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LRDispatch

Corps hears comments on draft EIS

by **Jennifer Wilson**
LRDispatch staff

Little Rock District hosted a public workshop Dec. 4 to explain the Draft Environmental Impact Statement for the Greers Ferry Shoreline Management Plan and to hear to comments from the public about the draft report. About 100 people attended the meeting.

"I thought the meeting went very well," said Tricia Anslow, project manager for the EIS. "We explained the draft EIS, then we allowed three minutes for each person who wanted to speak to make a comment for the record. We had 20 people make comments, and in those comments, we heard from all sides of the issue."

The district is completing an EIS because Save Greers Ferry Lake Inc., a not-for-profit corporation, filed a lawsuit to block the Corps from implementing portions of the 2000 Shoreline Management Plan.

In May 2000, U.S. District Judge William R. Wilson issued a temporary injunction that ruled the Corps' Environmental Assessment did not support an overall finding of no significant impact that was used to develop the 2000 SMP. After the injunction, the

Corps withdrew the 2000 plan and reverted to the 1994 plan until the EIS could be complete.

"Shoreline Management Plans are used to balance private uses, primarily by adjacent landowners, of the public lands that surround the lake while maintaining environmental safeguards to protect the resource for future generations to enjoy," said Tommy Park, Greers Ferry Lake operations manager.

Private uses could include placing private boat docks along the shore, creating meandering paths from adjacent private land across public land to the lake or mowing firebreaks onto public land when the homes are near the government property line.

"A Shoreline Management Plan does not regulate activities on private land," Park said. "The government only imposes standards on government-owned land."

Since the Little Rock District began the EIS process, it has sought input from the public to determine and include their concerns about changes to the SMP. When the EIS scoping report was prepared earlier this year, three points were consistently identified by the public as important issues or concerns.

"Most respondents wanted to preserve the beauty and environmental quality of Greers Ferry Lake," Anslow said. "The second most important

issue was boat docks. There were varying opinions for the need to expand Limited Development Areas and allow rezoning for additional boat docks. We received comments from both sides of the issue.

"The third issue was mowing or vegetation modification. The majority who commended supported increasing vegetation modification limits."

Based on comments that were received through the scoping process, five alternatives were developed and are explained in the draft EIS. These alternatives

(See "EIS" on Page 3.)



Project Manager Tricia Anslow and District Engineer, Col. Benjamin Butler, listen to a concerned citizen during the Greers Ferry Draft EIS public workshop in December.

Colonel prepares personal, professional goals

A new year is upon us. It is a great time to take stock of where we are, where we have been and where we are going. Last year most likely turned out differently than what you were expecting 365 days ago. Unless you were better than most of us, the stock market is worse than you were expecting. You had no clue we would be at war with terrorists. You would not expect that George W. Bush, after having such a time getting elected, would enjoy approval ratings in the 85 percent plus range.

Other things were a little more predictable. You got a new D.E. last summer, as planned. You are still working at the same job you had last year, or maybe even a better job. Our budget is still not enough to cover all of the things we are expected to do.

Goals for the year

As we look to the new year, we need to examine what we can do to best prepare and execute plans, realizing that some initial assumptions will prove invalid later. We must plan how to utilize the limited amount of time we have to get the most from life, both personally and professionally.

For the professional part of your life, I have issued some new guidance about our district Operations Plan. This OPLAN was issued to your supervisor in late December. It is in an interactive CD-ROM format and has goals that I want our district to accomplish this coming year. It is now up to you and your fellow employees to define objectives that will support the district's goals.

Personally, each of you also should develop goals. You should have personal goals in your professional work, such as trying for a promotion, professional registration or just doing one part of your job better than it has ever been done before.

In addition to your professional life, your personal life also should have priorities. Make goals to spend more and better quality time with your family. Devote yourself to learning more about your religion. Allocate some of your energy to helping your community or even just your fellow worker who you might have overlooked.

As we go through the year, many things will arise that will test your ability to meet your original goals. Meet these challenges head on. Look at these issues as opportunities to excel. You will never know how good you really are until you are truly tested to the limit. You will often find that you are even better than you thought, and that you can handle much more than you originally thought. At least this is what I found out about myself when I was at Ranger School and lost 24 pounds during our 12-day patrol. (I gained about eight of it back during

From where I sit

by Col. Benjamin Butler
District Engineer



the first 24 hours out of the field) Do not be afraid to truly test yourself and see what you can really do.

My challenges to you

In addition to the goals and challenges above, I want to challenge you to some other things. This year, I challenge you to get to know your co-workers better. Pick one a month or one a week to eat lunch or go on coffee break with. Find out what their pet peeve is at the office, and what their favorite thing is about the office. Discover what they like to do outside of the office or if they have seen anything interesting lately. I think some of them will surprise you.

I challenge you to get to know your customers better. Some of you may think you don't have customers, but you do. Whoever you supply goods or services to are your customers. Your customer may be your boss or a co-worker who takes what you have done and does something else to it. Don't just dwell on what they want or need. Try to look at your operation through their eyes. Examine what you can do that will help them do their jobs.

