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home or at work.

LRDispatch

Searcy County regional water district receives permit to build reservoir

by **P.J. Spaul**
LRDispatch staff

The Searcy County Regional Water District will receive a federal permit that allows it to build a 92-acre water supply reservoir in the upper reaches of Bear Creek. The project is designed to meet much of the drinking water needs of Searcy and Newton counties through 2050.

The water district applied in 1997 to the state of Arkansas and the Army Corps of Engineers for state and federal permits to build the lake to provide a 3.7 million-gallon per day water supply. The project would replace some and possibly all water systems in the county, some of which fail to meet Environmental Protection Agency standards. Some of the current drinking water supplies exceed the permissible levels of radium.

After a thorough review, the state issued water quality certification for the project. The project is supported by the governor and by the state resource agencies that commented on the permit. However, the National Park Service strongly opposed issuing the permit, and the U.S. Fish and Wildlife Service and others joined that opposition. In May 2000, the Corps denied the federal permit, citing a proposed pipeline from Greers Ferry Lake as a practicable alternative even though it cost more.

The water district appealed the decision through the Corps' appeal process, and the governor of Arkansas wrote a letter supporting the project. This letter resulted in the final decision on the permit being elevated to the Corps' Southwestern Division.

As the Corps' review continued, both the proposed reservoir and the pipeline alternative were further considered. Difficulties with the pipeline included the added time and expense it would take to study reallocating water from Greers Ferry Lake.

The expense of the pipeline was given

careful consideration. It would cost about \$6.1 million more than the Bear Creek reservoir over the 50-year life of the project. Searcy County is the second poorest county in Arkansas with a per capita annual income of \$8,800. Corps officials determined that the increased pipeline costs make that alternative not practicable.

The differences in environmental impacts between the proposed project and the alternative are minimal. The Corps found that either proposal would have only minor negative impacts to the aquatic environment, and there are only minor differences between the impacts of the proposed reservoir and the pipeline alternative.

The findings also indicate the reservoir will not invade or unreasonably diminish the scenic, recreational, and fish and wildlife values present in the area of the Buffalo National River and that it will have no measurable impact on the national river.

In reaching a decision, the Corps balanced the need for a safe, reliable and affordable water supply against the increased cost and delay associated with a pipeline. The agency also factored in the overwhelming support for the lake from the citizens of Searcy County and the support of the governor before concluding that

(See "Permit," on Page 6.)

Best recreation project



Brig. Gen. David Melcher (3rd from left), and Col. Benjamin Butler (far right) with Jan Ouradnik, Dianne Batson, Dennis Turner and Sean Harper at the Senior Leader's Conference in August. Beaver Lake Project was named Natural Resource Management Project of the Year.

Learn from the secrets behind our successes

What a great district, and what great people to work with! During the short time that I've been here, I've truly been impressed with both this district and its people. Everywhere I go I hear more about the exceptional people who work so hard to make sure this district "leads the pack" within Southwestern Division.

A couple of weeks ago I had the opportunity to travel to the USACE Senior Leader's Conference where they were presenting awards for outstanding achievement. SWL earned two of the awards. **Randy Hathaway** received the Lt. Gen. John W. Morris Civilian of the Year Award, and Beaver Lake was named the Natural Resources Management Project of the Year. A fellow SWD employee, Ranger Eric Garner from Fort Worth District, earned the Civilian Award for Humanitarian Service for his life-saving efforts.

A week later I attended the Governor's Conference on Waterborne Transportation where, **Paul Revis**, a district retiree and former director of the Arkansas Waterways Commission, received the Silver de Fluerry Medal for lifelong engineering achievement.

These are all monumental successes for each of our employees, and I think they are milestones for our district and division. I think there's something we can learn from each of them.

Randy earned his award, against a field of about 35,000 other employees, for having the highest overall standards of excellence as a Corps employee. But he didn't just receive the award for his work in the office. This award took into consideration his volunteer efforts to help his community and to further the engineering and project management fields.

His work for the Project Management Institute Central Arkansas Chapter, as treasurer and later president; work with S.A.M.E.; and work at Fellowship Bible Church where he teaches both adults and third grade boys are equally important. A well-balanced life, including community involvement, is something that can easily be overlooked, but is a major ingredient when looking for greatness.

