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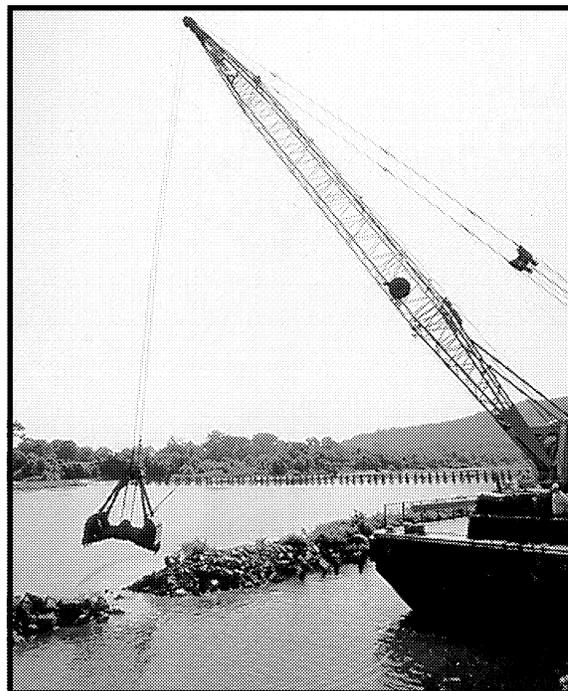
LRDispatch

Corps, AGFC make progress on river habitat improvement projects

by Jennifer Wilson
LRDispatch staff

The Army Corps of Engineers and the Arkansas Game and Fish Commission are ahead of schedule in their commitment to improve aquatic habitat along the Arkansas River. Forty-five notches have been cut in dikes and revetments so far. The largest bass stocking of its kind in state history is planned, and engineers are testing new methods for managing water levels to enhance fish spawns.

Dikes and revetments protect the shoreline from erosion, direct water into the main channel and pull sediment to the banks away from the navigation channel. When the navigation system was first built, areas behind these structures provided excellent habitat, and fishing got better than ever. As the structures gradually silted in, habitat diminished.



The Corps, using equipment from the River Maintenance Fleet, has notched dikes and revetments along the river.

The notches are intended to allow some water to flow behind the structures and re-open the calmer, more stable spawning areas for bass, crappie, bluegill and other fish. Some notches are large enough to give boats access, while others are only big enough for fish to get through.

Seventeen notches have been made in the pool above David D. Terry Lock & Dam and 16 above Murray Lock & Dam. Six notches have been made above Lock & Dam 5, three above Toad Suck Ferry Lock & Dam, two above Dardanelle Lock & Dam and one above Emmett Sanders Lock & Dam.

With 45 notches in place, the work is ahead of schedule. Last summer, the Corps committed to notch 12 to 15 structures each year as workload allowed. AGFC, with help from Pine Bluff Sand and Gravel Company, Jeffrey Sand Company, Little Rock Harbor Service and Souter Construction Company, committed to notch at least 12 structures a year.

“We want to study a couple of the effects of the notching at sites on the right bank below Toad Suck Dam before we go any further,” AGFC Senior Fisheries Biologist Allen Carter said. “We want to make sure what we’re doing is actually improving the spawning habitat. We have already compiled data on what the fishery was like before we started. Now we want to evaluate what happens with the improvements in place.”

AGFC officials have said it will probably take about two years before enough information can be collected to give biologists a clear picture of the effects on the fish population. But with sufficient high water, the effects should at least be noticeable later this year.

“In some locations, the notches can also be beneficial to the navigation industry,” said Ron Carman, Arkansas River Navigation Study project manager for the Corps’ Little Rock District. “During periods of high flows, the areas behind the dikes and revetments can bleed off some

(See “Notching” on Page 12.)

Training essential to productive organization

“So what’s the story on all the additional training we are being required to do?” This seems to be one of the hot topics around the district lately.

Yes, we do have a lot of additional training that must be conducted in the near future. CorpsPath, Project Management Business Process and Environmental Operating Principles are the latest additions to the already mandatory training such as Consideration Of Others, Prevention Of Sexual Harassment and Subversion And Espionage Directed Against U.S. Army. Let me expound a bit on a few of these new requirements and their importance.

CorpsPath is an initiative that will help us better understand our Army Corps of Engineers roots, and to help us become a better agency. It is divided into two major parts. The first part looks at where we have been, where we are and where we are going. The second part looks at how we plan to get there.

I think as you get this training, you will enjoy learning about our heritage, which is actually older than our country. You will see how we evolved from fortifications at Bunker Hill, to taming the Mississippi, to the many functions we do today. You may be amazed at the myriad of missions we are involved in today. Our future looks bright as we develop new opportunities to make our United States an even better place to live and work.

As you continue with the training, you will be asked to keep notes to discuss in a group later. These should include introspective questions, such as what you might gain from increasing self-knowledge, identifying your goals, roles and actions and what your natural method of interacting with people is. Later you will be given the opportunity to discuss your answers with your co-workers to see how your answers compare. I believe this is one of the strong points of the training. You will gain a better understanding of yourself and those you work with each day. This is designed to promote better teamwork and increase job satisfaction.

PMBP is another training topic we will be spending a significant amount of time on between now and December. This is a process that helps us pair the right personnel with the right job. Also it will aid in communication so the project is done correctly the first time. The first two modules of this training are scheduled for release soon, and training will begin as soon as possible. You can expect to spend between 15 and 47 hours on this training between now and December, depending upon your position. This training is important, as it will get us to our next level of performance.