I challenge you to get to know your religion better. Spend time with your religious leader, your sacred literature and your spiritual brethren. Make a collective effort to better perform what your religion requires. For me, this is the most important of my challenges, as I truly believe that the better I do this, the happier and better able I will be to meet the other challenges.

I challenge you to get to know your family better. Don't just spend time with them, but spend time that is meaningful. Talk with them. Don't just watch TV with them. Ask them questions about themselves. Tell them more about what truly makes you tick. Do activities they enjoy, not just the activities you enjoy.

Last, I challenge you to hold me to these challenges. I will accept these challenges and you may, from time to time, ask me

(See "From where I sit," on Page 3.)

LRDispatch



U.S. Army Corps
of Engineers
Little Rock District

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EIS

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represent a wide range of possible changes to the SMP from no action to major modifications.

"But there's one alternative, number 2, that is the preferred alternative," Anslow said. "Compared to the other alternatives, we feel this one maintains the environmental quality of the lake, installs safeguards for the future and addresses issues that have been brought up by the public."

The preferred alternative would allow some additional boat dock rezoning during this review, but it would close the door for future boat dock rezoning requests. It would increase mowing limits, but establish a buffer along the shoreline to protect water quality, provide wildlife corridors and improve aesthetics.

The alternative also abolishes restrictions on boats with sleeping quarters or marine sanitation devices, and the Corps would follow state law and Title 36 of the Federal Code of Regulations. It also would allow for limited improvements to be made to grandfathered docks.

"We presented a preferred alternative in the draft EIS because we are required to by the environmental laws and regulations governing EIS, but this is not a final decision," Anslow

said. "That's why we open the draft up for public comments. We want to make sure we are addressing all of the possible alternatives and looking at their impacts."

Public comments received during the comment period will be reviewed carefully, and they will be included and responded to in the final EIS. The final EIS will be ready for public review and comment in April. Then in June, the district will publish a record of decision that will explain the final SMP.

"We've really put a great deal of time and effort into preparing this draft EIS," Anslow said. "We have sought to make it technically correct by having it reviewed by an independent technical expert. Dr. Larry Canter, Professor Emeritus at the University of Oklahoma and an internationally recognized expert in environmental analysis, has reviewed and commented on the document."

"We believe we have produced a very solid document that thoroughly looks at the alternatives and their impacts," Anslow said. "But we want to make sure we haven't missed anything, that's why we welcome comments from the public."

For more information about the Greers Ferry EIS, visit the website at www.swl.usace.army.mil/projmgmt/greersferryeis.html.

From where I sit

(Continued from Page 2.)

how I am doing. I will not ask you to do things I am not willing to do.

A special note

Before I close this month, I want to congratulate **Chris Hicklin**, formerly of Planning, Environmental and Regulatory Division, who was selected to fill a developmental assignment as the chief of Construction Management Branch.

Also, we have several people who retired from the district in December and January. Our recent retirees include: **Lloyd E. Adams** of Bull Shoals and **Kneely Jones** of Table Rock; **Bob Pfeiffer** of PER; **Steve Robinson** of Regulatory Branch; **Fran Cook** and **Lucille Regan** of Real Estate Division; **Gene Harper** of Survey and Data Section; **Danny Roberts** of the Motor Vessel *Shorty Baird*; **Bill Clark** of the Russellville Project Office; **James Estep** of Ozark Lock and Dam; and **Joe Greaves** of the Central Arkansas Area Office.

I thank each and every one of them for the many years of dedicated and selfless service they have provided to the Little Rock District and to their nation.
Essayons

Col. Butler spreads holiday cheer



Dressed in camouflaged night shirt and hat with Pooh and Tigger slippers, Col. Butler read "The Night Before Christmas" to district employees during the CRA Christmas lunch Dec. 18.

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 must be received by Dec. 14 for publication in the next issue. Send your comments to jennifer.l.wilson@SWL02.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

Best Wishes

Dianne Batson of Operations Division has been selected as the operations manager at John H. Kerr Project in Wilmington District. She leaves Little Rock District this month.

Ron Helton, a writer/editor in Natural Resources Branch, deployed Dec. 8 with his Army Reserve Unit for an undisclosed period of time.

Births

Douglas L. Bentley III was born Oct. 6 to **Lt. Col. Douglas Bentley**,

former deputy district engineer, and his wife, Melissa.

Erik Johnson and his wife had a baby boy Dec. 9. Johnson is the student aide in Design Branch.

Congratulations

Chris Hicklin will become the chief of Construction Branch as part of a temporary promotion not to exceed two years. He is transferring from Planning Environmental and Regulatory Division.

Miles Johnson of the Russellville Project Office is on temporary assignment in the Safety Office until April.

Michael Cannon is on 120-day developmental assignment in Natural Resources Branch. Cannon is a park ranger at the Mountain Home Project Office.

District employees exceeded the Combined Federal Campaign goal of \$44,000 by nine percent.

Deaths

Marilyn Bratton's mother died Dec. 9. Bratton is a reality specialist in Real Estate Division.

