



**US Army Corps
of Engineers®**
Little Rock District

LRDispatch

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Corps loses employee, friend

by **Valerie Buckingham**
LRDispatch Staff



Featherston

Sometimes in life you run across kind, warm-hearted people that impact your life without even knowing it. You couldn't possibly think of anything negative about them, just the wonderful attributes that made them such a joy to be around.

Don Featherston was one such person.

Featherston worked for Little Rock District as a crane operator and towboat pilot for 21 years and served as pilot of the Motor Vessels Ted Cook, J. Gene Crump, Pine Bluff and Rodney P. Anglin. On Jan. 31, Featherston lost his fight with lung cancer. While his co-workers were saddened by the loss, they were also humbled to have worked with such a kind person.

Doug Eggburn, chief of river maintenance section at Pine Bluff Marine Terminal, had been friends with Featherston for 39 years, before either of them worked for the Army Corps of Engineers.

Eggburn said he never personally knew anyone that was as gifted at their job as Featherston.

"There are two very diverse skills involved with those jobs (crane operators and towboat pilots)," Eggburn said. "You don't find both skills in the same person."

"They are two totally different trades and Don was the only person that I have ever known that was topnotch at both of them."

Featherston had been sick for about 15 months, but never retired. He continued to work, though he was only able to make it to work one or two days a week. He worked most of his life as a crane operator, but his

first love was towboats.

Two weeks before his death, he asked if he could pilot his towboat, the J. Gene Crump, one last time—and he did. This was hard for Eggburn to handle because he knew his friend was aware that the end was near.

"He faced the end with more bravery than anyone I've ever seen," Eggburn said. "He went out on his own terms. When he decided there was no more treatment, there was no more treatment." With a choking voice Eggburn simply stated, "Don was the best."

Featherston operated many large cranes, including working on offshore oil platforms. Prior to his employment with the Corps, he worked many years for Elmer C. Gardner, Inc. of Houston, Texas.

There was a side of him that most of his Corps co-workers never knew—the bold side.

"When we were younger he was the daredevil of all daredevils. Everything from motorcycles to whatever," Eggburn said. "He was real nervy when it came to doing things with towboats and cranes. He always had the boat wide open,

(See "Featherston" on page 3.)



David Virden

Jean Cook, wife of the late Ted Cook, presented Don Featherston a Bible during the dedication ceremony of Motor Vessel Ted Cook in 1998.

DE honors those who volunteered for service

It was a visit to the airport that I will never forget. Five of our employees were about to embark for an unknown period of time to a final destination undisclosed. For security reasons, I'll not disclose the names, but you know who they are.

They are civilians that have volunteered to serve their country in far off lands. They come from around the district, from a project office, from Programs and Project Management Division, Planning Environmental and Regulatory Division, and Engineering and Construction Division. One is a reservist on active duty. They are all dedicated to their jobs, to our nation, and to our military.

Departing Personnel

Accompanied by family, they arrived at the airport with enthusiasm, with pride and perhaps with a little apprehension. The families exhibited each of these feelings as well, especially concern for what lies ahead.

On this day, they were not leaving the mainland (CONUS) , but were instead going to join the units they would work with in theater. They will use this time prior to deploying overseas as an opportunity to get to know those they will be working with, to clearly define everyone's roles and responsibilities. They will also check and double-check all equipment to make sure everything is fully ready for when they do deploy to the country.

As we talked, many questions were asked about what to expect. I was able to answer some of their concerns, but others will be revealed as they go through the preparation. It was easy to see that they were ready for what may come. They had their training and their shots. Their equipment was packed and loaded. However, they were venturing into an unknown, and wanted to know more of what might lay ahead.

After a photo session to mark their departure, they walked into the jet way and out of sight. As they left I felt a sincere sense of pride in being a part of an organization with such superb and patriotic people that would gladly volunteer for this assignment. I said a short prayer for them before leaving the gate. I'm sure they will be back soon with adventures to tell us all.

These are not the only personnel that have departed SWL in service to their country. Ten of our people have been activated in the reserves and are currently serving outside of SWL, both stateside and overseas. Another departed on the advance party with SWD's team. Several more of our personnel have been identified and may have departed by the date this is published. Still others are waiting for their opportunity.

The missions vary depending upon the team, but they all have

From where I sit

by Col. Benjamin Butler
District Engineer



several things in common. There is a need for the expertise our people have. This know-how is required in places that are much different from the places we are accustomed. These skills are necessary to protect Americans, to assist our military effort, and to facilitate a rapid transition back to peace.

District support

Those who are not deploying also have important missions. Some will be asked take on extra duties to fill in voids left by the departing personnel. Some will be asked to work issues that are sent to us by our personnel overseas through our TeleEngineering kits. All of us need to pull together to ensure our organization remains fully effective, even when some of our best personnel are pulled and not replaced.

Yes, we indeed have trying times ahead of us. Our country has been attacked already, but there is a large network of militants who are waiting for a chance to attack again.

There is a (reader's choice adjective deleted) dictator, Saddam Hussein, who has developed and used weapons of mass destruction (WMD) in the past, both on his own citizens and on foreigners, that is waiting for a chance to punish us and expand his power. If left unchecked, he will use at least some of the tons of unaccounted for chemical and biologic agents on us or on our allies. The inspections have not found any of these known WMD, much less uncovered the highly suspected nuclear material.