EOP is another new training. It is much shorter than the previous two, and all district employees should be trained by

From where I sit

by Col. Benjamin Butler
District Engineer



Earth Day, April 22.

The EOP consists of seven principles that give us guidance on how our jobs should interact with environmental concerns. The goal is to ensure each employee is knowledgeable about how we plan to address the environment as we do our jobs each day. These principles apply to everyone, whether we are determining what type of batteries to buy, what vehicle to drive or how projects should be done. The gist of it is that the environment should not dictate actions to us, but rather we should consider the effects of our actions on the environment. We should try to achieve balance and synergy between the environment and economics, so the outcome is better for both.

I realize I am asking you to do a lot of unplanned-for training in the near future, but I ask that you truly apply yourself to get the most out of it. These are not just check-the-block exercises, but things that will help you become a better employee, so our organization is better able to serve our great nation.

Other News

In other news, **Brigadier General Melcher** has been designated to head the Program Analysis and Evaluation section at the Pentagon early this summer. There is no word yet on who may replace him.

I congratulate **Russellville Project Office** and **Benny Rorie** for their selection as Southwest Division Project of the Year and Employee of the Year, respectively. They will now compete at USACE.

We also have a new district coin, which **Toby Isbell** of Visual Information designed. It is very nice and I hope you will want to earn one.

I also appreciate everyone who continues to support the CRA fundraisers so our Engineer Day can be a great success again.



Front of new district coin

LRDispatch



U.S. Army Corps
of Engineers
Little Rock District

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News Briefs

Pentagon victim's fund reaches donation limit

by **Bill Roberts**
Army News Service

The Pentagon Victim's Fund, administered by Army Emergency Relief, has received \$4.4 million and is no longer accepting donations.

"We set up the fund with two missions: to meet the emergency financial needs of the families of those who died in the attack and to set up a scholarship program for the 35 children of the victims," said Gregory W. Mason, deputy director for finance and treasurer, Army Emergency Relief.

"We have received pledges and donations totaling \$4.4 million, which is adequate funding to meet both of these missions and we had to be honest with the donors to be sure their money went to meet the needs of the families," Mason said.

One of the larger donations to the Pentagon Victims' Fund came from Lockheed Martin Corp. Secretary of the Army Thomas E. White received a \$500,000 check from Dr. Vance Coffman,

CEO of Lockheed Martin in late January. The money was donated by Lockheed Martin employees from around the world and by the corporation.

Army chaplains around the world had also been collecting donations for the victims and donated \$177,000 to the fund in November. The donations came from chapels around the Army with \$100,000 specifically coming from chapels in U.S. Army Europe.

"The amount of the donations isn't the biggest factor; the smaller ones from people around the country are just as important as the large corporations," said Mason.

"Some of the letters we received with the donations were amazing. One little girl sent us her allowances that she had been saving and money she made from a lemonade stand," Mason said.

"We have never seen this level of generosity before in any fund drive. The outpouring of gifts and support has been absolutely overwhelming," said Mason.

Scam targets retired military employees

by **Staff Sgt. Marcia Triggs**
Army News Service

A recent e-mail about a retiree who had his identity stolen after filing separation papers from the military at a county courthouse is no urban legend, according to Transition Center officials.

Soldiers separating from the military are now being advised to ignore the old recommendation to file their Department of Defense Form 214 (Military Discharge)

with their local county courthouse. Instead, transition counselors are advising soldiers to safeguard their personal information to guard against credit fraud, said Deborah Snider, Transition Center personnel analyst at the U.S. Total Army Personnel Command.

Between 600,000 to 700,000 cases of identity theft were reported by the Federal Trade Commission in 2000. Identity theft is the fastest growing crime today, according to the FTC, and many victims don't find out that their personal information has been stolen until they are trying to buy a house or get a loan.

To help guard against identity theft the Transition Center is no longer placing Social Security numbers on discharge and retirement certificates, Snider said. Anything that might be hung for display will not have a soldier's Social Security number on it.

When soldiers separate from active duty, Snider said the most vital document is the DD 214. It contains their Social Security number and birth date. In the past, soldiers were advised to file the form with their local courthouse to ensure they would always be able to get a certified copy, which is needed to receive Veterans Administration benefits.

Once the DD 214 is filed at a local county courthouse, however, it becomes a public record. Some courthouses have even put this information online.

"Our recommendation is to safeguard the form as you would any vital papers such as a will, marriage license or insurance papers," Snider said. "A safe deposit box would be a good investment."

Bearden retiring as long-time icon

Clearwater Lake is losing one of its long-time icons, Park Ranger Gene Bearden. He spent more than 32 years in federal service, and retired on March 28.

As a young man, Bearden joined the United States Marine Corps. Later, Bearden returned home to Piedmont, Mo. and obtained a job with the U.S. Army Corps of Engineers at Clearwater Lake.

Bearden's work at Clearwater has

changed over the years. Starting as a maintenance worker, Bearden has worked as a dam operator, maintenance foreman, construction inspector and park ranger, his most recent position.

As a park ranger, Bearden has been primarily in charge of resource management.

Bearden will be spending most of his retirement time with his wife, Marilyn, and granddaughter, Ashley.

Tell us what you think

Editor's note: The LRDispatch staff welcomes your opinions. Letters must be signed. If you choose to have your name withheld from publication, we will honor that request.