Shirley Bruce's mother died Dec. 18. Bruce works in Contracting Division.

Larry Johnson's mother-in-law died Dec. 12. Johnson is a lockmaster at Dardanelle, Trimble and Ozark locks and dams.

Promotions

Sandy Higgins was promoted to a GS-11 civil engineering technician at Montgomery Point Lock and Dam in November.

New Faces

Laura Clift joins the district as a civil engineer in the Geotechnical-Civil Section. She previously worked for the Natural Resources Conservation Service's Lonoke office

Caleb Decker joins the district as a laborer at the Greers Ferry Project Office.

Maidie Erickson joins the district as a

civil engineering student trainee in the Construction Branch of the Table Rock Project Office.

Janet Hale joins the district as a realty assistant in the Real Estate Division's Acquisition Branch.

Dennis Stitz joins the district as a construction representative at the Pine Bluff Project Office.

Retiring

Lloyd E. Adams, electrician at the Bull Shoals power plant, retired Jan. 3 after 33 years of service.

Bill Clark, survey technician at Russellville Project Office, retired Jan. 3.

Fran Cook of Real Estate Division's Management and Disposal Branch retired Dec. 31 after 12 years of service.

James Estep, lock and dam operator at Ozark Lock and Dam, retired Jan. 3.

Joe Greaves, construction representative for the Central Arkansas Area Office, will be retiring on Jan. 30.

Gene Harper, land surveyor in Survey and Data Section of Hydraulics and Technical Services Branch, retired Jan. 2.

Kneely Jones, electrician at Table Rock power plant, retired Jan. 2 after 31 years of service with the Corps.

Robert Pfeiffer, economist in Planning Branch, retired Jan. 3.

Lucille Regan of Real Estate Division retired Dec. 14 after 20 years of service.

Danny Roberts, engineer mechanic on the Arkansas River Fleet from Russellville Project Office, retired Jan. 3.

Steve Robinson of Regulatory Branch retired Jan. 3 after 35 years of service with the Corps.

Speaker's Bureau

From Oct. 22-25, park rangers **Clint Moore** and **Greg Oller** hosted a water safety booth at Bass Pro Shop in Springfield, Mo. This was done in conjunction with other Corps offices in the Kansas City and Saint Louis districts. Moore and Oller also took their presentations to some of the local schools in the Springfield and Nixa areas

(See "Family" on Page 5.)

District ornaments



Four ornament designs were submitted by district employees in the Christmas ornament contest. Stacey Barnett and Cyndi Riley of Design Branch submitted the winning entry, an origami cube (top left). The ornament was sent to Washington D.C. to hang on the USACE Christmas tree along with ornaments from other districts and divisions. Other entries were submitted by Theresa Morris (top right) of the Executive Office, Debbie Moody of Information Management (bottom left) and Jessie Woodring (bottom right) of the mailroom.

News Briefs

Frequent flier legislation comes in for a landing

Federal employees can use frequent flier miles earned on government travel, under an amendment included in the fiscal 2002 Defense Authorization bill, which passed Dec. 13.

Sens. Joe Lieberman, D-Conn., and John Warner, R-Va., added the amendment, arguing that allowing federal workers to keep their frequent flier miles would help federal retention and recruitment efforts

The long-awaited employee benefit allows civil service, military and Foreign Service employees to use frequent flier miles obtained on government travel for personal use. The benefit is retroactive, allowing federal employees to use miles earned prior to the bill's enactment.

The measure was a hot-button topic this year. Two other bills, S. 1369 and H.R. 2456 were introduced this year offering the same benefit.

Previously, federal employees were not allowed to use their frequent flier miles because of the 1994 Federal Acquisition Streamlining Act (Public Law 103-355), which prohibited federal employees from accepting promotional items they received while traveling at government expense.

Details to be worked out

Congressional officials said that the change in frequent traveler policy would be retroactive, meaning that employees who have built up such credits in the past would be allowed to convert them to their personal use. However, details of such a transfer will have to be decided through rule making or an administrative decision, possibly by the General

Family

(Continued from Page 4.)

during this time.

Cheryl Jasper, project manager in Regulatory Branch, gave a presentation on Dec. 12 about the district's regulatory program to 60 people at the Little Rock Erosion Control Workshop.

Amy Patrick presented a bridge kit to nine girls from Brownie Troop #701 Dec. 6.

Services Administration, which controls travel policy in general.

Also, keeping frequent traveler benefits accrued through official travel could have tax implications; the IRS has indicated that such benefits could be taxable as a benefit. Precisely how that would work and what value would be assigned to such benefits also are yet to be seen.

Tell us what's working with interpretive programs

Park Ranger Alan Bland of the Beaver Project Office and Jack Johnson of Natural Resources Management Branch are serving on the Southwestern Division Interpretive Services team, and they need your help.

"We want to hear from people in the district who give interpretive programs to the public," Bland said. "We want to compile a list of the programs that work, success stories and tips."

E-mail your information to Bland at alan.bland@usace.army.mil.

The team is tasked to look at new and exciting things that might enhance interpretive programs throughout the division. They also are looking at the role interpretive programs play in furthering the Corps' mission.