Beaver Lake's award was based upon a team effort. While **Dianne Batson** may have led the team as the project manager,

From where I sit

by Col. Benjamin Butler
District Engineer



they would not have been able to earn the award without a concerted commitment by the total team. Each one was determined to make their corner of the world the best they could. They were particularly noted for their efforts to work with local individuals, groups, clubs, business and industry to enhance service to the public. Teamwork, dedicated to the greater good, is another form of greatness.

Paul Revis has worked a lifetime in the field of engineering. He dedicated 33 years of service to the U.S. Army Corps of Engineers, two of which were on active duty. Most of his time was spent here in the Little Rock District. He also was a member of the Army Reserve, which he retired from as a brigadier general.

In addition to his work for the Corps and the Army, he volunteered to serve on numerous professional and advisory boards that relate to the McClellan-Kerr Arkansas River Navigation System. He has now retired (from his third career) as director of the Arkansas Waterways Commission. Consistently providing outstanding results over a lifetime, both on the job and by volunteering in his free time with organizations, is one of the most elusive forms of greatness that a person can achieve.

Fort Worth District Ranger Eric Garner was thrust into a terrible situation where he was able to use his training to help save lives. He was the first person to happen upon a two-car accident on the way home from work at 11:30 p.m. There was one car on fire, and eight people either dead or dying.

He was immediately forced to make life and death decisions, doing triage without assistance and getting the bodies out of the burning car. His CPR training was invaluable, and his quick

(See "From where I sit," on Page 11.)

LRDispatch



U.S. Army Corps
of Engineers
Little Rock District

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District Engineer
Col. Benjamin Butler

Public Affairs Officer
Robert G. Faletti

Command Information Officer
Jennifer Wilson

Issue Editor
Hollye Acker

Writer
Jennifer Boyett

White says prepare for more base closings, Army streamlining

by Joe Burlas

Army News Service

A Department of Defense legislative proposal for another round of military base closings will soon be forwarded to Congress and has the Army leadership's full backing, Secretary of the Army Thomas E. White said Aug. 1.

Speaking to more than 300 Army officers, DoD officials and defense contractors at a meeting of the Association of the United States Army's Institute of Land Warfare, White talked about what he believes is the current state of the Army and where it is heading in the future.

"We (Department of Defense) will send to the Hill Friday a Most Efficient Facilities bill—current excess is at least 20 percent," White said. "This will be popular with nobody. We would rather be doing other things, but the battle must be fought."

All the service secretaries agree base closures and consolidations are necessary given their current force structures and the need to use the savings such an action would produce elsewhere, White said.

Another thing the service secretaries agree on, White said, is that each must be allowed to align force structure and resources to support national strategy. Too often in the past decade, the force structure and resources haven't been there—causing the Army to rely heavily on the Reserve and National Guard, take money from other accounts to pay for deployments and missions, and operate at a burdensome high operational tempo, the Army secretary continued.

"One third of the Army is currently either deployed or stationed (overseas)," he said. "Whatever forces the (Quadrennial Defense Review) determines, we must align strategy, force structure and resources for reasonable OPTEMPO."

One fiscal quandary robbing Peter to pay Paul has caused a backlog of approximately \$18 billion in base housing maintenance—an issue that has adversely affected soldiers' and their families' quality of life, White explained. His answer—seek more private industry partners to renovate existing housing, build new quarters and manage all on-post housing in return for soldiers' monthly quarters allowance.

Within the past two years, the Army has already entered into contracts with industry to upgrade, expand and manage base housing at Fort Carson, Colo.; Fort Hood, Texas; Fort Lewis, Wash.; and Fort Meade, Md.

Talking about the Army's Transformation, White said it is not only about more lethal, survivable and deployable weapons systems, but also the better use of information technology. One area of IT the Army has yet to take advantage of is increasing situational awareness of everyone in the organization and flattening the organization's structure, he said.

"War is ultimately about the control of land," White said. "We cannot expect technology to be the silver bullet that answers all the questions, but it must be part of the answer."

While the U.S. Army is the most dominant one in the world, White said, it is only the ninth largest and therefore everyone in the Army must support its Transformation efforts to maintain its qualitative edge. With 435,000 troops, the Army is the smallest it has been since 1940, he said.

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 Sept. 17 for publication in the next issue. Send your comments to

jennifer.lwilson@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.