Comments and Family News submissions must be received by April 15 for publication in the next issue. Send your comments to laurie.driver@usace.army.mil or mail them to the Public Affairs Office at P.O. Box 867, Little Rock, AR 72203-0867. We reserve the right to refuse publication of any letter that is deemed libelous.

Remember to keep the criticism constructive and the questions coming.

Family news

Births

Caleb Bo Roark was born Feb. 25. Caleb is the son of Tana and **Chris Roark**. Chris is chief ranger at Greers Ferry Project Office.

Congratulations

Michael Dowell, outdoor recreation planner in Natural Resources Management Section, was recently inducted into the Maumelle Chapter of Arkansas Ducks Unlimited Hall of Fame.

Marceia Hopkins was a member of the Wichita Heights Lady Falcons class 6A Kansas state high school basketball championship team. Marceia is the daughter of Realty Assistant **Janet Hale**.

Chanda Higgins, daughter of Montgomery Point Civil Engineering Technician **Sandy Higgins**, was selected to represent Gillett High School in the Hugh O'Brian Youth Leadership Conference this summer at the University of Arkansas at Fayetteville.

Rachel Smith, daughter of **Bobbie Mooney** of Project Management, was accepted into the Golden Key International Honor Society. Smith is a senior biology student at the University of Arkansas at Little Rock.

Jim Sandberg was selected to the SWD Emerging Leaders Program and attended the Emerging Leaders Conference March 11-14 in Dallas. Sandberg is the acting lake manager at Table Rock Lake.

John Young, operations manager at Nimrod-Blue Mountain project office, was elected as secretary/treasurer of the Arkansas School Boards Association.

Deaths

Mike Black's mother-in-law died Feb. 19. Mike is an engineer in Hydraulics.

Tom Desalvo's father-in-law died March 12. Tom is a facility maintenance inspector at Toad Suck Project Office.

Mike Hendricks's mother-in-law died Feb. 25. Mike is the chief of Reservoir Control Branch.

Bob Wenger's father, Terrence Wenger, died March 12. Bob is a facility maintenance inspector at Dardanelle Field Office.

New Faces

Jeffery L. Byerly joined the district as a maintenance worker in Navigation Branch, River Maintenance Section, Pine Bluff Project Office.

Kyle Green joined the district as a regulatory specialist in Regulatory Branch.

Ruth Ann Millsaps joined the district as the new Student Career Experience Program Trainee at the Russellville Project Office.

Joseph Parish joined the district as a lock and dam operator at Norrell Lock and Dam.

Wesley E. Sparks joined the district as a forester at Pine Bluff Project Office.

Billy L. Rowe joined the district as a maintenance worker in Navigation Branch, River Maintenance Section, Pine Bluff Project Office.

Leslie Falgout joined the district as an intern with Engineering and Construction Division in Hydraulics and Technical Services Branch.

Promotions

Patricia Anslow was recently selected as environmental section chief, Planning Branch, Planning Environmental and Regulatory Division.

Bob Harris was recently named the new navigation branch chief at Pine Bluff Project Office.

Rosalie Colley was selected to be the Ozark Powerhouse Superintendent.

Speaker's Bureau

Mike Biggs, study manager in Programs and Project Management Division, made a bridge kit presentation to 25 students in Ms. Cash's 1st grade class and Ms. Wiseman's 4th grade class at Nelson-Wilkes-Herron Elementary School on Feb. 28.

Beaver Lake Park Ranger **Alan Bland** presented a program on water safety, snakes and spiders to 200 students and parents at Reagan Elementary in Rogers on March 9.

Lake Dardanelle Park Ranger **John Bridgeman** worked in a booth at Arkansas Tech University's water safety fair March 13.

Royce Colley gave a PowerPoint presentation to 50 people at the March 7 meeting of the Clarksville Rotary Club on the mission and people of the Russellville Project Office. Colley is the assistant operations manager and chief of the Navigation Branch for the Russellville Project Office.

Lake Dardanelle Co-op Park Ranger **Ruth Millsaps** presented a water safety program to 105 students at Center Valley's 3rd grade classes on March 15.

Lake Dardanelle Park Ranger **Allison Smedley** presented a water safety program to 68 students at Oakland Heights' 3rd grade classes in Russellville on March 14.

Tim Tripp, civil engineer in Construction Management Section, made a bridge kit presentation to 22 first-grade students at Cabot Elementary School on Feb. 22.

The **Dardanelle Project Office ranger staff** held a boating education course for 40 Arkansas Tech University students.

Marilyn Jones, acting operations manager, held a program about Beaver Lake programs and issues for 22 members of the Breakfast Kiwanis Club in Rogers.

Know your customer**Initiative allows housing installations to become privatized****by Joe Burlas**

Army News Service

Eight more Army installations will soon begin the process of privatizing their family housing under the Residential Communities Initiative.

Those installations are: Fort Hamilton, N.Y.; Forts Belvoir, Monroe, Eustis and Story, Va.; Fort Detrick, Md.; Picatinny Arsenal, N.J.; and Walter Reed Army Medical Center, Washington, D.C., announced Geoffrey Prosch, principal deputy to the assistant secretary of the Army for Installations and Environment, during an recent forum in Baltimore.