Interpretive programs are educational programs that can be given to school children, civic groups or members of the general public.

Beaver park ranger earns Tutor of Month title

Beaver Lake Park Ranger Malinda LeFave was recently named America Online Tutor of the Month for December.

"I teach middle school science and English in a chat room," LeFave said.

According to LeFave, the service, available to AOL subscribers only, allows members to volunteer their time

tutoring kindergarten through college students in chatrooms at night.

The students have a choice between math, science and English and can either post questions to a message board or chat with the tutors online nightly between 6 p.m. and midnight Eastern time.

In return, tutors receive free AOL service.

"The tutors are only required to spend one hour per week online tutoring," LeFave said, noting that she spends around nine hours helping students.

"I love it, it keeps my mind going," LeFave said. "My degree is in sociology, but I'm tutoring science. Sometimes they'll post something like 'what are the stages of mitosis' and I'll think 'huh?' Then I have to go back and look it up, but I love it."



LeFave

Healthy habits

Dear **Alan Bland**,

Kids for Health is proud to receive the donation of the precious foam floatation devices.

Kids for Health is a comprehensive developmental health education program designed for kindergarten through third grade students. The program is presented in all Fayetteville and Springdale public schools at no cost to the schools. (*Kids for Health* is a non-profit organization.)

The mini floatation devices will be great teaching tools for our lessons

Customer Care Corner

on boating and swim safety. Don't just pack it, wear your jacket!

Kids for Health thanks the U.S. Army Corps of Engineers for promoting healthy habits among kids and adults. And, a special thank you to you for sharing the "jacket" with us!

Health to you,

Kandy Johnson, director

District-wide deer hunts give people with mobil

by Jamie Oliver
LRDispatch staff

One step, twelve feet: one fall that changed Al Carruth's life.

During July 1996, Carruth was doing maintenance work with his grandson on an old shed for a realtor in town.

"My grandson asked me a question, and I turned to answer to him," Carruth said. "Well, when I turned back around, I was in mid-air."

Carruth tumbled 12 feet from the top of the shed onto a pile of construction materials, paralyzing him from the waist down. Through the hospital and rehabilitation visits, however, Carruth held onto one of his life-long passions—hunting.

Now 73, Carruth was one of five hunters selected to participate in a special deer hunt Dec. 1 sponsored by the Corps of Engineers at Mill Creek Park on Greers Ferry Lake.

The Greers Ferry hunt was one of five handicap-accessible hunts held in the state this fall by the district and the Arkansas Game and Fish Commission. These hunts are geared especially toward hunters with restricted movement.

The Mountain Home Project Office piloted the program in November 1999. This was the second year for the Greers Ferry and Ozark events and the first year for the Pine Bluff hunt.



Hunter Al Carruth and his wife, Peggy, get ready for the deer hunt at Mill Creek Park. After his accident, Carruth modified his four-wheeler so he could continue hunting.

To be eligible for these events, hunters filled out an application and showed verification of their handicap. A limited number of slots were available for each hunt, so names were drawn from a lottery until the spots were filled.

These hunts not only benefited the hunters, but also were beneficial to the district in helping to control and bring a

balance to the deer population.

"We started setting up in July," Rorie said. "Then in September, we started preparing the area with food plots and working out the safety plan."

Despite having hunters and food plots strategically placed around the park, Rorie said none of the hunters saw a deer.

"It was just not a good day for hunting," Rorie said. "You can do everything to ensure a successful hunt except bring the animals to the food, but it just didn't work out."

"I guess that's why they call it hunting."

Despite not seeing any deer, Carruth still gave the hunt high marks.

"I'd rate it as high as I can," Carruth said. "There was 100 percent cooperation with everyone involved. I had no problems."

"The number of hunt applications tripled this year from four to 14," Rorie said. He credited Toney LeQuieu, president of the Arkansas Disabled Sportsmen Association, for the increase.

"Toney is doing a lot of good work not only for his organization, but for the people who still want the opportunity to

Dear Corps,

3 pm. The sun shines through my office window, and the temperature outside must have been near 70 degrees. I think the Mexican culture may have a real winner in this siesta thing. The 'rack monster' rides heavy on my back.

Closing my eyes for just a moment moves me back to Jardis Point. I can smell the woods and see the sun reflecting from dew-moistened spider webs. I see the ground fog rise slowly, and the shadows play games with visions perceived. Oh how God blesses those of us who admire his creations, especially river bottoms.

My thanks and appreciation is extended to all who envisioned and made the non-ambulatory hunt a reality. To the individuals in the Corps of Engineers and members of the Arkansas Game and Fish Commission, I say thank you. I look forward to 2002.

Best wishes to you, and I trust you and your families have wonderful Christmas holidays.

Jack T. Smurl

limitations opportunities to continue hunting

get out and hunt," Rorie said.

LeQuieu, a rehabilitation therapist with HealthSouth Rehabilitation Hospital in Jonesboro, became involved with mobility-impaired hunts six years ago.

