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LRDispatch

Corps begins sampling for ordnance on former Camp Robinson property

by Jennifer Wilson
LRDispatch staff

The Army Corps of Engineers has started the next phase of its investigation for leftover ordnance on property that was once part of Camp Robinson. It is expected to take about three months to investigate and remove any ordnance that's found.

The property being investigated includes about 9,000 privately owned acres north of Highway 89 and 4,000 acres that make up the Camp Robinson Wildlife Demonstration Area. Both areas are located east of Mayflower, Ark. It also includes a two-acre area that is now part of the North Little Rock Airport.

"Formerly Used Defense Sites are never simple projects, but this is especially complex because a large portion of the land is being subdivided and developed for residential use. A second portion of the land is managed by the Arkansas Game and Fish Commission for public hunting and national field trials," said project manager Margaret Morehead.

Much of this land is developing so quickly that it's been a real challenge for the district's Real Estate Division to track down landowners and notify them of the investigation.

"We've received 140 right-of-entry permits from residents, which gives our contractors permission to come on their land and conduct the investigation," said Pat Bennett of Real Estate.

Because the investigation involves digging suspected ordnance items, no one can be in the area while work is underway except qualified technicians.

"The teams are working from Monday through Thursday during daylight hours, so people who are away from their homes in the daytime should not be affected," Morehead said.

But if people are home during the day in an area where digging is scheduled they will be asked to leave for the day.

"We are trying to give the residents two-weeks notice before we work in their area," Bennett said. "That allows our team to contact them, find out if they have any special needs and do our best to meet them. These people could be parents who home school their children, sick or

(See "Sampling begins" on Page 6.)

John Martin, safety and quality control manager for Parsons, unearthed a "planted" mortar round during the media day to show the safety precautions workers use during these investigations.

District retirement puts things in perspective

From where I sit

by Col. Benjamin Butler
District Engineer

It was inspiring. The kind of event that you leave feeling much better about the world.

It was the retirement luncheon of John Brigance, honoring his 61 years of service to the Southwestern Division, U.S. Army Corps of Engineers, which I had the honor of attending. John spent the first 30 years of his career in Galveston, but his last 31 years was as SWD as chief of Contracting Division.

The room was packed with 175 well-wishers who had come to say farewell to this outstanding person and federal employee. There were others that had been turned away as this was all that the room could hold.

As I sat there and listened to the sincere and reverent remarks made about John, it became clear to me the true impact this man had on the world around him. It was not just his personal achievements that were being honored, but his personal interactions and his ability to help others succeed that was most noteworthy.

It was clear that he lived the Army Values, he epitomized each and every one. He had dealt with everyone fairly, always showing respect for his fellow workers. He always looked for new and innovative ways to help solve problems. He mentored, not only his subordinates, but also his superiors, helping each better understand how to do things in the best manner possible. He did what was right for the customer while ensuring the government's interests were fully supported.

He is an amazing man, who devoted so many years to the betterment of everything he touched.

After the numerous remarks and presentations, it was John's time to speak. He spoke, not of his accomplishments, but of his proud association with what he considered the best organization ever, the U.S. Army Corps of Engineers. He mentioned how the Corps is able to take tax dollars and truly make a difference in the lives of Americans.

After 61 years of service, he was proud that he was part of such a fine service organization, and he was glad he had been able to contribute to its greatness.

In many ways Little Rock District is a lot like John Brigance. The district has been around a long time, and it works hard to make things better in everything it does.

Each of you are a part of that legacy and reputation. Every day, as we do our respective jobs and interact with the public, we either support or erode our district's reputation and its future legacy.

You may, or may not, plan to wait until you have served for more than 60 years to retire. Regardless, it is likely you will move from your current job within the next few years. The move may be for promotion, a developmental assignment or just a lateral appointment to something else you would like to do.

As you look toward the future you need to do two things.

First, you should ensure that there is someone within the organization who is well trained to assume your responsibilities and perform your duties. This will help ensure the long-term viability of the organization. Also such interaction often will help you understand your job better, and help you do your job more effectively.

Second, you need to prepare yourself for your next position, regardless if it is promotion, retirement or a lateral into another job. For retirement you need to look at your finances and investments. For promotion, you need to seek self-improvement, both on duty and off duty.

Work with your supervisor to see how you can do your current job better, while also preparing yourself for future assignments. Request to be mentored, look for developmental opportunities and volunteer for the difficult jobs. All of these will make you not only more marketable, but better able to perform in a new job when you are selected.

If you are a supervisor who doesn't plan to work in your current job for 61 years, now is a good time to start developing candidates to replace you. Learn what it takes to become a better mentor. Tell somebody above you about the great folks working for you. Recognize the ever-present budget short comings and try to find new and innovative approaches to training.

If you are an employee who wants to serve this nation in a more challenging job, start with your immediate supervisor to find out how he or she thinks you can help our internal and external customers. The job doesn't always have to be big or in the spotlight.

Many of the current PPEP class members are there because their supervisors knew they could handle the "dirty little jobs" that needed to be done. And they did them well. You need to seek out mentors to help you progress in your career. Seek out more than one and consider finding a mentor outside your career specialty.

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

LRDispatch

U.S. Army Corps of Engineers
Little Rock District

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News Briefs

TRADOC, ARNEWS offer free subscriptions

U.S. Army Training and Doctrine Command's weekly news service is now available through e-mail subscription.