"Privatization of Army family housing is an essential element in solving our significant family housing problem," Prosch said. "In addition to the Army's four successful RCI pilot projects at Forts Carson (Colo.), Hood (Texas), Lewis (Wash.) and Meade (Md.), 23 additional projects in the United States are planned between 2002 and 2005. This will result in the privatization of (more than) 71,000 family housing units."

There are two main Army family housing problems today— not enough consistent funding to renovate and maintain thousands of aging quarters and too many long waiting lists of soldiers wanting to live on post, according to Maj. Gen. Robert Van Antwerp, assistant chief of staff for Installation Management.

Current Army estimates show the housing revitalization

backlog at about \$6 billion with about 70 percent of all Army housing needing renovation or replacement.

"Take a look at Fort Lewis where the average age of a set of quarters is 42 years old," Van Antwerp said. "Then take into account an (Army-wide) annual housing budget for new construction, renovation and maintenance that varies by hundreds of millions of dollars from year to year. RCI will help the Army get out of the housing management business while providing quality quarters to our soldiers and their families."

Originating from the 1996 Defense Authorization Bill, RCI allows the services to partner with the private sector to improve military housing by jointly developing plans to provide housing and service facilities such as pools, parks and playgrounds.

In most cases, an installation's family housing will be conveyed to a developer with a long-term land lease in return for an agreement to renovate/replace existing quarters and build new units as needed. The developer will also be responsible for operating and maintaining the housing units for the term of the lease. The developer's return on investment will be the soldier tenants' Basic Housing Allowance and a high occupancy rate.

"One of the most attractive features of this initiative for developers is that it brings in a constant revenue stream they can count on," said Ted Lipham, the Army's RCI program director. "Look at the private sector residential community where occupancy rates are cyclic. Another thing they can count on is the BAH rate escalating as time goes by."

Display remembers Byrns' service as beloved ranger, friend

Members of the Dardanelle Field Office staff created a display board to honor the memory of Park Ranger Belinda Byrns.

Byrns died Sept. 18 of congenital heart failure.

Park Ranger Allison Smedley said the board was created to honor Byrns' life as a park ranger and the role she played in districtwide water safety awareness campaigns. It includes some of the awards she garnered during her career with Little Rock District.

"It displays her Achievement Medal for Civilian Service and all of her Interpreter of the Year Awards," Smedley said.

The board will be on permanent display in the Arkansas River Visitor Center, located at the Russellville Project Office, until the staff presents the memorial to Byrns' 5-year-old daughter, Coral, when she is older.

Teamwork, coordination puts Table Rock a

by Jennifer Wilson
LRDispatch staff

The fact that work is ahead of schedule on the second-largest civil works construction project in Little Rock District is impressive. But it's remarkable when you know that construction of the \$60 million auxiliary spillway is taking place just outside of the biggest tourist destination in the region.

Mike Marlow, project manager for the Table Rock auxiliary spillway, said the Corps has been very fortunate to have three good contractors.

"Our phase one contractor finished ahead of schedule," Marlow said. "This allowed our phase two contractor to mobilize to the site early. They are now ahead of schedule as well."

Marlow said this allows for the opportunity to finish the project early.

Lee Bass, chief of Programs and Project Management Division, said the project's two previous project managers, Chuck Stein and Tony Batey, as well as the great team at the Table Rock

construction office, made it possible for the spillway project to run ahead of schedule.

"We've been very fortunate to have three good project managers," Bass said. "It began with Stein, who brought his experience in planning into the thought process."

"When it was transferred to Batey, he became an integral part of the project design team," he said.

Bass said Marlow's experience in the cost estimate part of the project made him a natural to be the next to assume the duties of project manager.

"The transition has been easy and construction is ahead of schedule," Bass said. "It's due in large part to the quality of the project delivery team."

The Corps' Little Rock District is building the additional gated spillway adjacent to Table Rock Dam, on the outskirts of Branson, because it was the most cost-effective way to protect the dam during a catastrophic flood.

Studies indicated that a catastrophic flood would overtop the dam by more

than five feet and breach the dam's earthen embankment, causing major losses in downstream areas, including Branson. The solution was to build the auxiliary spillway.

The new spillway will only be used during extreme flood emergencies.

"From the start, this project has really been hassle-free," said Jim Webb, office engineer for the Table Rock Dam Safety Resident Office. Webb has been at the office since the project started. "I believe this it has gone so well because we've had quality contractors and because of the teamwork between the Corps and our contractors."

Staged construction

"This project has been really thought out well," said Dan Clemans, area engineer for the Central Arkansas Area Office. "The phases not only match the funding, but each phase also requires a different level of public coordination. By phasing the project, we have help to minimize its impact to the surrounding businesses."

Phase one was completed in September 2000 by Kiewit Western Co. of Omaha, Neb. It included excavation of the site and the downstream exit channel and construction of part of the new earthen embankment.

"The real challenge came right off the bat in phase one," Clemans said. "We had to coordinate our blasting plans with all the local businesses and Missouri Department of Transportation. To do the blasting, we had to momentarily delay traffic on the one road that goes over the dam. It went well, but it was due to the work of our contractors and the local Corps folks."

Kiewit was recognized by the Corps for the quality of its work and the fact that the contract was finished ahead of schedule, below cost and without accidents or claims.

The second phase of the project, which is underway, involves constructing the major structural elements including the spillway, gates and a bridge over the structure. Later this year, Highway 165 will be rerouted across the spillway, and the old



Motorists on Highway 165 can begin to recognize the tainter gate piers that will make up the main part of the spillway.