"I went to a hunt in Mississippi to learn how to help set up and organize hunts," LeQuieu said, noting that experience helped during the organization of first hunt at Bull Shoals Lake.

Although he's not disabled, LeQuieu

“ I lost count of the number of times I was thanked for doing this. *-Don Hubsch*
Arkansas Post Field Office manager ”

works with each of the Corps project offices to help disseminate information about the hunts through his organization.

"This year, we sent out 5,000 applications through three newsletters to let our hunters know about the events," LeQuieu said. The newsletters also inform disabled hunters about available hunting trips and any other events of interest around Arkansas.

It was through LeQuieu's dedication that Jimmy Linton discovered the hunts. This fall, Linton participated in three hunts held by the project offices around Arkansas including the hunt organized by Ozark on Nov. 3 and 4.

"I was in the rehabilitation hospital in Jonesboro, and Toney told me that they had these type of hunts available," Linton said.

LeQuieu gave Linton the list of hunts available and helped him fill out the application, while Linton was still in the hospital.

Linton, the former chief of security for the Arkansas Department of Corrections in Mississippi County, was on his way to work last January when a car wreck left him paralyzed from the waist down.

"I was going to work on my day off," Linton, 50, said. "I had a vehicle accident. I just ran off the road, hit a ditch then a tree and broke just about every bone in my body."

After three months in a Memphis, Tenn. hospital and several months at home, Linton entered rehabilitation in September where he met LeQuieu. He had just gotten out of the hospital when he started hunting again in October.

"I pushed myself," Linton said. "I was hurting at home, I was hurting at rehab. So I figured, why not hurt doing something I enjoy doing."

Park Ranger Greig Moe, coordinator of the Ozark Project Office hunt, called the hunt a complete success. Moe said he was touched by Linton's story, and his efforts to make it to the hunt.

"The doctors who attended him had very little hope he would live, let alone recover to the point he is at today," Moe said. "Just to make the hunt was an accomplishment."

Stressed and exhausted from coordinating the weekend, Moe was on his way out of the award ceremony wrapping up the weekend when Linton stopped him.

"As I made my way past Jimmy, he reached out and grabbed my arm, and he told me how much he appreciated what I had done and what a great weekend it had been," Moe said. "Tears began to flow from his eyes, and I felt like I had the weight of the world lifted off of my shoulders."

Moe said he had been so wrapped up in making sure the weekend went as planned that he was not sure if it had been successful for the

hunters.

hunters.

"That man's eyes told me all I needed to know," Moe said. "That yearling he had taken, and more importantly, the experiences and relationships he had established with others at the hunt meant more to him than those deer."

Pine Bluff Project Office had 11 hunters apply and five were chosen to participate in their hunt Nov. 30 through Dec. 2 according to Don Hubsch, park manager at Arkansas Post.

"I feel we had a successful hunt," Hubsch said. "The people who assisted us were great. Personnel from the AGFC assisted and provided lunch on Saturday."

Like the Greers Ferry hunt, no deer were harvested at the Pine Bluff hunt.

"One hunter, Jimmy Ashley, did hit an eight-point buck Saturday afternoon, but we were unable to locate the deer," Hubsch said. "All but one hunter did see deer though."

For Hubsch, the most rewarding part of the hunt came from the expressions of thanks he and the other volunteers received from the hunters.

"Danny Jenkins from Bentonville told me that getting a deer was only a minor part of it for him," Hubsch said. "All the hunters expressed how much they enjoyed the opportunity to just be able to participate. I lost count of the number of times I was thanked for doing this."



Five hunters were selected for the Ozark Project Office hunt. Seated are Richard Carpenter, Jimmy Linton, Virgil Irvin and Bobby Blakey. Standing behind the hunters are Allen Carpenter, Robert Irvin, Doug Knoernschild, Richard Knoernschild, Steve Burch and Steve Atkinson.

Corps employees open hearts for service projects

by Hollye Acker
LRDispatch staff

District employees have been busy donating their time, money and gifts to needy families this holiday season.

At Table Rock Project Office, park rangers Becky Shortt and Tricia Tannehill participated in the "Shop with a Cop" program at Wal-Mart on Dec. 4. Through this program, children shop with a member of the law enforcement community who helps them wisely spend \$80 that has been donated to the child. Shortt said 53 children participated at the Branson location this year.

"It was a really neat experience," Shortt said. "Both of our kids had presents picked out to get for family members. It was hard to make them get something for themselves."

One child only wanted to spend his money on food, Shortt said, so it was important that an adult was there to help him pick things out. Wal-Mart requests that the adults try to get the children to purchase at least one thing for themselves.

Shortt said this was a good experience, and it was great to see how much the children appreciated the donation. A pizza party for all of the participating children and law enforcement volunteers was provided



Park Ranger Leah Morrow and student trainee Jennifer Singletary of the Mountain Home Project Office collected food items that were donated to needy families.



Dee Dorsch and Dana Needham, both of PER Division, wrap gifts for their adopted family through Project Santa.

after everyone finished shopping, Shortt said.