Know your customer

Henscheid takes command of arsenal

Colonel Steven T. Chapman transferred command responsibility for the Pine Bluff Arsenal to Colonel Mark R. Henscheid Aug. 3.

Henscheid, a native of Blackfoot, Idaho, has been the deputy chief of the Systems Applications Division of the Technology Development Directorate of the Defense Threat Reduction Agency in Alexandria, Va., for the past two years.

He is a 23-year veteran and holds masters degrees in Radiological Science from the University of Washington and

in National Resource Strategy from the National Defense University. He also earned a masters degree in National security and Strategic Studies from the Naval War College.

Chapman, who has commanded the arsenal since 1999, retired from the Army after 25 years of service. He and his wife will live in North Little Rock. Chapman's wife, who is a career employee with the federal government, will continue to work at the Pine Bluff Arsenal Chemical Agent Disposal Facility.

It's time for CPC training for Engineers

A program on erosion control will be presented Sept. 12, in Room 6412 from noon until 2 p.m. A light lunch will be provided, bring your own drink. Make your reservations by calling Mary Hartsfield at 324-5567.

Family news

Best Wishes

Tom Bishop, project engineer at Table Rock Dam Safety Resident Office, has accepted a position with Kansas City District.

Jennifer Boyett, an editorial assistant in Public Affairs Office, left the district in August to work in the Office of Communications at the University of Central Arkansas.

Caleb Burnson, a park ranger at Millwood Project Office, has been selected for a ranger position at Pine Bluff Project Office.

Jim Campbell, a forester at the Pine Bluff Project Office, accepted a position with Vicksburg District at Lake Quachita last month.

Jeff Cochran, chief of Safety, has been selected for the chief of Safety position with the Pacific Ocean Division in Honolulu, Hawaii.

Don Conley, a safety clerk, has been selected for a new position at McAlester, Okla., at the Defense Army Center.

John Nicholson of Real Estate Division's Appraisal Team, is leaving the district for a job with Portland District.

Sarah Stein, a summer student aide in project management division, will be attending UALR this fall as a freshman.

Carter Stein, a summer student aide in the Office of Counsel, returns to his second year in law school at UALR this fall. He will work in the Attorney General's Office.

Lexie Rue, a co-op ranger at Ozark field office, left the district for a permanent position with the U.S. Forest Service as an archeologist.

Mike Vanlandingham, an architect in Engineering and Construction, left the district to work for the U.S. Department of Agriculture on Aug. 24.

Congratulations

Frances (Sissy) Aldridge has been promoted to a full-time, permanent, administrative office assistant.

Sylvester Jackson, park ranger at Pine Bluff Project Office, began a six-month developmental assignment in Natural Resources Section, Aug. 13.

Jennifer Boyett, editorial assistant in Public Affairs Office, received her Bachelor of Arts degree in journalism from the University of Central Arkansas in August.

Hannah Park, daughter of project manager, will attend Arkansas State University at Jonesboro this fall.

Amber Conley, daughter of safety clerk **Don Conley**, will attend Arkansas State University at Beebe this fall.

Deaths

Joe Pearce, 78, of Little Rock died Aug. 15. He retired from the district in 1988 as a civil engineer.

New Faces

Peter Theodos is the a civil engineer technician at Beaver Project Office.

Nick Rogers is the new engineering technician at Ozark Field Office.

Titus Hardiman transferred from Vicksburg District to the Dardanelle Field Office.

New Temporaries and Student Aides

Jamie Oliver is the new editorial assistant in Public Affairs Office.

Weddings

Brad Harris, son of Bob Harris, a mechanical engineer in Maintenance Engineering Sections, married Christal Harding on July 7 July at Christ Church, Parish of Bundaberg, Queensland, Australia.

Correction

The August edition of the LRDispatch gave an incorrect address for the Armed Forces Vacation Club web site. The correct address is www.afvclub.com

My wife and I along with our son and his family from Cleveland, Ohio, spent the week of July 8 through the 14 camping at Tucker Hollow Park on Bull Shoals Lake.

We were favorably impressed by the friendliness and efficiency of the camp manager, Jay Sasser and his wife. Their helpful attitude made our stay very pleasant.