Free subscriptions to the TRADOC News Service can be started by sending an e-mail to TRADOCPAO@monroe.army.mil and placing the word "subscribe" in the subject block.

The Army News Service has offered e-mail subscriptions for about three years now and more than 5,000 subscribers are currently on the Listserv. Anyone interested in signing up for ARNEWS can go to the ArmyLINK Web site at www.dtic.mil/armylink and hit the subscription button on the bottom left corner of the page.

Both news services are open to the public.

An Operation Noble Eagle news website also can be accessed through the TRADOC News Service and will be included in its weekly e-mail.

The U.S. Army Training and Doctrine Command is the organization that trains new soldiers and develops officer and noncommissioned officer leaders. It also develops unit training for combat organizations from squad level up through division. It develops new organizations, new weapons systems and the doctrine to use them, officials said.

DoD faces loss of skills in the future

The Bush administration said that DoD has completed its civilian workforce analysis and that the agency currently has skills imbalances and faces potential personnel shortfalls due to a large increase in retirement-eligible employees starting in 2003.

DoD especially has difficulty staffing critical technical personnel such as scientists, engineers, acquisition specialists and medical personnel and those troubles are expected to worsen because of the spike in the retirement-eligible population.

TSP stock funds change direction

After three months of posting gains, the three Thrift Savings Plan funds tracking stock markets declined in January, with the international stock (I) fund suffering the biggest loss, a 5.33 percent drop.

The small capitalization U.S. stock (S) fund lost 2.02 percent, and the large company common stock (C) fund dropped 1.47 percent last month.

For the last 12 months, the three funds have lost 26.07, 15.47 and 16.22 percent respectively. Returns of the I and S funds are based on the performance of their underlying investment funds, since they began operating only in May 2001.

Meanwhile, the bond (F) fund gained 0.79 percent in January and the government securities (G) fund rose 0.45 percent for 12-month gains of 7.68 and 5.38 percent, respectively.

From where I sit

(Continued from Page 2.)

John may be officially retired, but if I know him, he will continue to contribute his time and energy to helping anywhere and everywhere he can to make this world a better place in which to live. If each of us had the same desire to help others and to contribute to the greater good, what a great place this would truly be.

Thank you for your support, and may we all work so that our eventual retirement is meaningful to those to whom we hand our responsibilities as John's retirement was to me.

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 March 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.

Dixson named Engineer of the Year

National Engineer Week activities in the district kicked off Feb. 19 with the announcement of this year's Engineer of the Year, Mark Dixson.

The award is presented annually to an engineer who demonstrates a contribution to the district, professionalism, technical competence, customer focus, leadership, interpersonal and communication skills and integrity.

"Mark has the ability to work behind the scenes to assist fellow employees without worrying about who will get the recognition," said Mark Freedle, Dixson's supervisor and the one who nominated him for the award.

"Mark quietly mentored a junior electrical engineer on the 61st C-130 Squad-Ops facility which ultimately resulted in recognition for the younger engineer and the completion of a very successful design project. His work ethic, attention to detail, professionalism and integrity are an example for others to follow."

Dixson, an electrical engineer in Design Branch's Mechanical and Electrical Section, has worked on several of the district's most complicated and visible design projects to include the C-130J Flight Simulator Facility for the Little Rock Air Force Base, and he was an independent technical reviewer for several projects including the 61st C-130 Squadron Operations Facility.

Dixson is a second-generation Little Rock District engineer. His father, Tom, retired from the district. Dixson is a registered professional engineer, a member of the Institute of Electrical and Electronic Engineers and the Illumination Engineering Society.

Family news

Best wishes

Jennifer Wilson of the Public Affairs Office leaves the district March 8 for a job with Cranford, Johnson, Robinson and Woods as a public relations account executive.

Births

Kylia Dawn Rogers was born Jan. 19 to **Nicky Rogers** and wife, Stephanie. Nicky is an engineering technician at Ozark Field Office.

Ethan Russell Gates was born Feb. 15. Ethan is the first grandson of **Clyde Gates**, a biologist in Resource Management Section.

Carter receives certificate of merit

DeJuan Carter, a district structural engineer, was honored with a Certificate of Merit at this year's Black Engineer of the Year conference.

Carter was nominated for the Black Engineer of the Year award by Tommy Papageorge, chief of structures and dam safety division.

"It's always good to be recognized through an award of some sort," said Carter. "It means that I'm doing something right in the field of engineering."

Carter said it is difficult at times to be given an award while being part of a team.

"My co-workers were pleased to hear I was selected for the award," he said, "but I know that I wouldn't be in this position without them."

"All jobs are a team effort, and I'm just a player on the team."

The conference was held Feb. 14-16 in Baltimore. Awards are given annually to black engineers whose work for the government is exemplary.

Carter has worked for the Corps for 10 years. He graduated from the University of Arkansas at Fayetteville with a degree in civil engineering in 1996.

Carter also recently earned his professional engineer certification.

Congratulations

Clint Linn, a student aide at Russellville Project Office, graduated from Arkansas Tech University and left the district in January.

Deaths

Richard Bradford's father died Jan. 15. Richard is a park ranger at Ozark Field Office.