We must all do our part to keep the world and America safe. I ask that each of you dedicate yourselves to doing what you can to support our nation's endeavors. I am sure some of you are concerned that we never have another Hiroshima. And many of you are like me, praying for peace while knowing we must ensure we do not have another Pearl Harbor or another 9/11.

May God Bless America and all of you.

LRDispatch

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Family News

Births

Roderick Gaines was born Feb.3. He is the son of Angela and **Rod Gaines**, a civil engineer in Design Branch.

Aspen Turnage was born Jan. 11. She is the daughter of Clint **Amber Turnage**, a contract specialist in Contracting Division.

Congratulations

Keri Archer married Brandon Green on Jan. 4. She is a student aide in Safety and Internal Review Office.

Joe Maresh and **Rose Garrett** passed the Arkansas Professional Engineer Exam. Maresh and Garrett are both mechanical engineers in Design Branch.

Tiffany Isham made the Dean's List at Henderson State University for the Fall Semester 2002. She is a student park ranger at Dierks Lake.

New Faces

Ben Bremer is a new civil engineering technician at Mountain Home Project Office. He is a senior at the University of Arkansas at Little Rock and is part of the Student Career Experience Program.

Speaker's Bureau

Thomas Long was shadowed on Jan. 30 by students Jonathan Kennedy and Jeremy Lee during Gillett High School's Job Shadow Day. Long is a construction representative at Montgomery Point Lock and Dam.

Beverly Glanville presented a program on water safety and hypothermia to 429 students during Millwood Tri-Lakes' Water Safety Symposium on Jan. 21 in Ashdown. Glanville is a co-op park ranger at Millwood Lake.

Thank You

Members of Little Rock District,

Thanks for all of your well wishes, kind words and handshakes during my brief visit to the office Monday, Feb. 3. My stay was so short that I did not get by to say good-bye to everyone. My unit has now completed processing and is validated for movement into our theater so we will be leaving soon. I hope to see you all very soon!

Lt. Col. Henry Himsteadt, US Army Reserves and chief of Hydrology and Hydraulics Section

Dear **Ken Foesterling**,

Clint Moore was very helpful to us in the processing of paperwork necessary to complete the construction of our boat dock. His efficiency and dedication to his job are to be commended. People like Clint are an asset to the Army Corps of Engineers

Future engineers



Valerie Buckingham

Leslie Falgout, an intern in Engineering and Construction Branch, gave a presentation to students from McClellan Engineering Magnet School about preparing for college and for engineering careers.

and to the community.

Sincerely,

Henry D. Thomas, Ronald L. Henrichs, Joe D. Sawyer, William F. Meister and David Ruble

Dear **Ken Foesterling**,

Jeff Farquhar was very helpful to us in the processing of necessary paperwork for a parking area for several boat docks at the subdivision known as Twin Island Estates. He also was helpful in the processing of the paperwork necessary to complete the construction of our boat dock. His efficiency and dedication to his job are to be commended. People like Jeff are an asset to the Army Corps of Engineers and to the community.

Sincerely,

Henry D. Thomas, Ronald L. Henrichs, Joe D. Sawyer, William F. Meister and David Ruble

Featherston

(Continued from Page 1.)

because he said he liked to see the black smoke roll. When you're good you can be nervy."

According to his co-workers, Featherston always showed enthusiasm when dealing with Corps' customers and was always eager to help others.

"Don was exceptional in dealing with our customers," said Chief of Operations Division Mike Miller. Many times when providing public tours or inspections before Sept. 11, we invited the public to the pilothouse to see first hand how our towboat was operated. He exhibited great patience and good cheer in demonstrating operation of the boat."

And from all of your friends at the Corps, "Don, let the black smoke roll!"

Columbia tragedy impacts aerospace student

by Alex Allen

Special to LRDispatch



Allen

A little after 8 a.m. on Saturday, Feb. 1, I received what was to be the first of many phone calls. It was from my father, who called to tell me two things.

The first was that his military unit had been put on emergency mobilization that morning for deployment to an undisclosed overseas location. As a military brat, this did not affect me much.

It was the second event, the Columbia disaster, that made my heart drop the likes of which I had not felt since Sept. 11, 2001.

For a student of aerospace engineering as myself, it was devastating. After hanging up the phone, it immediately rang again and again. For the next couple of hours, it was the flurry of phone calls and E-mails from family and friends. They asked many questions, some of which I had no reply: What happened to the shuttle? What does this mean for NASA? Are you sure about doing aerospace engineering?

I chose aerospace engineering because the cutting edge technology and information makes it a challenging field of study. This year marks the 100th anniversary of the Wright brothers first flight. Think about it: 101 years ago, no one was able to fly under artificial power. But, in the span of the first hundred years, we have come from that first flight of 120 feet to sending

probes millions of miles into space.

Along the way, there have been many setbacks, from the unknown early pioneers in their failed flight attempts to Amelia Earhart and Apollo I, to the disaster that befell the crew of Columbia. But in true human fashion, we have persevered to overcome these tragedies and go farther, higher and faster. I know that the Columbia accident will not be the end of the shuttle program. I only hope it is not the end of our desire to send people into space.

These astronauts who gave their lives knew the risks. Being an astronaut is one of the most hazardous jobs in the world, but for some is one of the most rewarding experiences.

There are memorials at Cape Canaveral, Fla., Arlington National Cemetery in Washington D.C. and at the top of Pikes Peak in Colorado for those who have given their lives in the name of space exploration. I have had the honor to visit these places and I know that the names Rick Husband, William McCool, Michael Anderson, David Brown, Laurel Clark, Kalpana Chawla and Ilan Ramon will be added with the respect and honor that they deserve. I hope their names are not only remembered at these places, but also in the hearts of the American people.