Auxiliary spillway project ahead of schedule

embankment will be excavated to make the entrance channel for the new spillway.

"So far, work in this phase hasn't had as much of an impact on the public," Clemans said. "Most of the work being done is downstream of the highway. But when we reroute the highway and start blasting for the entrance channel, it will take more public coordination to get the work done."

The structure is beginning to take shape. People driving along Highway 165 can recognize the piers that make up the tainter gate bays. Two of the piers are complete, and one will be complete when the next placement of concrete is made.

"The contractor is ahead of schedule," said Jon Wedgeworth, chief of Quality Assurance. "Workers have placed 90 percent of the mass concrete, and that should be finished in the next 30 days. They are still placing concrete on the piers and are about halfway through placing the left and right embankment for the roadway."

While this phase has also gone smoothly, it's not without challenges.

"Working at high elevations placing the concrete that makes up the piers is always extremely hazardous," said Tom Tadpole, Quality Assurance engineer for the phase two work.

"It's also a challenge to keep up with all the various work tasks that are going on during this phase. We are doing everything from rebar and concrete placement to earthwork and welding to constructing the tainter gates," Tadpole said.

The second-phase contract was awarded as a best-value contract to Granite Construction Company of Watsonville, Calif.

"We knew this phase was going to involve a lot of coordination with the public, this would be a high-visibility project, and it involves dam safety," Clemans said. "We chose to go with best-value contracting because the contractor's expertise for this phase of work was more important than his cost. Best value gave us flexibility to meet our needs."

Blasting for a beach

The last phase of construction, which also is going on now, involves the construction of a new Moonshine Beach Park. The day use park had to be relocated to make way for the auxiliary spillway entrance channel.

"So now we are actually having to coordinate the efforts of two contractors on two major contracts at the same time," said Tom Minyard, resident engineer on the project.

Moonshine Beach is being relocated to a spot that's just upstream from the previous location, but before construction can even begin, the area has to be excavated. Again, the only way to clear and excavate the land was by blasting.

"The site sits off the road enough that the blasting doesn't normally affect the traffic," Clemans said. But the area being cleared is just below Chateau on the Lake, one of the newest hotels on the lake and a popular conference center.

But so far, the effect of the blasting on the high-rise hotel seems to be minimal.

"To date, all seismic readings taken in the area of the hotel and auxiliary spillway have been acceptable," said Jeff Scukanec, Quality Assurance representative on phase three. "It's actually above where we are blasting. Also, the fact that we can direct the brunt of the blast toward the lake cuts down on its impact to the hotel and the roadway."

While phase three of the project started after phase two, it will finish first.

"The goal throughout this project is to never have a recreation season without a beach," Minyard said. "Moonshine Beach was open through all of the phase one work and a portion of phase two work until mid-September. Then it was closed for the winter. It will be reopened in the new location in time for this recreation season."

Challenges ahead

While work on the project has gone

smoothly to date, there are still two big challenges ahead.

"I think the first challenge we are going to face is constructing the roadway over the spillway and rerouting the traffic," Clemans said.

The road is a heavily traveled route between Branson and some of the tourist attractions across the dam like the Dewey Short Visitor's Center and the Showboat Branson Belle.

"We're actually going to have to be paving the approach roads for the bridge while traffic is still going over the main road. It's going to take a lot of coordination with MODOT to pull it off."

The next challenge involves excavating the entrance channel for the spillway, which will happen after the road is relocated.



Blasting has started at the new site for Moonshine Beach Park. Blasts are usually done at the end of the day. During the day, rock is hauled and charges are set.

"This will be the first large-scale underwater blasting that we've done," Wedgeworth said. Not only will traffic be momentarily delayed while the blasting is done, but other issues, such as underwater shockwaves and water turbidity have to be considered.

"We are planning for all the contingencies, but we don't really know what to expect until that part of the work starts."

The entire auxiliary spillway project is scheduled to be complete in summer of 2004.

Arnold wins big on national bass fishing tour

by **Jamie Oliver**
LRDispatch staff

Few people have the opportunity to combine their love of a sport with a competitive spirit and the opportunity to make money, but Leroy Arnold has.

Arnold, chief of the district's Geotechnical and Civil Section, joined the Wal-Mart FLW Professional Bass Tournament this year and has been fishing lakes across the south, including several Corps lakes. The FLW Tour is named for Forrest L. Woods, the founder of Ranger Boats, the major corporate sponsor of the tour.



Leroy Arnold holds the 7-pound, 14-ounce largemouth that won him the Big Bass award in the Co-angler Division during one of the FLW Tour tournament stops at Lake Okeechobee in January.

Photo by Gary Mortenson, courtesy of www.flwoutdoors.com

"In Arkansas, most everyone grows up fishing," Arnold said. It was only about 10 years ago that he started fishing in tournaments. Now he has more than 150 tournaments under his belt.

Joining the tour was easy.

"I simply signed up and paid my entry fees," Arnold said. "However, since there is a large demand to get into the tournaments versus very few slots, your chances increase if you sign up for every tournament, which I did."

The tour is divided into two categories, professional and co-angler. Arnold fishes the co-angler category, which means he gets paired up with a

professional fisherman for every tournament. Each pays their own entry fees, then they share the expenses of gas and the boat for the day.

Typically, entry fees for local tour circuits cost between \$75 and \$100. However, entry fees on FLW Tour stops are around \$400. Arnold said the fees on the pro side can go as high as \$1,800.