Greg Wishard's father died Jan. 25. Greg is an engineering technician at Dierks Lake.

Jerry Durin's son, Jerry Jr., died Dec. 15. Jerry was chief of Design Branch until he retired in 1995.

New faces

Rodney Beard joined the district as an engineer mechanic on the Arkansas Fleet. Before coming to the district, Beard worked for the Coast Guard.

Carolyn Perugini joined the district as a budget analyst in Finance and Accounting Branch. She previously worked at Miramar Naval Air Station in San Diego.

Kareemah Rainey joined the district as an office automation clerk at Pine Bluff Project Office.

Roxanne Sizemore joined the district as an administrative support assistant for Real Estate. Sizemore comes to the district from Little Rock Air Force Base where she worked in marketing as commercial sponsorship coordinator.

New student aides and temporaries

Rodney Dunn is a new student aide at Bull Shoals Power Plant.

James Mace is a summer ranger at Mountain Home Project Office.

District retiree, Gallery member dies

Jesse W. "Bill" Story, a retiree and member of the Gallery of Distinguished Civilian Employees, died in his sleep Jan. 31. He was 89.

Story served 36 years with the Corps, including 35 years with Little Rock District. During that time, he served as a former resident engineer in charge of Table Rock, Beaver, Dardanelle and Ozark dams, along with Lock and Dam Number 13.

He was selected to the Gallery of Distinguished Civilian Employees in 1980, three years after he retired.

Born March 29, 1912, Story began his career with the Corps in 1941 in Louisiana. In Jan. 1942, he transferred to Vicksburg District as an assistant civilian engineer.

Story transferred again in Dec. 1942, this time to Little Rock. After serving with the Army in World War II, Story returned to the district in 1946 as a civil engineer. By 1950, he had become construction management engineer for dams.

After temporarily serving at Pine Bluff Arsenal in 1952, Story was promoted to supervisory construction engineer of airfields at Table Rock Project Office in 1954. He was named supervisory construction engineer of dams the next year.

Story was made supervisory construction engineer at Beaver Dam in 1960. During the construction of the McClellan-Kerr Arkansas River Navigation System, he transferred to the Dardanelle Resident Office. He finished his Corps career with the Ozark Resident Office until he retired on Oct. 14, 1977.

Story is survived by his wife Freda, son Bill of Ozark, Ark., and two daughters, Trish Story Alston of Ozark and Margaret Story Wells of New Orleans.

District begins sponsorship program for new employees

by Jamie Oliver
LRDispatch staff

As a way to assist new employees and welcome them to Little Rock District, the district has implemented a formal New Employee Sponsorship Program.

The program went into effect in January.

"It's a required part of Army regulations that you have one, and we had no formal policy in place in the district," district Deputy Engineer Major John Brown said. "Part of taking care of people is making the transition to Little Rock District easier for them and their family."

According to a memo from the district engineer, all relocating employees will be assigned a sponsor to help with the relocation process.

Since sponsors are potentially the first impression a new employee will get of the district, only individuals who can represent the district in a positive manner will be selected.

Several steps are involved from the time the sponsor is selected and assigned to a new employee.

Upon notification that a new employee has accepted a position within the district, a welcome letter from the commander is prepared and sent identifying the employee's sponsor.

"The assigned sponsor will make contact," Brown said. "From there, they will send a welcome packet containing information about in-processing and the relocation area as well."

The welcome packet also will contain a letter from the sponsor welcoming the new employee to the district along with email addresses of key individuals and websites where they can obtain more information if needed. Sample welcome packets can be obtained from Brown.

Once the employee arrives in the district, the sponsor will greet the employee and continue helping him ease into the job and the community.

Brown said the time frame of the sponsorship will vary from situation to situation.

"It will depend on the start date of the worker," Brown said. "Usually, it runs anywhere from one to two months from the initial contact to the time the employee actually arrives. From there, it could last just a couple of weeks."

During the district's quarterly new employee orientation, the new employee will be given the opportunity to complete a follow-up questionnaire on the sponsorship program. This will provide valuable feedback that can be used to help improve the district's program.

Brown said the program has proven highly effective in the Army.

"With the Army, you have a built-in community on base that is available to help," Brown said. "Here, that common background is gone, so it can be a little different, but the results can be as equally rewarding."

Himstedt takes role as Hydraulics chief

Henry Himstedt began his responsibilities as chief of Hydraulics and Hydrology Branch in early February, and said he likes the new job.

Himstedt

"H&H has always been my first interest," he said.

Himstedt worked as a project manager and study manager in planning division for the past two years. Prior to that, he worked as a hydraulic engineer in reservoir control branch.

"I enjoyed working in H&H and reservoir control, and knew that one day I would return," he said.

"It's like going home."

Himstedt said his foremost responsibility as chief is to facilitate the work of his staff so they can provide technically sound solutions for the civil works program within their available resources.

"My goal is to do everything that I can to make their job easy so they can focus on the technical products," he said.

Himstedt said he doesn't have any immediate changes in mind for H&H branch. He wants to take a few months to absorb all the work that is going on so he can get a handle on the workload, products due and suspenses.

"From that I can better identify and evaluate the changes to our business process," he said.

Himstedt said he feels blessed to have this opportunity, and is looking forward to the challenge.

"H&H has a lot of very interesting, high-profile work going on. It's exciting to be a part of that."