The "Columbia 7" will be remembered in my heart forever in my future career as an engineer. I know I will never be one to go into space, but I hope to work someday to help others realize their dream.

(Editor's Note: Alex Allen is the son of Ralph Allen, an attorney in Office of Counsel.)

Corps educating masses on Lewis and Clark

by Denver Beaulieu-Hains

Army News Service

The Army Corps of Engineers not only wants to showcase the Lewis and Clark Bicentennial, which kicked off Jan. 18, it's goal is to make everyone a spokesperson for the expedition.

"Everyone should know the story," said Jeanine Nauss, national coordinator of the Lewis and Clark Bicentennial for the U.S. Army Corps of Engineers. "The Lewis and Clark Expedition was an Army expedition. The Army funded the expedition; supplies came from Army stores; members of the team were soldiers. Most people grow up not realizing this was an Army expedition."

The Corps formed the Lewis and Clark Training Academy, which offers training to those who might be asked the hard questions when the spotlight is on, officials said.

There are Lewis and Clark ties to at least 49 of the 50 states, said Ken Wilk,

Lewis and Clark Bicentennial deputy to the national coordinator.

During the next four years the traveling exhibit, "Corps of Discovery II: 200 Years to the Future," might not reach all Army installations and recreation facilities, he said. But events sponsored by other organizations might increase tourism on installations, Wilk added.

"This training is not just for park rangers. It's for anyone who has contact with the public," Nauss said. "We're going to have the whole world recreating the Lewis and Clark Expedition, and we want our folks to know the Lewis and Clark story and be knowledgeable about their own projects and installations as well."

There will be no charge for sessions, but personnel stationed outside of the regions where the classes will be offered must have their travel and per diem approved by their offices. There are three sessions scheduled for fiscal 2003: Feb. 14-15 at Fort Leavenworth, Kan.; Mar.

14-15 at Washburn, N.D.; and in April in Cincinnati, Ohio, a date has not been determined. For more information on training academy sessions contact Ken Wilk at 785-453-2338 or visit <http://www.lewisandclark200.gov>.

The four-year expedition in honor of the Lewis and Clark Bicentennial debuted at the Monticello Visitor Center in Charlottesville, Va., Jan. 14 - 18.

The exhibit will travel the route of the Lewis and Clark Expedition from Virginia to the Oregon coast 2003-2006 commemorating the journey. It will visit several hundred cities and educate millions about the importance of the Lewis and Clark expedition to the nation's history.

The exhibit travels in a tractor-trailer painted with spectacular graphics. At each stop the trailer will unfold museum-quality interpretive exhibits and a "living history" performance tent, which includes live demonstrations, lectures, cultural presentations, and audiovisual shows.

Bass brings Pope's blessings to all employees

by Jamie Oliver
LRDispatch Staff

Thanks to Lee Bass and the choir from Little Rock's Our Lady of Holy Souls Church, Little Rock District employees received a blessing from Pope John Paul II.

From Oct. 22-31, Bass, assistant chief of Program and Project Management Division, traveled around Italy with the church's adult choir, a venture that culminated with singing at the Vatican for the Pope and a crowd of thousands.

Dressed in a tux and tails, Bass even had the opportunity to step from the choir and perform a solo for the assembled crowd.

After the session was over, the choir received blessings directly from the Pope.

"He blessed us, our families, our friends and our co-workers," Bass said. "So in a way, everyone in SWL received an indirect blessing from the Pope."

A representative from the Vatican, visiting the church, invited the choir to sing for a Sunday morning mass at the Vatican, Bass said.

They accepted and began raising money for the trip, called Italy Pilgrimage

2002, which included stops around the Italian countryside.

"We visited several cities before we got to Rome," he said. "We went to Stresa, Milan, Florence and Assisi."

Bass said that of all the places the group visited, he enjoyed Assisi most.

"It was a quiet town in the country, a nice place to just sit back and relax," he said. "But one of my favorite parts of the trip was when we saw the church of St. Francis of Assisi."

St. Francis founded the first Franciscan convent in Assisi by building a few small huts of wattle, straw and mud, enclosed by a hedge, Bass said.

Now the original structure is enclosed by the Basilica of St. Francis, which according to a Catholic website, remains one of the most popular places of pilgrimages in the world, and has been visited by many popes, including John Paul II.

While in Italy, the choir participated in a concert enjoyed by thousands of people, Bass said. The group enjoyed a newly found celebrity afterward.

"It was kind of strange," he said. "After singing (at both the Vatican and the concert), people would recognize us when we were walking down the street. It was like



Our Lady of Holy Souls Catholic Church

Lee Bass prepares for choir concert at the Vatican in Rome, Italy.

we were famous."

Bass said the choir has been asked to participate in a world-singing contest and is working to raise money for the trip, scheduled for 2004.

Sinkhole at Clearwater Dam poses no threat

While the Army Corps of Engineers officials continue their investigation into the mid-January formation of a sinkhole in Clearwater Dam, they have concluded that the dam is capable of continuing to perform as designed.

Clearwater Operations Manager James Beard said that on Jan. 15 during a routine inspection of the upstream side of the dam, the sinkhole was discovered. The depression was 10 feet across and eight to 10 feet deep.