We have camped for years in Corps of Engineer, state, national and private campgrounds throughout the United States. Our stay at Tucker Hollow Park was among the most pleasant.

Thomas Bouldin, Springfield, Mo.

Wendy Spivey's third grade class visited the Bull Shoals Dam and Powerhouse for a tour that was led by Patty Wilson. Here's a few excerpts from their letters. Spelling and grammar mistakes are theirs, not ours.

Customer Care Corner

It was fun walking with you. My favorite part was the 18-foot in diameter thingy. It was huge. That was my first time to be in the dam. My mom has gone only two times. Thanks for the complimenting. You are a very nice lady.

Hanna

My grandpa helped build both dams.

Devin Rowden

Thank you for everything on the Bull Shoals Dam tour. I liked everything. I liked everything I men it. Defenetly cool.

Brandon

Army Knowledge Online accounts now mandatory

by Diane A. Grant
Army News Service

Every soldier, reservist and Army civilian will be required to have an Army Knowledge Online account by Oct. 1.

This requirement was spelled out in a memorandum signed Aug. 8 by Secretary of the Army Thomas E. White and Army Chief of Staff Gen. Eric K. Shinseki. The memo outlines the goals and direction for Army Knowledge Management, a strategy to transform the Army into a "network-centric, knowledge-based force." The Army Knowledge Online portal is a central part of that strategy.

"Army Knowledge Management will allow the Army to leverage its knowledge as an enterprise," said Lt. Col(P). Jane F. Maliszewski, director of Strategic Outreach, Army Chief Information Office. "Army Knowledge Management facilitates the move to an e-Business environment by harnessing best practices that will improve the efficiency and effectiveness of our management and operations."

In the future soldiers, reservists,

National Guardsmen, and civilians will no longer have to send away for copies of their personnel and financial records; they will be able to access this information through an Army Knowledge Online account, officials said. Eventually, they will be able to view and update their personnel data on the Web.

All Army Knowledge Online users will also be given an e-mail account that they can use for the rest of their career and even after retirement. The e-mail address will stay the same no matter where soldiers and civilians are stationed worldwide, officials said.

Army Knowledge Online provides secured access for users, by using encryption mechanisms similar to those used in banks and investment corporations, said the chief of Army Knowledge Online, Lt. Col. Rod Wade. In the future, new soldiers and employees will be issued an Army Knowledge Online account with their identification card.

"Army Knowledge Online will allow the Army to tailor information to specific groups. If they need to get information

All district employees must get an AKO account by Sept. 25. To register go to www.us.army.mil and click on "I'm a New User." Supervisors should report to IMO when all their employees are registered.

out to a certain grade or branch of employees, they can target that group and tailor the information. This allows the Army to operate more efficiently," Wade said.

"Army Knowledge Management will effect a faster more accurate decision cycle for the Army," Maliszewski said, "through greater access to proven information. Eventually, it will provide online employee support services for all soldiers and civilians, as well as a robust knowledge base to enhance our warfighting capabilities."

Retiree news

Garner inducted into 2001 Outdoor Hall of Fame

by Keith Stephens
Arkansas Game and Fish Commission

Retired after more than a half-century with the Corps of Engineers, Carl Garner still makes an impact on the Arkansas outdoor scene.

Garner was involved in the building of Greers Ferry Lake in north central Arkansas in the early 1960s and stayed around as its boss as the Corps' resident engineer until just a few years ago. Along the way, he spearheaded a clean-up system fueled by volunteers that became a national model.

Garner is one of three Arkansans who are 2001 inductees into the Arkansas Outdoor Hall of Fame. They will be honored Friday, Aug. 31, at a banquet and fund-raising event at the Robinson Center in downtown Little Rock. Other inductees are Richard Davies of the Arkansas Department of Parks and Tourism and Nancy DeLamar with the Nature Conservancy.

Garner went to work for the Corps of Engineers after graduation in 1938 and spent the World War II years in mapping work in upstate New York. Then he worked as a contract estimator on the preliminaries of Bull Shoals, Table Rock and Greers Ferry lakes in the White River system. He became chief of the Corps' construction division, then Greers Ferry's resident engineer in 1962. A year later, he hosted

President John F. Kennedy in the dam and lake dedication, Kennedy's last major appearance before his fateful visit to Dallas.