Himstedt graduated from the University of Arkansas at Fayetteville with a degree in civil engineering in 1993.

He served the Army for 20 years as an enlisted soldier and as a commissioned officer.

Himstedt currently serves as a Facilities Construction and Construction Management Engineer officer for the 412th Engineer Command in Vicksburg, Miss.

Himstedt is replacing Mack Osborne, who retired at the end of 2001.

Did you miss the February brown bag lunch with the colonel?

That's okay, you can read all about it by visiting the brown bag site on The Wire at www.swl.usace.army.mil/thewire.

Sampling begins

(Continued from Page 1.)

elderly who are in need of special care or stay-at-home moms. We try to find them comparable accommodations."

The Corps pulled out all the stops to make sure residents knew about the investigation and had an opportunity to ask questions. A media day was held Jan. 30, and contractors located and dug up a planted round for the cameras. Also a public question and answer session was held Jan. 31 to give residents an opportunity to talk to experts and learn more about the work. About 20 residents attended the session.

News stories about the investigation and the public session ran on all three major television stations and several local newspapers.

Updated schedule information for the investigation is being posted on a bulletin board at a local convenience store, on the district website and on a toll-free information line so residents will be able to track the progress.

"Residents need to remember that this phase of the work is not intended to remove all ordnance from former Camp Robinson lands," Morehead said.

"In this phase, we are investigating representative samples of land totaling about 101 acres of the overall 13,000-acre site. From that data, we can determine what to expect throughout the remaining acreage and recommend a workable solution."

Pat Bennett (right) and Richard Devine (left), both of Real Estate Division, help residents find their property on a map to see if they will be effected by the current investigation.

Gerry Moore, project manager for Parsons Engineering Science, talks to Matt Decampo during the media day.

During the first phase of fieldwork in July, contractors used sophisticated metal detectors on the sample acres and located more than 2,500 magnetic signatures or anomalies, which could be anything from a magnetic rock to a piece of ordnance. Now they are returning to dig up those items and see if they actually are ordnance left from the Army's use of the property.

Results of the investigation will be available in a draft Engineering Evaluation/Cost Analysis, which will identify the type, number and location of ordnance items found and recommend what, if any, actions need to be taken. The public will get a chance to comment on the draft EE/CA.

As workers discover ordnance during the investigation, they will dispose of it, but no large-scale cleanup will begin until after the EE/CA is complete later this year.

The property was once part of Camp Pike, later known as Camp Joseph T. Robinson. During World War II, the installation was used to train troops on a variety of weapons.

After the war, it was declared surplus and broken up. Most of it was transferred to the Arkansas National Guard. A portion is used by the Army, Navy and Marine Corps Reserves and retains the name Camp Pike. The remainder was sold to private landowners, the city of North Little Rock and Central Baptist College.

Only the portions no longer owned by the military are eligible for investigation and cleanup under the Formerly Used Defense Sites program. The Corps is responsible for conducting environmental restoration work under the FUDS program.

Practice makes perfect for Base Development Team

by Jennifer Wilson
LRDispatch staff

A team of employees from Little Rock District completed a two-day exercise this month that improved their ability to support troop operations overseas.

The Base Development Team, which provides master planning and facilities design expertise to deployed troops, supports the military without ever leaving the district. That type of cross-continent, cross-discipline support takes a lot of practice.

The team participating in this exercise included Brinda Jackson of Programs and Project Management Division, Scott Hodge, Nancy Keith, Gary Young, Mark Harris and Mark Dixson, all of Engineering and Construction Division, and Rick Hightower of the Beaver Lake Project Office.

The BDT also includes Marilyn Jones of the Beaver Project Office and Clyde Gates of Natural Resources Section.

"This was the second BDT exercise that we've done," said Jackson, BDT project manager. "This exercise went much smoother than the first, but we still have lots of room for improvement."

The exercise started Feb. 12 at 7 a.m. and the final briefing was the next day at 2 p.m. Teams in Tulsa and Fort Worth districts also participated in the same exercise. Each team worked independently but on the same exercise scenario.

"The exercise was to design a facility at Taif Airfield in Saudi Arabia," Jackson said. "Transatlantic Program Center ran the exercise and fed information to us. They were acting as the customer."

For the exercise, the customer wanted a full "bed-down" facility designed. A bed-down facility is basically fully functioning, self-contained military fort complete with troop quarters, dining facilities, kennels, guard towers and anything else that would be needed.

In this exercise, the customer wanted to start with a tent facility that would be transitioned into modular buildings.

"The hard part is defining all the parameters that we have to work with," Jackson said. "You have to determine the number of buildings needed and the function of each, you identify the materials that you can work with, and any special considerations that the customer might have. After that, the parameters are loaded into the software, and a basic design is produced."

While the software produces a basic design, it's not always exactly what the customer needs. That's a lesson that Little Rock District learned.

"We realized that we needed to check the design against the customer's requirements, and it paid off. We were able to customize our design to meet the customer's needs," Jackson said. "The other districts didn't do that during the first exercise."

This second exercise went smoother than the first exercise that was held in November.

"For the first exercise, we hadn't had training on any of the software that we were using," Jackson said. "Since then, we've been trained, and that part went much smoother. Also this time, each of the team members was more sure of their roles in the exercise."