Arnold decided to join the FLW tour for several different reasons.

"It has an exhilaration, an excitement about it," Arnold said, noting that the start and end of a tournament is full of every kind of emotion imaginable.

"It's sunrise, and you have people

fired up discussing where they're going. Then you take off," Arnold said. "At the weigh-in at the end of the day, you get the peak of emotions and get caught up in it. It's a very rewarding experience."

Another of Arnold's favorite aspects of the tour is the chance to see how other Corps lakes outside Little Rock District are

operated. In January, the tour stopped at Lake Okeechobee, a Corps lake in Jacksonville District.

"With this, you get out on all different kinds of water," Arnold said.

"Okeechobee is really a retention pond for flood water on the Kississimee River with gradual releases and a 25 to 30 foot earth embankment around it.

"Keeping track of those embankments is what I do (for the Corps), so I ended up driving to the levee. They really do a good job maintaining the levee."

Fishing is a sport that is solely dependant on the environment. Arnold said that when one fisherman does not

take care of the water he's on, it affects the fish and anyone else who might try to fish that lake later.

"With proper care, you can catch and release the fish," Arnold said. "All things that affect that fish turns right around and affects humans."

Another factor that drew Arnold to the tour this year is that two of the seven tour stops are in Arkansas at Beaver Lake and Lake Ouachita, with the rest of the stops at lakes that are within easy driving distance.

"This year's championship will be held in Shreveport on Cross Lake," Arnold said. "This is the cheapest I'll ever be able to do this."

Last of all, Arnold also gets paid for doing something that he loves.

Arnold has \$2,862 in career earnings to date, \$900 of which he has won in tournaments in 2002. While at Okeechobee, Arnold netted the Big Bass Award for reeling in a 7-pound, 14-ounce largemouth bass.

The FLW Tour awarded more than \$4.4 million in prize money during the seven events in 2000. The top prize money in the tournament series surpasses other major sporting events such as the NASCAR Winston Cup 500, the PGA Tour and the ATP Swiss Open.

According to Arnold, fishing is not so much about luck as it is about knowledge.

"You have to have an infinite amount of knowledge about weather, how that affects the fish and how that will play into catching the fish," Arnold said. "When they don't bite, you have to change your techniques. It's like putting together a jigsaw puzzle everyday before you go out there."

You can fish Beaver Lake and several other stops on the Wal-Mart FLW Tour Professional Bass Tournament CD-ROM game for your personal computer.

The 2000 edition, rated "E" for everyone, is available for the retail price of \$10.94 at GameZone.com.

Employee motivation key to successful managers

I was inspired to join PPEP after being a mentor to one of the members of the 2001 Leadership Development Program. As a mentor, I was aware of the activities of that team, the camaraderie and the lasting friendships. I decided this was an experience I would like to take part in.

After I applied and was chosen I thought, "Oh my goodness, what have I gotten myself into?" Though the past three months have been very busy, I don't regret one minute of it.

PPEP has given me an opportunity to find out more about the management aspect of the organization. This part of the program is important to me because many businesses today are so massive that many workers lose all sense of contact with their employers. Well-trained managers with the knowledge of how to empower people are the connection between workers and employers.

PPEP has allowed me to understand managers better, and has sparked my interest in organizations and their management.

I have read several management books because of this. One book I enjoyed reading was "ZAPP! The Power of Empowerment," by William Bynam and Jeff Cox. It is a very interesting book written in the style of a fable.

The story is about how a manager empowered her people by motivating them to take ownership of their jobs so they would take personal interest in improving the performance of the organization. It is a simple book with a powerful message.

As I read it, I could visualize supervisor Lucy Storm with bolts of lightning ZAPPING between her and her employees. ZAPP was described as a force that energized and empowered

people. It maintained their self-esteem. Lucy listened to her people and responded with empathy and offered help without taking responsibility.

Joe Mode, another supervisor, was guilty of over-controlling his people and SAPPING their energy instead of ZAPPING them. Lucy's technique was taught to all of the company supervisors. The result was a company of satisfied, empowered employees with improved productivity and quality products.

As I look around our organization, I can see managers that are ZAPPING their employees with that empowered energy.

I believe you can get more from employees if you do not drain them of their energy and vitality. Managers should treat their employees the way they want to be treated and not try to make carbon copies of themselves. Good managers get big results from people.

Managers also should be successful in their personal life. In order to be highly effective people as defined in Steven R. Covey's book, managers should:

- Be proactive – As they are responsible for their own life and the lives of others.
- Begin with the end in mind – Start with a clear understanding of their destination.
- Put first things first – The ability to make decisions and choices and to act in accordance with them.
- Think win/win – Win/win is a frame of mind and heart that constantly seeks mutual benefit in all human interactions.
- Seek first to understand, then to be understood – This principle is the key to effective interpersonal communication.
- Synergize – Synergy is the essence of principle-centered leadership. It catalyzes, unifies, and unleashes the greatest powers within people.
- Sharpen the saw - Expressing and exercising all four dimensions of our nature (physical, mental, spiritual and social/emotional) regularly and consistently in wise and balanced ways.