Table Rock Project Office also donated money to Christian Action Ministries of Branson. Shortt said the money donated would help the ministry buy food and clothing for needy families in the area.

Shortt said the ministry program allows those who are needy to come and ask for specific things, such as food or clothing, to be donated to them.

Mountain Home Project Office held a canned food drive for the "Christmas Wish" program sponsored by the local newspaper, *Baxter Bulletin*.

"Individuals or families write to the *Baxter Bulletin* and tell their specific situation or needs for Christmas," said Park Ranger Glenn Priebe. "Most of the requests are for food, assistance with fuel bills and gifts for their children."

Priebe said each letter is published, and donors can choose to fill all the needs of one or more letters or contribute items directly to the *Baxter Bulletin*, which will distribute them as needed to fill requests.

Priebe said the food drive, which

included employees from Bull Shoals and Norfolk powerhouses as well, was completed on Dec. 6. He said 110 pounds of non-perishable food items were collected and delivered to the distribution center.

"Some of the employees even volunteered at the distribution center after work that day to help put the food items and toys in bags to be given out" Priebe said.

Millwood Project Office chose to sponsor a family this year. Park Ranger Robin Parks said they sponsored a single mother and her 14-year-old son, TJ. TJ is confined to a wheelchair due to spina bifida, a permanently disabling birth defect which affects the spinal cord.

Parks said TJ also had surgery recently to remove a malignant tumor from his saliva gland.

"The mother is only able to work part time," Parks said, because TJ needs special care that not many people know how to give. TJ and his mother have other family in the area who are able to help with food, but not helping take care of TJ so she can go to work," Parks said.

(See "Project Santa" on Page 11.)

PPEP offers ways to 'think outside the box'

Have you ever considered applying for the Personal and Professional Enhancement Program? For many years I considered applying but never got around to completing the application process, for several reasons.

I didn't want to fill out all of the required paperwork (lazy), I didn't want to take on the extra responsibility and consumption of my time (legitimate) and probably the biggest reason was I had harassed everyone I knew that had been in the program and didn't want to be paid back (the real reason).

Well I finally got over all of the excuses and this year I applied, survived the interview process and was accepted to participate. The focus of this article is to relate to everyone the benefits of participating in PPEP and to encourage you to not let your fears or apathy keep you from applying for future programs.

I decided to apply for PPEP after contemplating my career and future with the Corps. I have been with the Corps for 15 years, and I still have at least 15 years to go before retirement. I thought PPEP would benefit my future in several ways.

I knew it would look good on my resume, but more importantly, I thought I might even learn something from the program that would benefit me both professionally and personally.

I pastored a small church and felt that I would benefit considerably from the leadership skills I could learn through this program. I hope to develop skills that will not only be beneficial to God and the church but also in my role as a husband and father. These were the deciding factors for me in applying for the program.

I have been in the program for only two months and have already realized several benefits.

There are 12 participants in the program, and I did not know several of them before we started. Most of the ones I did know were by name only. Upon completion of the program I am sure that we will be well acquainted and some of them will probably become lifelong friends.

I've consistently heard this from

former participants in the program.

Another early benefit of the program is related to the requirement of independent study. I am reading books that I would never have taken time to read before.

We all get in a habit of reading only those topics that interest us the most. Most of the material I read is on topics relating to Jesus Christ, especially the Bible, which is what is important to me. I never took time to read books on leadership, not even leadership within the church. Now that I am in PPEP, I must read books on leadership. Guess what? There are many good books written on leadership from a Christian perspective.

Now I look at the Bible from a different perspective. It is full of leaders and the skills required of them to serve God. I am learning new ideas and meeting goals at the same time. What a concept!

I also will have opportunities to do things within the program that might not be available to me at any other time in my career.

We are being given a lot of freedom in our choice of activities and assignments. We have been told to "think outside the box." I live outside the box! Normalcy is not a characteristic of mine. However, as a geologist I am used to doing everything from a technical mindset.

I am looking forward to exercising my mind this year in ways that I am not accustomed to doing. PPEP also is going to get me out of my comfort zone (15 years in one job) and into a new realm of experiences.

This is going to be a very busy but rewarding year as a participant in the PPEP.

Here are a few of the principles that I have learned from various sources so far in my study:

1. A leader must have integrity to be a useful leader. People may be obedient to an unethical leader, but they will not respect him and he will not gain them as followers.

2. A leader must recognize that change happens. He must be prepared for it, recognize the need for it and deal

Personal Professional Enhancement Program

By Mark Harris



with change when necessary. Nothing stays the same!

3. A leader must have a vision for the future. Most of us tend to live in the present or the immediate future. A leader must look farther down the road and plan on how to get there. A friend of mine always told me that a leader's job is not just to get from point A to point B, but it is to take those following with you.

4. A leader must consider the people they are leading. People will follow someone they respect and trust. The following quote by Jesus Christ, the greatest leader in history, reflects how a leader should treat those that follow: "Do for others as you would have them do for you". If a leader will treat those following with dignity and respect, they will serve well and go the extra mile when necessary.