(See "BDT" on Page 9.)

O'Bryan named to top spot at Russellville Project Office

Peg O'Bryan was recently chosen to be the operations manager at the Russellville Project Office. O'Bryan comes to the district from Omaha, Neb., where she was chief of Natural Resources Section.

Her first day in the district was Feb. 25.

O'Bryan said she was interested in the job after always hearing "great" things about Little Rock District.

"Little Rock has always been known for equality and its quality of leadership," O'Bryan said, noting that the diversity of the field offices also was a key factor in her decision to transfer.

According to O'Bryan, not only was the districtwide leadership a key, but the quality of people, especially in the field offices, also contributed to her decision.

"People in the field offices have such a sense of pride, of personal ownership," O'Bryan said. "They are known for delivering a fantastic product, timely information and for making sure that they satisfy the customer."

O'Bryan first became involved with the Corps during her college years at the University of Iowa when a park manager talked to one of her classes about recreational options at area lakes.

"Until then, I didn't even know the Corps existed," O'Bryan said.

Since she was interested in the outdoors, O'Bryan inquired about the college outreach program with the Corps and landed a job as a "baby ranger."

Although she's leaving 17-year-old daughter Katie Jo behind to attend college in Nebraska, O'Bryan said she looks forward to joining the district and has set several goals, both personal and professional, for herself.

"I want to focus more on setting people up for success," O'Bryan said. "If given the opportunity, they're going to do it. We just have to focus more on the future and make an adjustment to the process."

Efficiency in communication is another area she would like to concentrate on.

"To serve the people better, we have to be able to communicate efficiently with them," O'Bryan said, noting that her personal goal is continue improving her technical knowledge base.

"I really look forward to working with and leading some really great people at one of the largest Corps field offices in the nation," O'Bryan said.

O'Bryan replaces Mike Hendricks who has been the acting operations manager since Jan. 2001. Hendricks is now on a developmental assignment as the special assistant to the chief of Operations Division.

Corps lakes join nation-wide effort to count bald eagles

by Hollye Acker
LRDispatch staff

Each year, 17 Corps projects participate in a mid-winter eagle count in January to help track the number of bald eagles nationwide.

"The total population of the bald eagle is coming back up," said district Biologist Clyde Gates, "so they are beginning to nest in this part of the country more."

Gates has been the coordinator for Arkansas' mid-winter eagle count for the past five years. He said 19 locations in Arkansas coordinate with the United States Fish and Wildlife Service each year to count the number of bald eagles in the state. Gates said 14 Corps locations in Little Rock District, three Corps locations in Vicksburg District, one at White River National Wildlife Refuge and one at Iron's Fork Reservoir participated in the count this year.

"The survey started in 1980 at the request of the United States Fish and Wildlife Service to give them a count of the number of eagles in the United States," said Georgeann Tabor, and environmental specialist at Beaver Lake.

The target date for counting eagles is during the second full week in January, Gates said. Gates said the eagles begin migrating south and arrive with other migratory birds such as ducks.

"Eagles need open water to survive. They eat fish from the shallow water, as well as dead ducks."

The eagles also seem to enjoy the environment around lakes in the district. The Corps helps maintain the eagle's habitat by leaving old trees in place.

"Eagles need a tall tree that's flat at the top so they have a good place to put their nest," Gates said.

After the population total is calculated, the survey is turned in to the Arkansas Game and Fish Commission and the USFWS, who use the numbers to evaluate the nationwide status of eagle population.

"The information helps rate the eagle as a threatened or endangered species," said Rick Bradford, Russellville park ranger and endangered species coordinator.

"The bald eagle was placed on the endangered species list due to their rapid decline," said Tabor. "The count has been used over the years to provide information on the increase or decrease of the birds and their migration and nesting habits."

Bradford said the bald eagle's status was downgraded this year from "endangered" to "threatened."

Alan Bland, an environmental specialist at Beaver Lake, said this is good news.

"It's a good sign they have made a full and complete recovery," he said.

Tabor said the banning of the once-popular insecticide DDT has been instrumental in the comeback of the bald eagle. She said the DDT ingested by the eagles caused their eggshells to be extremely thin, which resulted in few eaglets being born.

Gates said the official number for the state has not been calculated yet, but it appears that the number is down a little from last year. He said this is because of the winter weather in the South was warmer than usual.

When counting the eagles, surveyors note the condition of the eagle, determine if it is mature or immature, note if it is flying or perching and where it was spotted on the lake.

"One of our favorite areas revealed more than 30 eagles this year," said Tabor. "Eagles were everywhere!"

To find the eagles, counters scan trees along the shoreline and the backs of coves.

Benny Rorie, natural resource specialist and eagle survey coordinator at Greers Ferry Lake, said his method of counting is to get in a boat and count the eagles as he travels.

"Locations of the sightings are marked on a map, along with whether the eagle was mature or immature," Rorie said.

"We also watch the sky for birds that are soaring on the wind or flying from place to place," Tabor said. "We can see many of the birds with the naked eye, but for some we have to use binoculars to see."

Bland said Beaver Lake usually has one of the largest eagle counts in Arkansas. One hundred thirty-two were sited this year. Forty-three were sighted at Greers Ferry Lake.