Greers Ferry was built for flood control and electricity generation, but Garner saw the opportunities for recreation as added benefits. He oversaw the building of 15 parks, most with campgrounds, and 1,300 campsites. The lake attracted as many as five million visitors a year. He partnered with Arkansas Game and Fish Commission biologist Carl Perrin in the building of a fish nursery pond adjoining the lake.

Garner pushed the start of the Greers Ferry clean-up in 1970 with modest funding earmarked for working on the parks, not the shoreline. He had read about volunteers cleaning at a small lake in New York, so he implemented the idea on Greers Ferry, capping the work with a fish fry and musical entertainment.

Then-U.S. Sen. Dale Bumpers attended the 1986 clean-up and followed with federal legislation for a national program of volunteer clean-ups involving more than a million people. Federal Lands Clean-up Day was named for Carl Garner.

Garner was an inaugural member of the Keep Arkansas Beautiful Commission and received the first national Iron Eyes Cody Award for beautification work. He holds an honorary doctorate from Lyon College, is a member of the Lyon College Hall of Fame and the Arkansas Tourism Hall of Fame.

District, students benefit from new recruitment program

by **Hollye Acker**
LRDispatch staff

Two student aides joined the district team this summer as members of the Workforce Recruitment Program for college students with disabilities.

Marie Mullins works in the district office. She will be a junior at the University of Arkansas at Pine Bluff this fall, where she is studying nursing.

Mullins works mostly in the library, filing items electronically, but also files paperwork in Finance and Accounting Branch using the MARKS system.



Marie Mullins has enjoyed her job with the district this summer, thanks to the new recruitment program.

Mullins said she enjoys meeting and working with everyone in a professional atmosphere.

"This is helping to prepare me for the future," she said. "I am learning how to

be a professional."

Mullins said she has thought about continuing her work for the federal government when she finishes school.

Mary Adams will be a sophomore at John Brown University in Siloam Springs this fall. She is studying to be an elementary teacher.

As a student aide at the Beaver Project Office, Adams said she does a variety of clerical work.

Adams said she also uses Excel and Access, which she believes will come in handy for her in the future as a teacher.

"I was also surprised to learn what really goes into managing a lake," Adams said.

The Workforce Recruitment Program is a method of requesting job-ready college students for summer work, said Carolyn Pettit, Information Management Office chief.

David Virden, photographer in IMO and handicapped-employee program manager, said Mullins and Adams were part of a database of more than 1,300 students provided by the DoD.

"All of our managers were provided with this database and they got a list of the ones who live and go to school in Arkansas," Virden said. "From this list, they called the individual students to ascertain their interest and discuss the possibility of a job offer.

The individuals in the applicant database were interviewed by DoD representatives and rated according to their qualifications."

"After there was an offer and acceptance of a job," Virden said, "district personnel had to jump through the same hoops as any summer employee, except they had to make arrangements for the students to be paid by the Air Force with DoD money."

Pettit said about 200 summer positions are filled under this program throughout the DoD.

She said the Army hired 31 students last summer, which was very successful.

Students working under this program are only allowed to work from May until the end of September, Pettit said.

However, both Mullins and Adams are making arrangements to be hired as student aides through the Corps so they can continue working while in school.

Mullins and Adams both agree that the Workforce Recruitment Program has its advantages.

"This is a neat program," Adams said. "People are hired who are normally not considered by other employers."

"This is a great opportunity for anyone interested in entering the professional field," Mullins said.

Virden said this is the first time the Southwestern Division has participated in the program.

"It has grown every year of its existence, and the only limitation that I know of is the amount of money DoD is willing to spend on it," Virden said.

Permit

(Continued from Page 1.)

interest and there is no legitimate reason to deny a permit. The Corps also concluded that after its review of the information provided by the applicant and other interested parties and after it assessed environmental impacts, that the proposed permit action will not have a significant impact on the quality of the human environment. Therefore, an Environmental Impact Statement will not be required.

When the state issued water quality certification, it imposed several conditions on the reservoir project. The Corps will impose additional conditions to minimize the impact to Bear Creek, one of which requires the water district to prepare a mitigation plan in conjunction with input from the U.S. Fish and Wildlife Service, the Arkansas Department of Environmental Quality and the Arkansas Game and Fish Commission.