Corps officials explained that soon after the sinkhole was discovered, it was excavated to 25-foot depth where its diameter had constricted to three feet. No void was found. The excavated hole was re-filled with compacted clay. Twice daily inspections have so far revealed 10 inches of settlement in the compacted clay since it was completed on Jan. 19. No further settlement has occurred since mid-February. This amount is not considered significant,

but the Corps continues monitoring.

Meantime, officials continue efforts to determine if measures are needed to prevent future sinkholes. Technicians have also been examining piezometer readings that have showed no changes in the normal water tables below the dam. Piezometers are a series of small wells used to measure groundwater levels and detect changes.

Experts from the Corps' Engineering Research and Design Center as well as the Kansas Geological Survey are also being consulted about the possibility of further tests. Also, the Corps will bring in a drill rig in March to take subsurface samples to further investigate the sinkhole.

The Corps has contacted the Wayne County Emergency Coordinator to keep that local office abreast of the situation. Beard said new information would be made public as it is developed. He added

that the Corps has not determined whether the sinkhole is related to high lake levels last year.

Meanwhile, Little Rock District is continuing its safety evaluation study of Clearwater Dam. The study was begun last year to examine three main areas — seepage, seismic stability during earthquakes and erosion of the emergency spillway during times of flooding. The study recently was broken into a major rehab study for seepage, with a separate seismic study. It is unknown at this time when these will be completed.

The safety evaluation studies are not linked to the investigation into the sinkhole. These are separate investigations.

Need a district phone list, you can find one on the wire
<http://www.swl.usace.army.mil/the.wire>

Millwood hosts first Water Safety Symposium

by Jamie Oliver
LRDispatch Staff

From live alligators to courtesy boat inspections to a fashion show featuring life jackets, Millwood-Tri Lakes Project Office's first Water Safety Symposium offered a little something for everyone.

The Jan. 25 event, held in Ashdown, Ark., Jr. High School's cafeteria, drew a crowd of 325 people, a number that exceeded the expectations of event coordinator Robin Parks.

"We weren't sure exactly what we were getting into or what kind of turn out we could expect," Parks said. "But I think it went really well. Everyone who helped us did a wonderful job."

Parks, a park ranger at Millwood, said the idea for the symposium came about last year when office members created their yearly water safety plan.

"This was just something we came up with that we wanted to do in January to coincide with the start of duck season," she said. "People usually don't have a lot to do in January on the weekends."

Parks coordinated with members of the community and various local agencies to bring the district's water safety message to Southwest Arkansas.

Arkansas Game and Fish Commission wildlife officers were on hand to give

courtesy boat inspections and help Dierks Field Office Park Ranger Jamie Camp with a boating education class. The course is required by law for anyone born after Jan. 1, 1986, who plans to operate a motorboat or jet ski.

Twenty-eight teen and pre-teen students turned out for the one-day, 8-hour course, which was more than anticipated.

"That was many more than we ever imagined," Parks said. "Jamie did an excellent job and deserves a huge round of applause for his work."

Parks said feedback from the parents has been positive about having the course all day Saturday. In the past, the course has been held two or three nights a week.

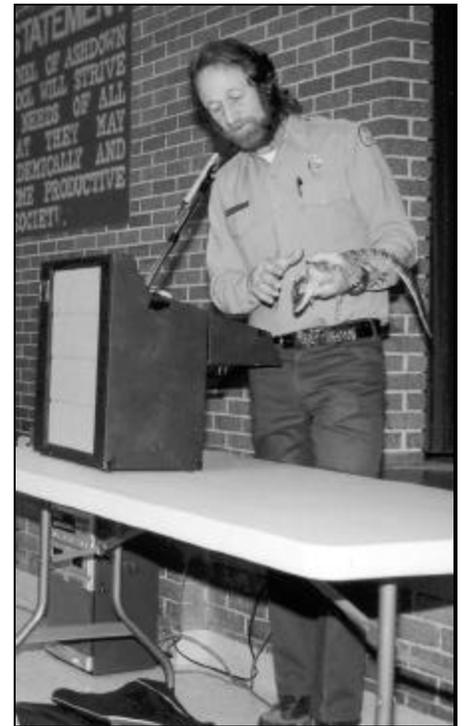
"We had several requests to do the class again this way at a later date because some parents had kids who were involved in ballgames that couldn't attend this one," Parks said. "We might consider doing this a couple of Saturdays before summer or other days when the kids are out of school."

Parks applauded AGFC for their help, not only with the boating education class, but with the event as a whole. She said the boating education class began with only 17 manuals, but AGFC officials "rushed around and found more so all participants could all have one."

AGFC wildlife officers also performed boat inspections free of charge during the event.

Other local enforcement officials held demonstrations throughout the day in the cafeteria featuring drinking and response skits, search and rescue dogs and even a personal flotation device fashion show. During the show, officers showcased the latest types of personal flotation devices, some of which were donated by the manufactures, Parks said.

Symposium vol-



Jamie Oliver

Forrester Randy Becker teaches a group of children about alligators during Millwood's Water Safety Symposium, Jan. 25 at Ashdown Junior High School.

unteer and Dierks Field Office Park Ranger Eugene Archer praised the partnerships between the local agencies and the Corps.

"We had quite a bit of participation from all of them," Archer said. "It was nice to interact with each agency and see what problems they have. It will make working with them in the future much easier."

Randy Becker, a forester in Natural Resources Management Section, taught classes on alligators throughout the day as well. Becker developed an interest in alligators during his 12 years working as a park ranger at Millwood.

"I lived along the Little River for six of the 12 years I was at Millwood," Becker said. "Gators are one of Millwood's biggest draws and one of the neatest things about the area."