Bland has been a volunteer guide for the annual Eagle Watch tours at Beaver Lake for the past nine years. Three tours are given to the public for one weekend in January, Bland said.

"The tours are always booked solid, and this year we did tours on a second weekend because of the high interest."

To find more information about bald eagles, visit www.BaldEagleInfo.com and www.EagleWatch.com.

Dedication required for greatest PPEP benefits

PPEP 2002
High Performance Leadership
by DeJuan Carter

Nobody told me that becoming a member of PPEP would require me to endure physical demands, sleep deprivation and an increased personal commitment to my career. The only thing that reminds me of this entire year-long process is my personal experience pledging a social fraternity in college. Before you decide to call General Flowers or Colonel Butler, please read the article fully to hear me out.

PPEP is a group of individuals who are part of the same organization, but who never had a reason to come together for a common cause before. Joining PPEP has brought our class members together and allowed us to join forces to accomplish our tasks.

Much like pledging a social fraternity, we did not know exactly what we were getting into when we decided to become a member of the team. We simply knew that whatever we accomplished would be for the good of the Little Rock District.

It's a bit scary to sign up for a team with people you are not familiar with, but our team is coming together. We have been cautioned that if one of us fails, all of us will fail. If one person does not complete all individual and collective assignments, none of the team members will graduate. Talk about pressure.

I hope that when I said PPEP has been physically demanding and that it reminded me of pledging a fraternity, no one pictured our PPEP champion entering a room with his eyes slowly scanning in search of his first PPEP victim for the evening. This has not been the case, but we still have a few months to go. We have, however, physically participated in a ropes course to create an environment of trust and teamwork. What seemed like only good hard work and fun turned out to be a moment of inspiration. Some of us learned we could do things that we didn't know we could do. Also we were able to collectively boost the performance of fellow team members by cheering throughout the day to encourage confidence and inner strength. The ropes course was definitely something I am glad I experienced.

As for sleep deprivation, some of our team members may not be going through this phase as much as others. This comes down to time management, which is certainly a key to successfully getting through the PPEP program. My two kids don't allow me to do many PPEP-related activities while they are awake. Since they have a combined age of three years, I allow them to disturb me at this point. I love it. However, I make the choice to stay up late many nights to work on my self-development. That's my choice, and I've discovered that your body will become acclimated eventually.

The personal commitment started before our members were selected to this year's PPEP class. It has become obvious to me that our team is comprised of dedicated employees who are willing to share some of their personal time for professional development. Motivation to be personally committed has not been taught or encouraged during this PPEP training. However, I've observed that the members have a great deal of self-motivation for this program. Again, this reminds me of my college days of pledging a fraternity.

Some may think I've drawn a wild and absurd analogy by comparing PPEP to a social fraternity. While we don't throw wild parties and participate in hazing, we do have to encounter the unknown and deal with it. We do have to work with people who we aren't yet familiar with to accomplish a common goal. We do have to encourage each other and ensure that none of us will fail.

Who knows? After it's all said and done, I suppose we'll learn a secret handshake. I'm looking forward to graduation!

BDT

(Continued from Page 8.)

Keith said now the team needs to focus its efforts on developing a process.

"We just need to get the process in place so that we can follow it when we really get called on to do one of these projects," Keith said.

"There were some times during the exercise where I thought more of the team could have been more involved in the activities," Young said. "Having a process in place that says who does what and when will help us improve. These exercises always show us that there's no much more for us to learn."

Harris agreed with his team mates.

"We were pretty much equal with our counterparts in SWD," Harris said. "But we all need more training on the software and more of these exercises. If you don't use it, you lose it."

The only snag the team members noted in this exercise was that TAC didn't give us all the project requirements up front.

"It was 3 or 4 in the afternoon of the first day, and we were still getting vital information, which was not good, since we had to have a presentation that included cost estimates and a construction schedule by 2 p.m. the following day," Jackson said. "In real life, it will be a different situation. We will be working directly with the customer, or we will be working through engineering support teams who are talking directly with the customer. So the information should flow better than it does in an exercise."

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.

Safety can put ergonomics to work for you

SAFETY FIRST

Little Rock District Safety Office

by Peggy Paulsen

Ergonomics examines human behavioral, psychological and physiological capabilities and limitations. An understanding of these help professionals in the field of ergonomics design new work environments, or modify established work environments that maximize productivity and worker comfort.

Having said this, the computer monitor has become an integral piece of office equipment. As you go through your day's work you should constantly be aware of the position of your monitor. Its position can strongly affect the ergonomics of a workstation and your physical comfort.

Here are a few guidelines to help you determine whether your workstation conforms to basic ergonomic standards:

✝ The height your computer monitor should be positioned so the top line of text is at or slightly below eye level. If you use bifocals or trifocals, the monitor should be placed lower.

✝ Incorrect placement of your computer monitor may cause sore muscles, backache, tired eyes or headache. The monitor should be in your line of vision about 18" to 24" away from your eyes. If the monitor is either too close or too far away, it may cause eyestrain.

✝ Your keyboard should be placed at the same height as your elbows. If your chair has adjustable armrests, raise or lower the armrest position to offer elbows and shoulders support.

✝ You should not have to reach down or reach upward to access your keyboard. If you are constantly reaching, this may cause unnecessary strain on the wrists, which can lead to carpal tunnel syndrome.