If you have thought about applying for PPEP I encourage you to put aside all of your fears and excuses and do it. Sure you are going to be given more responsibilities, it is going to take precious time that you think you don't have and people like me will probably kid you about being a participant.

However, only you can determine what you want out of life and what is important to you. You may be surprised. It might do you good to get out of your own little comfort zone and "think outside the box" for a while.

Be cautious when traveling in wintry weather

Operating a motor vehicle safely is a moderate challenge under the best of weather conditions, but operating a vehicle safely during hostile winter weather has the potential to test our endurance, creativity and defensive driving skills.

Driving on slippery ice and snowy roadways can be very discerning. It seems to be a battle of wits between the operator and the elements. However, there are some things that we can do to help reduce the odds of one or more problems that may occur when the weather refuses to cooperate.

A good beginning is to check the tires. What is the air pressure? Are the tires in good condition? Are they suitable for winter driving? Are they all the same brand and size?

Tires should be properly inflated, showing no less than 2/32" tread depth, and all four tires should be the same type and size. The traction difference will be evident when you attempt to handle a critical maneuver.

Ask a professional garage mechanic to check the vehicle's electrical and mechanical systems for deficiencies. If deficiencies are found, ask that they be repaired or replaced. Other items that you may want to consider for maintenance or replacement are the windshield wiper blades, belts, hoses, anti-freeze, oil and filter, the defroster fan, seatbelts and seatbelt anchorages.

Before leaving your driveway or parking area, remove ice and snow from all of the windows and side mirrors. Keep the headlights, taillights, and running lights clean. Fog lights are helpful. They are to shine low and wide, allowing most of the road within two or more lanes to be seen without glare.

Placing a basic emergency kit in the trunk of your vehicle is recommended. Some items to consider are: a steel shovel, battery jumper cables, matches, candles, canned food, hard candy, bottled water, a heavy coat, blanket, kitty litter or sand, flares and a flashlight.

Be prepared for changing road and weather conditions. A good driver is someone who drives defensively and is always aware of the many road



conditions and changes. For instance, if it has been raining and the roads are wet, the roadway could easily become slippery from the oil and dirt that has risen to the top of the road surface, or if the temperature is below freezing, the danger exists for highway overpasses and bridge surfaces to freeze before the other roads are affected.

Approach an overpass or bridge at a slower speed than you travel on an open road. When the roads are slippery, attempt to avoid any sudden stops. If you closely monitor the overall traffic flow ahead of you, and directly in your path, you may be able to avoid having to make a sudden stop. Adjust your speed to road conditions and leave a minimum stopping distance of three car lengths between you and the vehicle directly in your path.

If the weather is hostile, visibility will be reduced. You have less reaction time.

If you drive at night, use low beams. Low beams will actually reduce glare in fog, snow and rain, and will increase your visibility. Another thing to consider is, if a vehicle is approaching from the opposite direction, the combination of lack of visibility, high beams, and inclement weather may temporarily impair the other vehicle operator.

The law requires that we turn on the headlights during the day if the weather is hazardous. When you turn on the headlights, they provide visibility of your vehicle to other drivers. If you are driving and visibility becomes severely limited, or if you are fatigued from fighting the elements, select a location safe to park the vehicle. Indicate with the turn signal of your intent.

Most of us had rather not drive in winter weather, but we find that our choices are often dictated by outside forces. However, we may avoid some of the pitfalls of winter driving if we drive smart, practice good defensive driving skills, always wear the seat belt no matter the distance, adjust speed to road conditions and traffic and mechanically prepare the vehicle for winter weather.

By being proactive, we may possibly escape without experiencing a motor vehicle accident and an unsolicited relationship with the insurance adjuster.

Beaver gets handle on safety

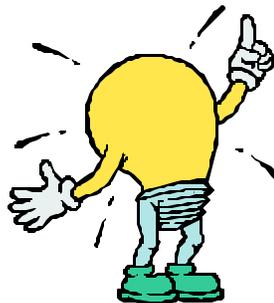
Is your neck hurting from trying to hold onto the phone and doing work? Do you wedge the phone between your shoulder and head and create that permanent catch in your neck?

Beaver Project Office recently got six telephone headsets with roving capability to solve this problem. Each headset is attached to a small box that's worn on your waist, and there are no cords

to tie you to the phone or trip you.

At the touch of a button, the phone handset is picked up, and you can walk around the office and talk on the phone. This can all be done from up to 100 feet away. That's means that we don't have to run to pick up a call.

With these headsets, users at the Beaver Project office have the ability to go get a file or check the computer while talking to a customer.



Library adds sets for improving the workforce

By popular request, the TRC has added several videos/audio sets by Ben Bissell. Spiced with humor, the sets offer useable techniques for improving the workforce. Each set includes a video, an audio and workbook.

Titles include "Pitfalls to Avoid in Dealing with People" (HM1106 .B57p 1991); "Team Building" (HD66 .B57t 1997); "Feeling Good about Yourself and Your Job" (BF697.5 .S46 .V57f 1991); "Handling Negative Emotions in the Workplace" (BF697 .F2 1991) and "Developing Leadership Power" (HD57.7 .B57d 1998. CO₂ facilitators thoroughly enjoyed "Team Building" in their training.