The water district also must develop and implement a release

plan to minimize adverse impacts to the flow regime of Bear Creek downstream from the authorized dam. The plan must be reviewed and approved by the Corps and the Arkansas Department of Environmental Quality. Several erosion and silt control measures will be required.

Also, the water district will be required to perform a cultural resources survey for any areas that would be impacted by the project that were not previously surveyed. The survey report must be prepared by a professional archeologist and submitted to the Corps for approval prior to beginning construction.

More information about the Searcy County Regional Water Association permit can be found on the Corps' Little Rock District Internet site at <http://www.swl.usace.army.mil/>. Click on Searcy County Regional Water District under the scrolling "Key Projects and Issues" menu.

Readers share opinions about LRDispatch, The Wire

by **Jennifer Wilson**

LRDispatch staff

The LRDispatch staff recently completed a survey of some of our readers. We wanted to know what they thought about the LRDispatch, the Wire and the electronic version of the LRDispatch. And, we wanted to hear what they thought would make these employee communications tools better.

One hundred sixty-nine surveys were returned out of the 650 that were sent randomly to people who receive the LRDispatch each month. More than 100 of those respondents were civilian employees, and the rest were retirees, active-duty military or spouses.

Overall, the results of the survey were positive. It's good to know that more than the majority of those who responded to the survey always read the publication, find it a reliable news source and believe we give balanced coverage. The majority also said the overall appearance and content was good, and that they do receive it in a timely manner each month.

The survey also showed us that a large number of the respondents would like to see more feature stories in the LRDispatch. So we are going to start putting a few more in each issue. Some of the respondents even gave us suggestions for some articles, and we are going to follow up on as many as we can.

We also discovered that while many of the respondents visit the district's employee page, the Wire, at least once a month or have it set as their default, few have visited the on-line version of the LRDispatch. Survey responses show that many people still prefer the printed version of the LRDispatch to the electronic version.

A large number of the respondents said they only used the Wire less than once a month because it is not convenient since you have to type in the address to reach the site. (The Wire is not accessible from the main district website.) The Wire was designed to be used as a homepage for district office employees, and it's easy to set it as your default which keeps the district office news at your fingertips.

Bond fund leads TSP

The bond (F) fund of the Thrift Savings Plan in July continued its recent pattern of being the leading fund in terms of both short-term and 12-month returns, gaining 2.22 percent during the month for a 12-month return of 12.78 percent.

The government securities (G) fund meanwhile gained 0.48 percent for a 5.81 percent gain over the last 12 months.

The large-cap stock (C) fund lost 0.98 percent, the small and mid-cap S fund lost 4.13 percent and the international stock (I) fund lost 1.79 percent, for 12-month losses of 14.3, 15.56 and 22.07 percent, respectively.

Twelve-month returns for the S and I funds, which launched in May, are based on the performance of their underlying Barclay's investment funds over that time.

When you have your Internet browser open, click on "Tools" and then "Internet Options." In the box at the top, you can set your default homepage by typing in the Wire's address, **www.swl.usace.army.mil/thewire**. Then at the very bottom of the box, click okay.

This will open the Wire every time you open your Internet browser. It makes it easy for you to check family news, district and community events, download the district office phone list and still links you to the rest of the district web site.

The LRDispatch staff thanks the readers who took time to complete and return the survey, and we want to remind everyone that we always are open to suggestions. If you have an idea for a story, a suggestion to improve the printed publication or something you would like to see added to the Wire, contact us. We'd love to hear from you.

Send your e-mail to Jennifer.L.Wilson@usace.army.mil, drop us a note at CESWL-PA, P.O. Box 867, Little Rock, AR 72203-0867 or call us at (501) 324-5551.

LRDispatch Readership Survey

How often do you read the Dispatch?

Always	134
Sometimes	35

Do you find it a reliable news source?

Always	105
Sometimes	60
No response	1

How do you rate the overall appearance?

Excellent	52
Good	112
Fair	5

How do you rate overall content?

Excellent	45
Good	113
Fair	11

Do you think it has balanced coverage?

Yes	143
No	20
No response	6

How often do you access the Wire?

Set as my default	17
Once a week	12
Every 2 weeks	14
Once a month	29
Less than once/month	55
No response	38

Archeological digging on federal property is a crime

Looters choose to cash in on commercial value of artifacts instead of learning from them

by **Hollye Acker**

LRDispatch staff

Picking up bullets and Indian artifacts such as arrowheads may seem harmless, but that's not the case when the artifacts are on federal property.