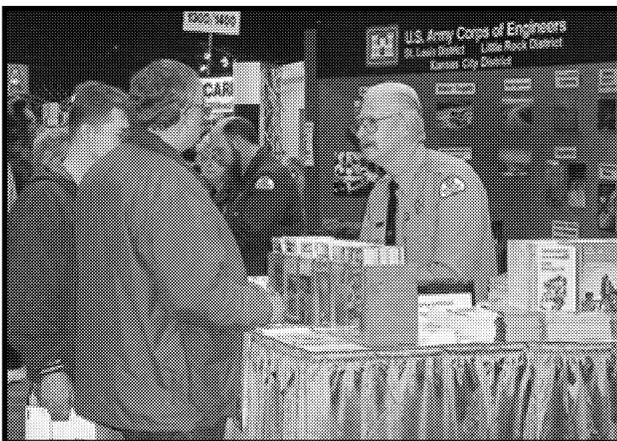
Some of us will become effective managers and some will not. All of us have the potential if we define our goals as believable or achievable.

We must create our vision, believe in it and channel all our energy toward it. We can only gain from the experience.



PPEP 2002
High Performance Leadership
by Helen McCullough

Corps teamwork



Ken Lucious and Chuck Crocker, Sr., park rangers from St. Louis and Kansas City districts, talk with people visiting the Corps booth at the St. Louis Boat Show held Feb. 12-17. Park rangers from 11 project offices in Little Rock, St. Louis and Kansas City districts teamed up to hand out water safety and recreation information to more than 5,000 people throughout the week.

Low interest rates extended to June 2002

The Engineers Federal Credit Union has extended its new car loan rate of 4.4% until June 1, 2002. This rate is also available for loans for certain slightly used autos. There's also a used car loan rate of 5.9% available.

For more information, call 324-5538.

Healthy safety attitudes help reduce mishaps

The district has experienced four government employee accidents in the past six months. Worker compensation costs are rising. Accidents cost money and must be paid for directly from our budget. This cost is not like the cost of materials, equipment or wages. It is a total loss, to say nothing of the loss and suffering of the injured employee.

However, this doesn't mean you have to take safety shortcuts. Statistics indicate that accident prevention and high production go hand-in-hand. An accident-free business is a profitable business.

When we buy a home, car or any large item, we weigh the advantages and disadvantages before investing our money. The same is true of investing time and effort in personal safety, with one exception. You may decide to forego the expense of a new vehicle, but you cannot afford to forego your "safety investment."

A good safety attitude toward laws, rules and housekeeping



practices is the best way to protect you and your fellow employees from accidents. People with careless attitudes about safety blame accidents on the "law of averages." However, accidents don't just happen; they are caused. Most accidents happen as a result of an unsafe condition, a poor attitude or both.

Employees with poor safety attitudes show little regard or respect for themselves and others. Traffic accident research shows that a careless driving attitude can

cause unsafe acts, which are involved in most accidents. The same is true in your job.

Those who take chances, like leaving a file cabinet drawer open, trying to repair a machine while it is running or removing a machine guard to make the work faster are showing a poor safety attitude. You can never be smart or quick enough to beat the odds. We are all required to follow standard operation procedures in our jobs, but your best defense against injury is a

(See "Safety" on Page 11.)

Excel printing features improve document layout

One of the frequent questions we get at the Help Desk is about Excel printing problems. Here are some useful Excel printing tips:

Q. How do I make my spreadsheet print on one page?

A. You have several options available on the Page Setup menu. You may be able to change the page orientation from portrait to landscape to allow more cells to fit on the page. Adjusting the margins also may help.

By using a technique called scaling, you can keep your spreadsheet printout on one page or reduce the number of pages. To change the scale, select *Page Setup* from the *File* menu. Then select the *Adjust to:* option and use the spin box arrows to increase or decrease the percentage of the original size.

You also may type in a percentage. For example, if you select 75 percent, you will get 25 percent more of the spreadsheet on the printed page.

The other scaling technique is the *Fit to:* option. You choose how many pages wide and tall you want your printout to be and Excel will automatically calculate the scale for you. Use *print preview* to see how the spreadsheet will look when printed.

Q. How can I print the date, page numbers and file names automatically?

A. Use the *headers and footers tab* on the *Page Setup* menu. Use the drop down lists to choose the style you want. Examples include *page number*, *file name*, and *file name with page number*. You also can create custom headers and footers.



By Lissa Simpson
Customer Assistance
& Applications Section

Columns to repeat at left, and then enter the columns that contain the row labels.

Q. How do I make my column headings and row labels print on every page?

A. On the *File* menu, click *Page Setup*, and then click the *Sheet* tab. To repeat column labels on every page, click *Rows* to repeat at the top, and then enter the rows that contain the column labels. To repeat row labels on each page, click

Q. How do I keep my column headings from printing twice?

A. You have *Row* set to repeat at the top of each page. Don't include the column headings when you choose your print area.

Q. Can I adjust my page breaks?

A. You can *Page Break Preview* on the *View* menu to see how your spreadsheet breaks into pages. Page breaks will appear as horizontal and vertical blue lines. Automatic page breaks will appear as dotted blue lines; manual page breaks appear as solid blue lines. Simply place your pointer on the blue line and when the pointer turns into a two-headed arrow, click and drag to adjust the break up or down or side to side.

If you need assistance with Excel or any Office product, please contact the IMO Help Desk at 324-6824 or 1-877-885-6675.