Balanced scorecard materials

New materials aimed at government agencies assist in strategic planning and "balance" measures. "Balanced Scorecard in the Federal Government" (JK421 .W453 2001) presents examples from more than ten agencies with "best practices" experience. "Balanced Measures for Strategic Planning: A Public Sector Handbook" (JF1525 .T67 M65 2001) offers practical steps for



government managers to implement performance measures.

"The Business of Government: Strategy, Implementation & Results" (JF1525 .L4 K47 2000) contains tools and models to improve business processes. Loaded with public sector examples of successful techniques, the work also contains an actual business plan and an example performance report.

Leadership tied to military experience

"Patton on Leadership: Strategic Lessons for Corporate Warfare" (HD57.7 .A96 1999) applies the leadership skills and personal attitude

of General George Patton to the corporate world. The author develops 185 essential lessons based on Patton's leadership. The work will appeal to both history buffs and managers.

Knowledge management for government

"Knowledge Management: The Catalyst for Electronic Government" (HD30-2 .K638 2001) applies the tenets of knowledge management to the public sector. Based on case studies from federal agencies, the work identifies the critical factors for successful implementation. The book contains articles from various experts in the field.

Hot Website of the Month

Job interviewing tips online

www.job-interview.net

Project Santa

(Continued from Page 8.)

Because of this, the family needs money and other donations such as clothing.

Parks said the project office collected money to purchase a coat for TJ as well as winter clothing for he and his mother.

Parks said she has already loaned the family an electric heater to use during a cold spell because their gas was shut off since the bill could not be paid on time. She said the gas was



Fran Cook shows some of the checks collected by the Real Estate team for Project Santa as Gena Fielder and Eugene Cover look at other donated items.

turned back on two days later.

"I admire this woman a lot," Parks said. "I really don't know how she handles it alone. Taking care of TJ

is a full-time job that she pretty much does all by herself."

The district office joined together as well and donated items to the Central Arkansas Veterans Healthcare System through Project Santa.

"Over the years, Project Santa has been many things," said P.J. Spaul, public affairs specialist and Project Santa coordinator. "This year we thought it would be appropriate in light of world events to help needy veterans."

Spaul said the Veterans Administration gave employees several options for activities. Nine teams were formed, and each picked an activity that best fit their ability to help.

The teams helped in a variety of ways, and donated a range of items to veterans who are staying at the hospital, veterans who attend the adult day care center and veterans on fixed incomes who have grandchildren living with them.

Teams also collected clothing donations, comfort items, phone cards and money for the Emergent Needs Fund. This fund helps veterans in need buy bus tickets, shoes, meal tickets and other such items upon request.

Employees from all over the district have given of themselves this holiday to help others in need. Everyone is working hard to make the holiday season a little brighter for those in the community around them.

IMO gives users helpful Windows 2000 shortcuts



Windows keyboard shortcuts can be very helpful, especially to those who have problems using a

mouse. You may want to cut out this quick-reference guide and place it near your computer. Here are descriptions of commonly used keyboard shortcuts.

Highlight or select the item then use these keys:

CTRL+C Copies highlighted or selected

CTRL+X Cuts selected item.

Position the cursor on the target location then:

CTRL+V Paste.

CTRL+Z Undo the copy.

CTRL+SHIFT while dragging an item
Creates shortcut to highlighted.

Place cursor in any location in the word then:

CTRL+RIGHT ARROW Moves the

insertion point to the beginning of the next word.

CTRL+LEFT ARROW Moves the insertion point to the beginning of the previous word.

CTRL+DOWN ARROW Moves the insertion point to the beginning of the next paragraph.

CTRL+UP ARROW Moves the insertion point to the beginning of the previous paragraph.

Hold down this series of keys along with any of the arrow keys to:

CTRL+SHIFT Highlights a block of text.

SHIFT Selects more than one item in a window or on the desktop, or select text within a document. Highlight first item, hold down shift key and select last item.

Other shortcuts include:

CTRL+A Select all.

CTRL+O Open a selected item.

CTRL+F4 Closes the active document in programs that allow you to have multiple documents open simultaneously.

F1 Displays application help screen if available.

F2 Allows renaming selected or highlighted item.

F3 Search for a file or folder (An example is to highlight a folder in Windows Explorer and press F3.)

F4 Displays the Address bar list in My Computer or Windows Explorer.

F5 Refreshes the active screen. Very useful in Internet Explorer.

F6 Cycles through screen elements in a window or on the desktop

ALT+ENTER Views properties for the selected item.

ALT+F4 Closes the active document or item.

ALT+TAB Switches between opened items.

ALT+ESC Cycles through opened items in the order that they were opened.

ALT+SPACEBAR Display the System menu for the active window.

SHIFT+F10 Displays the shortcut menu for the selected item.

SHIFT when you insert a CD into the CD-ROM drive Prevents the CD from auto starting.

If you have any questions, please contact the IMO Help Desk at ext. 6824 or toll free 1-877-885-6675.

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