An archeological violation occurred over the Memorial Day weekend on land adjacent to Nimrod Lake. In late May, rangers noticed five rectangular areas that had been freshly dug at the site. They began watching the site to see what would happen.

On the first day of Memorial Day weekend, Nimrod park rangers Willie Davis and Mark Green found a man on his knees digging in the area.

"He told them that he was the only person digging, and that he had found some artifacts he wanted to keep. He said he digs as a hobby and considers the artifacts artwork and would not be selling them.

"The rangers told him he was on federal land, and that digging for artifacts was illegal. He was questioned, and then he was asked to leave," Christopher Davies, district archaeologist, said. "The rangers did a great job confronting and

questioning him."

Two days later, rangers returned to the area and saw the same individual on his hands and knees raking around in the freshly dug dirt.

"As the rangers approached the individual, he put some leaves in the area where he was. He said he wasn't digging, he was just covering the area back up," Alex Petty, an attorney with the Little Rock District's Office of Counsel, said.

The next day project employees covered the site in plastic sheeting and surrounded it with police warning tape to keep out the public and give notice that this was a crime scene. Davies visited the site, and it was photographed and surveyed.

"Almost 245 cubic feet of earth was moved during the looting," Davies said. "The total cost of restoration and repair of the site is estimated at more than \$3,500. It would have cost almost \$27,000 to excavate the same amount of earth in a scientific manner."

"The evidence has been turned over to the U.S. Attorney's Office for prosecution," Davies said. "The \$27,000 scientific value easily classifies it as a felony."

"In the weeks after this discovery, the Department of Justice and county Sheriff's Office have been consulted," Petty said. "There was a consensual search of the digger's home, and numerous artifacts were seized. Those artifacts have been appraised, and the site restoration costs have been calculated."

Davies said the Archeological Resources Protection Act of 1979 deals with the theft of archeological resources. ARPA defines an archeological resource as any item of archeological interest more than 100 years old. This includes more than just Native American

artifacts. It also can include items from territorial times, items from Civil War battlefields and pre-Industrial Revolution artifacts, to name a few, Davies said.

"The implications, therefore, are great because of the wide variety of covered resources," Davies said. This is important, he said, because if a person is found guilty of removing any archeological resources from public land, criminal penalties may be imposed.

If the commercial or archeological value of the items involved and the cost to repair or restore the site is less than \$500, the offense is considered a misdemeanor. If the value is greater than \$500, the offense is considered a felony. Both charges result in large fines, imprisonment, or both, Petty said.

Davies said most often these cases are considered felonies due to the high cost of restoration and repair.

"ARPA violations can also lead to the forfeiture of any materials, equipment and vehicles used in the violation. Cars and trucks are commonly forfeited to the government due to an ARPA violation," Davies said.

Davies said the Nimrod site has been dated to the Woodland Period, which lasted from 500 B.C. to A.D. 900. The site covers more than 60,000 square feet. Artifacts observed at the site include ceramic potsherds, rock flakes and tools, arrowheads and animal bone.

Davies said a large feature of the site is the midden.

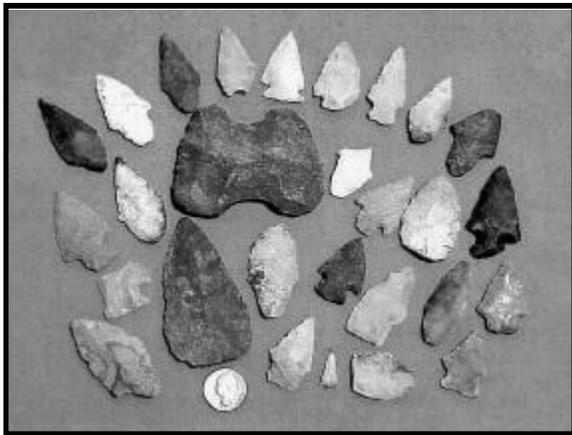
"A midden can be best described as a prehistoric trash dump," Davies said.

When trash such as animal bones, uneaten animal parts, shells and other items are thrown to one side, the soil changes color and becomes darker with organic staining. Other items such as broken pots and arrowheads also were thrown into these middens.

