclamation, and I think most of that is attributed to the difference in agencies, personnel and the way things are done," she said.

As interesting as her career was, Sims said she could not think of any portion she would choose to relive.

"I am very pleased with my 30 years of service and have no regrets. Overall I have had a very good career."

Don't take chances; wear your PFD

The risk of falling overboard or capsizing may seem minor, but the threat to your life in such an accident is serious. Your normal core body temperature around 98.6 Fahrenheit. An internal body temperature of 95 Fahrenheit or lower signals hypothermia. Water temperature capable of causing hypothermia is 50 Fahrenheit.

There are no crowds of boaters on lakes and rivers in the colder months of the year. You work your favorite coves or isolated spots almost undisturbed. On some inland waters migrating waterfowl appear. The cooler, breezy days of spring and fall seem to be the best time for you to thoroughly enjoy your hobby. There is a down side to these blessings; your personal safety may be at risk. The water is cold, less than 60 degrees Fahrenheit, and because fewer boaters are on the water, the likelihood of an immediate rescue is reduced. Sudden immersion into cold water rapidly incapacitates and sometime kills boaters who are not wearing appropriate thermal wear or wetsuits.

When you fall in cold water, heat escapes from the body 25 times faster than in cold air. About 50 percent of the heat loss occurs through the head and chest. Reports show in some instances the effects of cold water on the head and chest can instantly render you unconscious. The momentum of an individual falling overboard usually drives the victim under the surface of the water for several seconds. Exposure of the head and chest to cold water causes involuntary gasping. If you fall overboard and aren't wearing a personal floatation device (PFD), gasping may occur

under water. In some cases, cold water is drawn into the lungs; in others the muscles controlling airflow into the windpipe close and stay closed. Either way prevents effective breathing when the victim surfaces. The victim now is unable to breath and is last seen struggling briefly at the surface before disappearing from view. Accident reports say the boater drowned, leaving the impression they were a poor swimmer. Fact: Being able to swim in the warm waters of summer has nothing to do with survival in cold water. Struggling in the water or swimming increases heat loss. Survival time can be reduced to minutes. Strong swimmers have died before swimming 100 yards in cold water. In water less than 40 degrees Fahrenheit victims have died before swimming 100 feet.

If at all possible when you fall in the water, get back in, or hang on to the boat. Do not leave the boat. If you are not wearing proper personal protective clothing and can't get out of the water, stay still. Fold arms, cross legs and float quietly on the buoyancy of the PFD. If two or more people are in the water, put your arms around one another. Stay still and close together.

If you enjoy cold water open boating, don't take unnecessary chances. Wear your PFD. By doing so, if you go over the side you won't sink as far under the water before bobbing back to the surface. Your head may not go under at all. The devastating effects of the cold on the head and



Safety Everywhere

by Peggy Paulsen

chest are greatly reduced. Even if you inhale some water you still have some chance of survival because you won't immediately sink. With the protection of the PFD and the wetsuit, you have the possibility of improvising your own rescue. Such clothing is comfortable, inexpensive, and readily available from stores serving recre-

ational boating cold-water sports.

If your family members truly understood the risk of cold water boating would you still go out dressed in a T-shirt and Levis? The clothes that keep you warm in the woods are useless in the water. Dress appropriately. Wear your PFD. Life is about survival. Your PFD may be the deciding factor between whether you live and whether you die.

Got an idea?

The Army Ideas for Excellence Program allows employees to submit suggestions for improved productivity, quality, safety or morale.

For additional information, call the District AIEP Coordinator, Georganne Ramsey at 324-5511.

National Engineers Week

National Engineers Week is Feb. 22-28. Engineering and Construction Division will conduct various training sessions throughout the week.

For more information, contact Wayne Lewis at 324-5567.



Planning to get away from it all?



The Engineer Federal Credit Union can help with a special vacation loan!
For details, call Nellie or Wanda at 324-5538.
Open 0900-1300, Mon-Thurs

Resource Center stocks new periodicals, videos

Help on 2003 Taxes

Published by FEDweek, "Your Guide to Understanding the New 2003 Tax Law" (KF6289.3.Y68 2003) explains the tax reduction on dividends as well as the reduction in capital gains. Other topics include income shifting, ROTH IRAs, child tax credits, the alternative minimum tax and more.

Understand Hearing Loss

At the request of an employee, the TRC has added the audiobook "Sound Hearing...Or...Hearing What You Miss" (RF 291.35 .C64 1989). The tape discusses all types of hearing loss including levels of sound, degrees of hearing loss, frequencies, and decibels. Concluding with a hearing spelling test, the work provides insight into hearing difficulties.

More on Type Talk

"People Patterns, a Modern Guide to the Four Temperaments" (BF 698.3 .M66 2002) expands on the Keirsey Temperament Sorter that our CorpPath training covered. As a companion work to "Please Understand Me," the volume discusses the four temperaments in the

areas of self-discovery, relationships, parenting and career.

Surveying and Land Law Materials

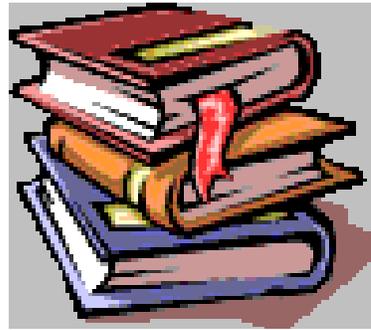
Surveys Section has just added two new titles on boundaries.

"Brown's Control and Legal Principles" (KF639. B7 2003)

reviews the changes in the scope of professional surveying and in the issues in boundary law. The book includes sections on the newest technology, such as GIS and GPS. "Evidence and Procedures for Boundary Location" (KF 629 .B73 2002) presents information on the new legal, technical and administrative aspects of surveying. The work contains practical advice for surveyors, attorneys, property owners and civil engineers.

New Leadership Materials

"What is Six Sigma?" (HD58.8 .P36 2002) presents the underlying core principles in a Six Sigma initiative which



Library Shelf by Judy Bullwinkle

reduces process time, eliminates product defects and increases customer satisfaction. In an easy-to-read manner, the work explains what questions to ask when Six Sigma is introduced and answers those questions.

In the leadership fable, "The Four Obsessions of an Extraordinary Executive" (HD38.2 .L463 2000), author

Patrick Lencioni reveals the four key disciplines necessary for a healthy organization. These include building and maintaining a cohesive leadership team; identifying values, mission, major goals, objective, roles, and responsibilities; over-communicating organizational clarity; and reinforcing organizational clarity through human systems.

"The Art and Discipline of Strategic Leadership" (HD57.7 .F74 2003) explores a proven approach to improve strategic performance. Filled with examples of actual companies, the work supplements the theory with a five-phase model for improvement.

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