Online library catalog makes searches easier

Now employees can easily access the Little Rock District library catalog and see if the item needed is available. They can reserve checkout items for notification when returned. With an ID, employees can check their records to see what materials are checked out to them. The catalog can be accessed through the library web page <http://www.swl.usace.army.mil/library/index.html> by clicking on the icon for Library Catalogs. The SWL catalog located at <https://swlweb01/amlweb/webquery.dll> is on our intranet and can only be accessed with a government computer. You will not be able to access the site from your computer at home unless you have a laptop. Although you can access the website from your desktop, the library has added a public access terminal at the circulation desk for patrons to do searches in the library.

The new system will allow you to print out titles alphabetically or in call number order which will make locating materials orderly and easy.

Under the heading Other Corps Library Materials, CELIO (Corps of Engineers Library Information Online) <http://lepac1.brodart.com/search/um/> continues to offer the searcher access to the holdings of all USACE libraries. Material searches may be limited to site or to type of material, such as video or audiocassettes.

FEND Almanacs Now Available

The "Federal Employees Almanac 2002" (JK671 .F385 2002) has arrived. This popular title provides extensive information on all aspects of federal employment.

Topics include pay, leave, insurance, retirement, travel, taxes, employment practices and more. The TRC maintains a copy in Reference for use in the library and two circulating copies.

Electronic Magazines

The library will be adding more electronic magazines to the web site in the near future. In a section called Reading Room, these titles will link to "cyber" journals. Some journals are now

Safety

(Continued from Page 10.)
sound safety attitude.

One way to build a good safety attitude is to learn your job well. Know the hazards and necessary safeguards. If you fully understand your work, you will have a better understanding of the importance of safe work practices as well as a great safety attitude.

Another indication of a good safety attitude is to set an example for others. This may sound too simple to work, but safe attitudes can be contagious.

If you are working alone and run into a problem you cannot handle safely on your own, tell your supervisor immediately. Let



published only in electronic format and this may be an adjustment for some employees.

Many journals now provide free access to electronic issues when the library subscribes to the print subscription.

More on Full-text Electronic Journals

Last month the column focused on the collection of journals available through AKO (Army Knowledge Online). Other options for full-text journals exist through the public libraries in the state. The Arkansas State Library has provided funding for EBSCO Host, a collection of full-text electronic periodicals, to public libraries in the state.

Library card holders can access the product by entering their library card number. Central Arkansas Libraries System for Pulaski County and Laman Library of North Little Rock both provide this service. These products have search engines that query the entire collection or can be limited to a specific title. You must have a library card to access the sites.

Fireline Manuals

The TRC has added copies of the "Fireline Manual" (SD 421.3 .N92 1998) to the collection. A publication of the National Wildfire Coordinating Group, the volume provides extensive coverage of the issues and logistics for fighting small and large fires. Appendices address general operational guides and fire behavior.

Hot Web Site of the Month

www.commoncold.org

Find information on the prevention, treatment and understanding of the common cold.

them correct the situation. If you are unable to locate your supervisor and attempt to complete the task anyway, you may be putting your personal safety at risk.

Another key to working and being safe is communication. Talk openly to your supervisors and co-workers. Tell them what safety items you are concerned about, recent hazards you have seen or suggestions you think would increase safety in the workplace. Supervisors are always looking for a better way of doing business. Also, if you see an unsafe condition or behavior, immediately report it to your supervisor. Work together as a team and watch out for each other. When your personal safety is on the line, ask before proceeding.

Notching

(Continued from Page 1.)

of the water, which may slow down the velocity and make portions of the river safer.”

In addition to notching the structures, AGFC fisheries biologists plan to jumpstart the fishery by collecting brood stock that will provide 500,000 largemouth bass fingerlings to be stocked in the Arkansas River this summer. This plus the regular fish stocking done through the Lake Dardanelle and Cummins Correctional Facility nursery ponds will make the largest stocking of largemouth bass in a single body of water in AGFC history.

Water level management also is part of the mix. In cooperation with AGFC, the Corps developed a pilot plan for Lake Dardanelle and Pool 2. The plan calls for maintaining constant water levels during spawning season, around April 1 through mid-June, as long as river flows allow. A stable water level will enhance the spawn. The plan was tested in 2001, and AGFC is evaluating its effectiveness. Depending on the results, the plan could be permanently implemented.

The habitat improvements began last summer as a spin off of the Corps’ Arkansas River Navigation Study, a basin-wide study of the McClellan-Kerr

Arkansas River Navigation System that is being conducted by the Corps’ Little Rock and Tulsa districts.

At several public meetings for the study, local fishermen and wildlife enthusiasts explained some of the changes they would like to see along the river. Corps and AGFC officials realized that some of their suggestions, like the notched structures, could be done now, while more involved projects might be done separately under a partnership agreement.

In 2000, the Corps, AGFC officials and local wildlife and fishing organizations traveled the river in Arkansas identifying areas that might be good places for notches. Corps and AGFC officials narrowed the list, prioritized the sites and began notching structures.

When the McClellan-Kerr Arkansas River Navigation System was completed in 1970, native and sport fish varieties thrived in the river. The 12 locks and dams in Arkansas provided large, stable



The AGFC used some of its equipment to notch dikes and revetments from the bank. In other instances the commission used a contractor.

pools of water, and areas behind and around the new structures provided habitat. During the life of the system, the structures have performed as designed, drawing silt out of the channel and depositing it around the structures. Notching these structures in strategic locations is intended to reopen these important man-made habitat areas.

For a complete listing of the notched structures and their locations, visit the Little Rock District’s homepage at www.swl.usace.army.mil and click on Arkansas River Navigation Study.

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