A recent study by AGFC found that Grassy Lake, just below Millwood Dam and adjacent to Beards Lake in



Jamie Oliver

Dierks Field Office Park Ranger Eugene Archer gives this young man a few lessons in throwing the bean bag through the life ring. Everyone who played the game took home a small prize.

(See "Millwood" on page 12.)

Employees are progressing in fitness program

(Editor's Note: The Little Rock District has implemented an exercise program for all employees. Each employee is allowed up to three hours a week for no more than eight weeks to implement an exercise program into their schedules. So far over 80 employees are taking advantage of this program. These three wish to share their experiences with the rest of you. The LRDispatch will continue to follow their progress. Journal entries were compiled by LRDispatch staff writer Jamie Oliver.)

Jennifer Hoban



January 27

This week I was away on training, so my exercise consisted of walking around downtown Portland and walking around the mall for about two or three hours after training. I know this sounds weak, but I walked up the escalators at the mall and tried not to cut corners when walking downtown. Also, I lost the wheels on my luggage, so hauling

that around was quiet a workout in itself.

February 3

This week I was again away on training in Huntsville, Ala. Here I did not do as much as I should have, but we did have personal protection training on the last two days. Once again I was hauling around two weeks worth of luggage.

February 18

Today I walked up to Reed Mountain, which is one of our overlook parks, with a co-worker. It is quite an incline but the cool wind kept us cool.

Mike Biggs



January 26, Super Sunday

Black Sunday, I have eaten cheese dip, prime rib, doughnuts, etc...

January 30

My second weigh-in for Weight Watchers: I weighed 244 pounds, so Super Sunday was only a minor set back. I have added some sit-ups and weight lifting to my workout. I want to be strong like Mark Freedle.

February 6

My third Weight Watchers weigh-in: I gained two pounds, but my waist size is smaller. This is frustrating, but the Weight-Watcher lady says I gained weight because I replaced fat with muscles. Lee Schoonover told me that I will only loose weight if I cut off my head. I don't like my weight gain but loosing inches around the waist is encouraging.

February 13

Eureka! I weighed in at 239 pounds. I lost seven pounds last week, and my head is still firmly attached to my neck. I only have 19 pounds to go until I reach my preferred weight. My size 40-waist jeans are loose and baggy. I may go to Old Navy and try on some 38's.

Allison Smedley



January 27

How does time slip by so quickly? I looked around and everyone was dressed in sweats and stretching. I chose to exercise at the same time the rest of my section exercised for this very purpose. My biggest excuse has been, "I get busy and the day slips away from me." It's nice to have others

outside with me. Accountability is a great thing.

February 3

I faced the 90 mile-an-hour, gale-force winds today. We didn't chance walking the trail in fear of limbs (or trees) falling. Instead, Kenney and I walked up and down the big hill to Caudle Overlook. The uphill walk was a little difficult at times, because we were walking against the wind – No small feat. Downhill was fun, as we were pushed back to the office. Every time I go for a walk, I'm rewarded with a clear mind and a healthy looking flush on my face. It was also very nice to walk with my husband, who remarked that even though we are in the same office, our paths don't cross much. I think we both felt good after our walk.

February 4

Today was a good day. I actually doubled the amount of trail I usually walk. Even a small accomplishment like this sure does make me feel good!

February 10

As I walk out the door (grumbling) to go exercise, I wonder, "Why am I doing this today?" I didn't sleep well last night, I have heartburn and my feet are starting to swell. (I'm sure it couldn't be from the chips I ate with my sandwich today...) I force myself out of the office and onto the trail. Part way through my walk I realize that I am thankful for this time. I could be on bed rest at home.

I also start thinking of the many people who would do anything to just be able to go for a walk. I have two good feet attached to two strong legs. I do not have arthritis. My heart is in good condition, and I do not have to worry about muscular or other health-related problems. After finishing, I realized that I had answered my original question – Why am I doing this? Because I can!

Get Fit, Get Healthy



Exercise

EEO maintains a positive office environment

by **Natalie Rowland**
Special to LRDispatch

As an employee of Little Rock District, you have most likely heard of the Equal Employment Opportunity Office. But do you know who we are or, more importantly, what we do?

It is the responsibility of EEO to advise the commander on all EEO matters and to help make sure that the workplace is free from all forms of unlawful discrimination and harassment. We try to accomplish this by providing training for all employees.

One of the responsibilities of the EEO office is to manage the Complaint Processing Program. If an employee or applicant files a complaint we are responsible for processing the complaint and attempting to resolve it at the lowest possible level.

So how do we accomplish these duties?

First, we must make sure that you are aware of the district's policies regarding non-discrimination and resources available to you to pursue complaints.

Title VII of the Civil Rights Act of 1964 prohibits discrimination in employment based on sex (sexual harassment and equal pay), color, disability (mental or physical), age, race, national origin, religion or reprisal. AR 690-600 covers the Army's complaint processing system.

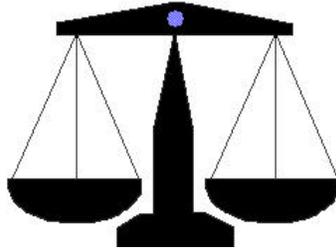
There are two types of discrimination recognized by the courts under Title VII: disparate treatment and disparate impact.

Disparate treatment is when employees feel they were treated differently because of their race, color, sex, age, nationality, religion and/or disability.