To help avoid this, place the keyboard flat on the work surface. You also should have a gel-filled pad to support your wrists. If your writ pad is hard and uncomfortable, it may be counterproductive.

✝ Mouse placement also is very important. Your mouse should be placed near the keyboard to prevent muscle strain caused from constantly reaching.

Your elbows and wrists should be well-supported when using the mouse. It may be necessary to reposition your chair closer to the desk or to simply turn the chair at an angle to find the correct and comfortable placement for your arms.

The human body is not designed to sit for a long period of time. The key to avoiding potential back, shoulder or neck ache, eyestrain or other muscle disorders is to maintain good posture and take frequent three-minute stretch breaks.If time and weather allows, you may consider going for a ten-minute brisk walk on your break.

You don't have to conform to your workstation. We can help make your workstation conform to you. If you have questions about your current workstation, e-mail or visit the Safety and Occupational Health Office in room 6502.

Don't forget to do regular maintenance on your e-mailbox

By Kathy Brewer
Customer Assistance & Applications Section

While using Microsoft Outlook, have you gotten a message that says your mailbox has exceeded its size limit? Now you are unable to send any messages until the size of your mailbox is reduced.

Size is not measured by the number of messages in the mailbox, but rather the total amount of space being used by all messages in the mailbox. The total size of a mailbox also includes the combined sizes of all folders such as Calendar, Deleted Items, Drafts, Sent Items and subfolders within the mailbox.

You should first determine the total size of your mailbox to know how much you need to reduce it. To do this, open Outlook and locate the folder named Outlook Today – [Mailbox - the User's name] under the folder list, right-click on that folder once and select properties for mailbox.

At the properties window, go into the general folder tab and click on the folder size button. The third line shows the total size of the mailbox. The box below that gives a break down of every folder and its size.

Most users feel comfortable emptying the deleted items folder. The simplest way to do this is to click on the tools menu, click on empty deleted items folder and click yes to delete the contents.

There is a feature you can turn on that will prompt you to empty the deleted items folder every time you exit qutlook. To do this, click on the tools menu, choose the options submenu and then click on the other folder tab. Under the general section, check the option "empty the deleted items folder upon exiting."

Also it is helpful to know the size of each message, including its attachments. With a size field in the mailbox, you can quickly see if there are any large messages over one megabyte that can be deleted or saved elsewhere. PowerPoint attachments are notorious for being several megabytes in size.

To put a size field in your mailbox, position your mouse pointer on the vertical line between the from and subject fields. When the pointer symbol changes to a plus sign with arrows, right click and select field chooser from the pop-up menu. Click and drag the size field option to where the pointer was between the two field headings. The size field will now appear as a heading in the mailbox.

If you need further assistance with this topic, call the IMO Help Desk at 6824 or toll free at 1-877-885-6675.

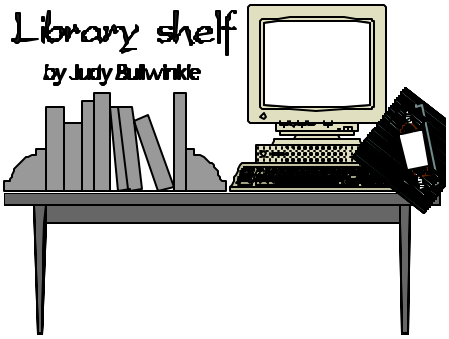
Search worldwide with your AKO password

Your Army Knowledge Online password now provides you access to the Army General Libraries Online Resources containing links to full text magazine articles and other useful sites.

Created by the "post" library program which corresponds to public libraries in the private sector, the site links to full text periodicals, including "Army Times" and "Sports Illustrated."

Other links include the Student Resource Center, materials for middle and high students; Peterson's Online Resource Center; information on accredited colleges and universities and SAT, ACT, GRE; Biography Resource Center; and the Health and Wellness Resource Center.

To access the site, use the Digital Army Libraries web site, www.libraries.army.mil. Select research tools and the click U.S. Army General Library Online Resources. You will be prompted for your AKO login and password to enter the site. You can select your choice from there. Call the TRC if you have any problems.



New safety videos available

"Respiratory Protection and Safety" (T55.3 .G3 R47 2000) illustrates how the respiratory system works and describes hazards as well as proper methods for protection. The newly revised "Lifting and Carrying"(T555.3 .L53 2001) describes how to lift and carry heavy objects and the role of the spine.

"Don't be a Dummy about Forklift Safety" (TJ1425 .D66 2001) portrays forklift accidents to emphasize the dangers. "Understanding Electricity" (QC527 .U52 2001) covers dangers of electricity, safety procedures to prevent accidents and treatment for shock victims.

More audio CDs

The TRC has two additions to the audio CD collection. "Fish" (HF5549.5 . M63 .L86a 2001) captures the popular work based on the Pike Street Fish Market in Seattle where work is fun.

"First, Break All the Rules" (HD38.2 .B832 1999) presents ideas for employee selection, motivation of employees and the development of outstanding employees. Ask for these items at the front desk of the library.

Legal web site reminder

As highlighted in the March 2001 column, lay legal information is available through www.nolo.com. Through their mission statement, the creators of the site pledge "to help people make their way through the clutter and complexity of the legal process.