Disparate impact is defined as a policy or practice that is applied equally to all employees but has a screening out effect on a particular group.

Who can file a complaint with EEO?

Any employee, former employee or applicant for employment who believes he or she has been discriminated against in an employment matter subject to the control of the district may file an EEO complaint. An attorney may also file the complaint for the complainant.



How soon should you file?

In order for a complaint to be timely, the individual must contact EEO or an EEO counselor for pre-complaint counseling via traditional EEO counseling or alternative dispute resolution.

The complaint will be deemed timely if it is filed within 45 calendar days after the alleged discrimination OR personnel action OR or when the complainant became aware OR reasonably should have become aware of the action. Failure to meet this 45-calendar day time limit may result in the dismissal of a formal complaint.

Where do you file informal complaints of discrimination?

Any person who believes he or she has been a victim of discrimination should contact the EEO Office or an EEO counselor to file an informal complaint.

Where do you file formal complaints of discrimination?

An employee, applicant or former employee who has been counseled regarding a claim of discrimination and has received a Notice of Right to File Letter from the EEO Counselor, has 15 calendar days to file a formal complaint. The complaint must be in writing and filed in person by the individual or representative, or by mail or fax with any officials who are authorized to receive discrimination complaints.

Addresses to send complaints:

Equal Employment Opportunity Officer
P.O. Box 867 ATTN: CESWL-EO
Little Rock, Ark. 72203-0867

Secretary of the Army
ATTN: SFMR-RBE
1914 Jefferson Davis Highway
Crystal Mall 4
Arlington, Va. 22202-4508

Commander,
U.S. Army Corps of Engineers
Little Rock District
P.O. Box 867, ATTN: CESWL-DE
Little Rock, Ark. 72203-0867

Director, EEOCCRA
ATTN: SFMR-RBE
1914 Jefferson Davis Highway
Crystal Mall 4
Arlington, Va. 22202-4508

The Jacket of Life



It may not be fashionable,
It may not be cute,
But your life is much more
important,
Than any bathing suit.

Wear your life jacket!

Working together makes families closer, larger

Teamwork is a very important part of working for the Army Corps of Engineers being a part of the PPEP team, but what exactly is teamwork?

Teamwork has come to mean a variety of different things for different people. *Webster's Dictionary* defines teamwork as work done by several associates with each doing a part but all subordinating personal prominence to the efficiency of the whole.

OK, so what does that mean? Maybe a simpler definition of teamwork is a group of people united by certain convictions or common affiliations, also known as a family. Families and teamwork are a part of each of us, and we rely on them everyday, even if we do not want to.

Each of us has a family of some kind whether they are in this city, state, country or overseas. What we do not realize is that through teamwork, we actually build our families. Learning how to do this can be a thrilling and unique experience.

Time and time again, people move from their home or hometown in search of bigger and brighter things. Some go to college, others to new jobs and some follow their hearts to different and exciting places. For many of us, this search led us to Little Rock District, to a new home. Perhaps moving here was not a tough

decision because of families and friends from years past, but who could have imagined the families and friends yet to come.

For myself on a professional level, the district accepted me as one of its children and the Personal and Professional Development Program class of 2003 formed. It seemed like new friends and faces popped out of each and every corner. New friends were introduced, old acquaintances were re-introduced, and a friend welcomed a new baby into the world. And when I accepted a developmental assignment to Korea the entire family expanded. It is wonderful to see the way a family will gather around to give support and be supportive of your decisions.

It has also been amazing to see how friendly and accommodating every one is across the ocean. People you barely know will offer rides, or even their car, at any time of the day and night.

New family members come from all over to offer words of wisdom, encouragement or simply a friendly face to have dinner with.

Teamwork is the only way to get everyone through a developmental assignment like this without going crazy. There is



PPEP 2003
High Performance
Leadership
by Karyn Higgins

just so much to do and so little time to do all of it in, but all kinds of family is there to help it each step of the way. E-mail, phone calls and checking the mailbox turn from formalities to delighted times of day to receive warm wishes, good thoughts and all the hugs families and friends can give. Yes, E-mail can send a hug, smile, giggles or provide that warm feeling that only cocoa and a friend can give you on a cold day.

Families extend with each moment of time, and families can grow so big that sometimes it is hard to keep in touch with everyone that has been part of your life. But each time it extends and grows, you learn more about the world around you and yourself.

Families are the backbone of teamwork, so remember the next time you say hello to someone in the hallway or elevator, around the city or around the world your family is growing.

New Contracting chief applying PMBP ideals



Easter

Sandra Easter is Little Rock District's new chief of Contracting Division. Although she may be new to the district and even the to the Army Corps of Engineers, her 24 years of contracting experience proves she is no stranger to the business.

Easter began her career in 1978 when she left her childhood home of Pine Bluff, Ark., for Rock Island, Ill., to serve in the Environmental Contracting Chemical Demolition Facility and Ammunition

Contracting Division at the Department of the Army Operations Support Command. Here she managed multi-million dollar acquisition programs as a supervisory contract specialist, team leader, contracting officer and contract specialist.

But she said she is excited to be back home and to be working for the Corps.

"It is wonderful to be back on the soil of Arkansas," Easter said with a smile. "I know I have chosen well with this position because this organization will offer me an ability to grow both professionally and personally."

Easter said her first goal as the district's contracting officer is

to join the Program Management Business Process objective of building productive teams and establishing coalitions with Corps customers.