Organized topically into 22 "law centers," the site concentrates on the types of law that everyday people encounter and presents the tenets in an understandable manner. Each area includes a legal encyclopedia, FAQs, updates and the "Auntie Nolo" reference service to answer submitted questions.

The site also has calculators for computing mortgages, etc, a legal dictionary and section on lawyer jokes.

Hot Web Site of the Month
www.xrefer.com
search full-text encyclopedias, dictionaries, books of quotations & more

Paulsen named chief of Safety for Little Rock District

Peggy Paulsen recently was named Little Rock District's new chief of Safety.

"This selection fulfilled a goal that I had been diligently striving for," Paulsen, a certified safety specialist and manager, said. "It's one of the best things that's happened to me. This is one of those jobs where you can really make a great difference."

Paulsen

Paulsen began her service with the Corps 20 years ago as a personnel clerk. After a short stint with the U.S. Postal Service, Paulsen came back to the Corps in the safety office where she has served for the last 18 years, first as a safety technician then as a specialist before being named as chief.

This is not a job Paulsen takes lightly.

"The key is trying to keep it all in perspective," Paulsen said. "To be energetic and still stay passionate about the job."

In addition to her time with Little Rock District, Paulsen also supported the Army during Operation Joint Forge from July 13, 1998, through Jan. 12, 1999, in Bosnia. Paulsen said that she felt blessed to take part in the mission and noted that very few civilian females were involved.

For her, the challenge was two-fold.

"It came from a real desire for a different challenge, something totally out of the ordinary and a need to serve," she said. "I had been working here for 15 years and wanted something completely different."

Paulsen noted that in the immediate future, her priorities for the safety office include hiring an industrial hygienist and a student aide. She hopes to have those positions filled by April or by May at the very latest.

"I'm hoping that now we'll get those two spots filled and get things up and moving and be an asset to the district," Paulsen said.

Paulsen replaces Jeff Cochran who left the district for a job with Hawaii District.

Beaver Lake developing watchable wildlife area

by Jennifer Wilson
LRDispatch staff

Some of the best ideas are the simplest. That's the case with the watchable wildlife area that is being developed in the Horseshoe Bend portion of Beaver Lake.

The Arkansas Game and Fish Commission leases about 30 acres of land in the area from the Corps of Engineers for a nursery pond that they operate and maintain. The pond is a spawning area for a variety of fish like crappie, bass, blue gill and sunfish.

"Each year the pond is flooded in April, and brood stock is added," said Beaver Lake Park Ranger Alan Bland. "The fish spawn, and then the fingerlings develop. In October, the gate is opened, and the pond along with its contents drain into Beaver Lake," Bland said.

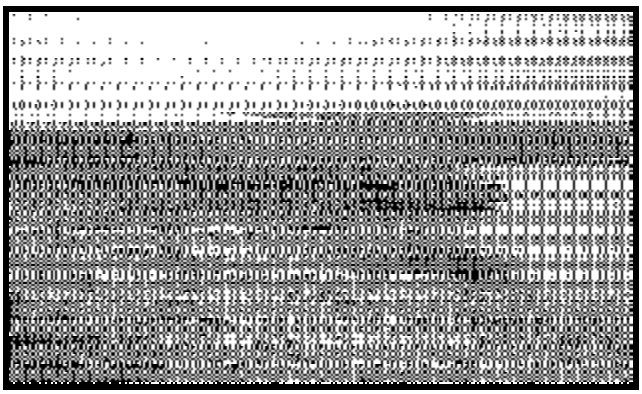
Over the last five years, Bland noticed that when the pond was drained, all types of wildlife were attracted to the area like deer, turkey and waterfowl.

"It was just sitting empty in the winter, so I came up with the idea of planting rye grass and oats in the bottom of the pond until the winter freeze," Bland said. Bland plants about 600 pounds of rye grass seed each year.

"The grass and oats provide food and cover for a variety of wildlife. Later in the season, the Game and Fish Commission allows the pond to fill up halfway, and it becomes a rest stop for geese."

The partially flooded pond is a place where waterfowl can rest and eat during the winter without having to worry about hunters.

"When you see all the wildlife here, you immediately want to be able to share it with other people," Bland said. "That's why we decided to make a watchable wildlife area."



The viewing platform will be constructed on the levee that extends out into the nursery pond.

The Corps has contracted with Ken Estin, a local landscape architect expert in trails and watchable wildlife facilities, to build the viewing area for $11,750.

"The viewing area will extend from the levee out toward the nursery pond," Bland said. "It will provide a good viewing location for the pond and the shoreline as well as the surrounding terrain including the edge of the woods."

It will have a screened observation blind with a shelf for cameras or spotting scopes and benches.

While construction is set to begin this month on the viewing area, the Beaver Lake Project Office has already received a $500 grant from Wal-Mart that they matched. The money was used to purchase 50 birdhouses, bat houses, Kestrel and wood duck boxes and the hardware needed to install them.

An inmate crew from Benton County will install the boxes around the pond to improve wildlife habitat.

To make the area more accessible, Bland worked with a local Eagle Scout to build a trail through the adjacent woods, across an open field and up to the viewing platform on the levee.

"The trail brings people to the watchable wildlife area without disturbing any of the wildlife," Bland said. "I also want to plant some food plots along the way so people will have a chance to see animals as they walk to the site."

When construction is finished in March, the area will be open to the public.

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