Easter not only brings on-the-job experience to this task but community involvement as well. In 2002, she was an honoree of the International Who's Who of Professional and Business Women for significant career achievement and contributions to society. She was also a nominee for the 2000 National Association for the Advancement of Colored People Roy Wilkins Renowned Service Award for mentoring and tutoring at-risk youth, serving as a mentor in the Workforce Empowerment program and promoting mutually beneficial partnerships between the government and minority educational institutions.

"I have been blessed, and as we are blessed, we are to bless others," Easter said. "I am proud to have the ability to make a difference in the lives of others."

But she said she is most proud of helping her two children Marcus, 28, and Akilah, 22, grow into "independent individuals who are in the position to make a good living." Marcus is the Assistant Vice President and Senior Relationship Manager at Merrill Lynch in Chicago, and Akilah recently graduated from Chicago State University with a degree in biology.

Managing stress is a part of healthy life, living

When you think of stress, do you think of the negative impacts on your life? If so you are letting the stressors in your life control you, and you are not alone. Stress is a word that is overused and misused. It has become the catchall health issue.

Stress is simply the everyday wear and tear we experience in relation to our continuously changing environment. These changes have physical and emotional effects on us that can be not only negative but also positive.

Stress may be past, present or future experiences and encounters that we perceive as a threat or a challenge. These stressors may be either perceived external conflicts or internal struggles.

In order to see the positive stressors, think of the things that present challenges to you instead of threats. These are the influences that push us to action, catapulting us to unbelievable greater heights.

On the other hand, negative stress is caused from unplanned events and surprises that may make us feel overwhelmed and depressed. This stress can cause both emotional and physical health



problems and illnesses.

The key to handling all forms of stress is to learn how best to adjust our lives to accommodate these events and effectively deal with their influence. Stress is a part of life and living; a balancing act. One thing for sure, there is no single level of stress that is optimal for everyone. We are all individuals. What is distressing for one may be a positive “can’t wait to get started” challenge for another.

Stress management is the strategies that we use to effectively manage everyday anxieties. It is important to note that the strategies we currently use must be different than the ones we used several years earlier simply because we are different.

Being creatures of habit we must reevaluate our behaviors and take some effort to become more effective dealing with our stress. For some this idea may be stressful itself. We have a tendency to embrace those things that are familiar. It may be some time before the product of our old ways creates more anxiety than the idea of change. Often, we don’t feel confident that we can manage a lifestyle change and fight to remain stationary. Later, when we’ve no alternative and implement the necessary changes we find that a lifestyle change is actually less stressful than attempting to hang on to the old lifestyle!

Our thoughts, emotions, behaviors and environment interact and affect each other. To manage emotions, as in stress management, we manage our environment and the content of our thoughts. Stress management techniques may be assertiveness, time management, realistic problem solving and self-discipline training.

Life is a growth process requiring con-

(See “Safety” on page 11.)

‘Recall’ remedies e-mail goofs

Have you ever sent an e-mail message to everyone in your workgroup and immediately realized that you had put the wrong date, wrong room number or even the wrong time in the message?

Well, do not panic. With Microsoft Outlook’s recall option you can get rid of this message before it is read.

All you need to do is go to the *Sent Items* folder and open the message you just sent. Choose the *Actions* menu and select *Recall This Message* Command.

A *Recall This Message* pop-up menu will let you know how many recipients have already read the message and give you the option of deleting or replacing unread messages in the recipients inboxes.

You also have the option of being notified if the recall is a success or failure for each recipient. After choosing all of your preferences, click *OK*.

Perhaps if too many recipients have already read the message, your best option may be to correct the message and resend it. Outlook also has a *Resend This Message* command, making it easy to do just that.

As before, open your message from the *Sent Items* folder, choose the *Actions* menu and click on the *Resend This Message* command. Your message will be transformed into the send mode allowing you to make any changes you wish before you resend it. You can change who the recipients are, the wording of the subject, or anything in the body of the message.

You may want to add “Resending this message to include correction” to the subject line to ensure that all recipients notice the changes. Once you have the message just like you want it, click *Send*.



by Kathy Brewer
Customer Assistance &
Applications Section

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 your request.

Comments and Family News submissions must be received by March 15 for publication in the next issue. Send your comments to valerie.d.buckingham

@usace.army.mil or mail them to 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.

OOPS

Missed an issue of the LRDispatch? You can view past editions on our website <http://www.swl.usace.army.mil/the.wire>.

Engineering references among TRC additions

References for the Electrical PE

Two new works have been added to the Professional Engineer Certification study program. "Principles and Practice of Engineering: Electrical and Computer Engineering Sample Questions and Solutions" (KT169 .P75 2001) contains problems selected by the National Council of Examiners for Engineering and Surveying for the PE test.

Published by the knowledgeable Professional Publications, "Six-minute Solutions for Electrical and Computer PE Exam Problems" (TK169 .C21 2002) offers problems from various areas on the electrical exam.

Customer Service Improvement Tools

"How to Tough Customers" (HF5549.5 .E42 B858 2002) is a self-teaching workbook containing five 20-minute sessions. Oriented toward government employees, the work provides case studies, skill assessment quizzes and customized action plans to improve employees' abilities in working with customers.

New UNIX materials

Several new titles from O'Reilly offer tips for improving Unix skills for beginners as well as expert users. "Learning



the VI" (QA 76.76 .O62 L355 1998) explains the features of "vi," the full screen text editor. The work covers the four vi clones of nvi, elvis, vim and vile.

"VBScript in a Nutshell" (QA76.73 .V27 C45 2000) contains complete documentation for placing VBScript language in various applications. All statements, procedures and functions are arranged alphabetically. "VBScript Pocket Reference" (QA 76.73 .V27 2001) summarizes many points from "VBScript in a Nutshell" in a quick reference format.

The new edition of "Unix in a Nutshell" (QA76.76 .O63 R568 1999) addresses System V Release 4 and Solaris.

"Learning the Unix Operating System" (QA76.76 .O63 T62 2002) provides an introduction to this powerful system. All common commands of Linux, Mac OSX and other Unix products are covered.

Assorted New Engineering Materials

"Steel Deck Institute Design Manual" (TA684 .S734x 2000) presents information on the advantages of composite steel deck floors, as well as specifications for steel deck roofs and non-composite steel form decks. The work includes design examples and other topics.

"Traffic Engineering Handbook" (HE333 .T63 1999) analyzes a variety of traffic engineering problems, assesses solutions and explains many concepts and techniques in a simple manner.

Prepared by the Federal Highway Administration, "Seismic Retrofitting Manual for Highway Bridges" (TG315 .S45 1995) updates the original guidance on the topic by incorporating new research and experience in earthquakes.

Hot Web Site of the Month

<http://www.keveney.com/Engines.html>

Descriptions and animations of 19 different engine types.

Safety

(Continued from Page 10.)

stant changes. We are given opportunities to be the best that we can be. The growth process requires changes.

Life is similar to taking vehicle ride. The scenery is continually changing. You can anxiously await the destination or fearfully brace yourself for a wreck. If you do the latter you will miss a lot of pleasure along the way. You can choose to enjoy the journey or stress yourself over the possibility of a vehicle wreck.

Everything in our life has a meaning. By saying, "yes" to life means enjoying the scenery and letting the destination take care of itself. It also means looking for changes that will help us grow. Stress reactions can be a good metric indicator of where to begin looking.

Problems that cause stress in your life are similar to an obstacle blocking the road. Let us say a large oak tree has fallen across the road. We cannot pass. What would you do? Sit and wait for the removal crew or use your brain to find a way around the obstacle.

As mentioned earlier life's problems can motivate you, teach you something or wear you down. The choice is yours. Stress is a reaction to any event in our lives. It is a normal part of life and living. Stress motivates us to get up in the morning and keeps us

going all day. Stress can be revitalizing, energizing and rewarding .

When faced with stress we can let it consume or we can take a look at its meaning. We can read, discuss with others and look deep within ourselves for the information that we need to combat our stress. Everything we need to solve any problem is located inside of us although sometimes we may need a professional to speed things along.

We need to take a new perspective, one that seeks the lessons in life and helps us face, rather than run from, or fear the challenges. Often the more severe the stress or crisis, the greater the lesson we can learn. More times than not, life's greatest lessons are those we describe as adverse or negative. It is important for us to remember that we can change ourselves, change our perspective, change things and events around us, but we cannot change others.

No matter the event or challenge, use stress to your advantage. Turn negative events and challenges into a positive. Make stress work for you. Place lesson learned in a covered box and file on the top shelf of your memory for future reference, i.e. positive experience!

Millwood

(Continued from Page 6.)

Hempstead Co., has 13.5 alligators per mile. Becker said this number indicates Grassy Lake has more alligators than the state of Florida, which averages 13 gators per mile. Because of the density of alligators in the Millwood area, Becker said that he uses programs like the Water Safety Symposium to educate the public about alligator safety.

"We start having problems when people start feeding them," he said. "So far this year, we've had six or seven that had to be removed because people were feeding them and they were becoming attracted to people. Visitors were going out to fish and gators would walk up to them looking for a handout. It was really scaring people."

Becker said he enjoyed the symposium for several reasons.

"The alligator program was a big hit," Becker said. "We have such a good opportunity to connect with the local people during programs like this that I hate to miss them. Plus, since I worked down there for so many years, it gave me the chance to get back down there and see people I know."

Pine Bluff Project Office Park Ranger Caleb Brunson said Becker's demonstrations were among his favorite parts of the day.

"I learned a lot of things from that," Brunson said. "And Randy gave the kids in the audience some really important information about alligators."

Brunson knows a little something about alligators at Millwood. His first job as a park ranger was at Millwood. Now he's at Pine Bluff, but he said was willing to head back and help out with the event.

Parks said the project office unveiled three new water safety programs during the symposium: the Life Jacket Loaner Program, the Fire Extinguisher Loaner Program and the Millwood Lake Emergency Radio Communications Program.

"The programs are designed to furnish our campers, boaters and swimmers with decent life jackets and fire extinguishers should they be missing either of these items or if theirs are ineffective," she said.

To get the Millwood Lake Emergency Radio Communications Program on its feet, Parks said Corps officials are encouraging all boaters to carry hand-held two-way radios and keep them tuned to a specific channel.

"Signs are posted at boat ramps and boat lane pilings to advise boaters of the proper channel," Parks said. "This gives boaters a better chance of communicating an emergency situation if there are other boaters with radios nearby."

Park rangers, participating marinas and boat shops and park attendants all will monitor the radio channel, she said.

Although no entry fee was charged, the office made \$136 from the concession stand through sales of soft drinks, complete with a life jacket coozie in Ashdown schools colors, and various food items throughout the day. That money will go into the project office's fund to pay for swimming lessons for children in the community that might not be able to afford them otherwise, Parks said.

Overall, Parks said she was very pleased with the event and is working with everyone who participated to decide if it should become an annual event.

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