"A midden can tell archeologists a lot about the past," Davies said.

Davies said that given the size of the site, along with the presence of a large midden, some conclusions can be made.

"People lived here for extended periods of time," Davies said. "Given the
(See "Digging," on Page 12.)



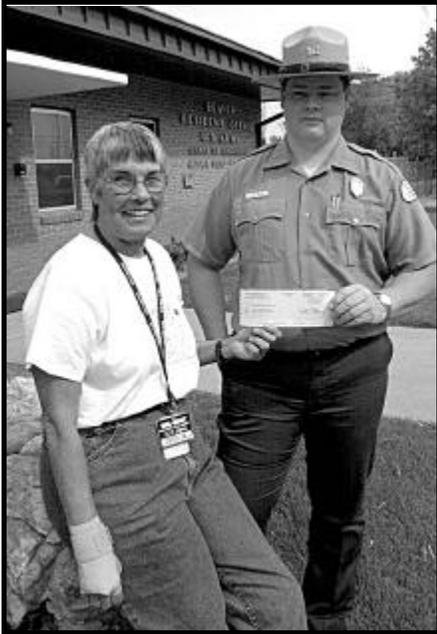
Sometimes, district officials find out about illegal digs too late. These artifacts appeared on the Internet auction site, eBay, in October 1999. The seller's description of the items said he found the artifacts near Blue Mountain Lake. He also linked to his personal website where other artifacts could be purchased, said Ralph Allen, an attorney in the district's Office of Counsel. The seller had nine simultaneous auctions for "lots" of similar artifacts.

Beaver builds partnerships with corporate giants

by **Jennifer Boyett**
LRDispatch staff

Beaver Project Office has teamed up with local corporate giants in an effort to spread water safety and other environmentally friendly messages.

Former Operations Manager Dianne Batson said she had been working with both Tyson Foods and Wal-Mart for the



Carolyn Dawson, grant administrator with Wal-Mart's Neighborhood Market, presents a \$500 check to Ranger Alan Bland.

past several months, prior to coming to the district office for a developmental assignment.

Batson said the "contacts were initiated with Scott Jackson from Engineer Research and Development Center in Vicksburg originally to continue our Hispanic outreach program, but it has grown beyond that scope."

The project office entered into two separate cost-share agreements with Wal-Mart's Store #1 and Bentonville Neighborhood Market. Wal-Mart's corporate headquarters are located just down the road from the project office and provides environmental grants from the Wal-Mart Foundation through its Good Works Program.

Batson said the first agreement was for the Corps to match a \$500 environmental grant from Wal-Mart to buy bat houses, blue bird boxes and wood duck boxes that would be put up at Corps parks around Beaver Lake.

Beaver Park Ranger Alan Bland said the \$500 grant from the Neighborhood Market was a welcomed addition this year.

"Wal-Mart approached us and asked what they could do to assist us and where their donation could be used," Bland said. "They like the idea of partnering with the Corps in this type of event and have worked to make a great partnership come to fruition."

The other cost-share agreement was with the local Wal-Mart's Store #1. They agreed to contribute 25 life jackets when the Corps purchased an additional 25 in order to implement a personal flotation device loaner program at commercial marinas.

Beaver Project Office has also teamed up with nearby Tyson Foods corporate office to spread water safety messages to its employees.

According to Bland, water safety messages are being printed on Tyson employees' check-stubs each week. Bland said the messages are being printed in English and Spanish so that all employees can benefit from them. Beaver Lake informational packets are provided to new Tyson employees in their orientation packets and Corps messages are being developed for publication in the Chicken Wire.

Beaver's new Operations Manager Marilyn Jones and Beaver Park Ranger Alan Bland are carrying on Batson's mission in hopes of gaining additional corporate sponsorship for the Great Arkansas Cleanup at Beaver Lake.

"Right now we are in the process of receiving a \$5,000 grant from Proctor and Gamble," Bland said. "They want to help sponsor our cleanup for the next two years. We will match their grant money with \$5,000."

(See "Partners" on Page 12.)

Using contact folder in Outlook can save time, effort

When you updated to Office 2000 your personal address book was imported into the contacts folder. There are many advantages to using the contact folder instead of a personal folder.

The contact folder is available in the folder list and can be accessed through remote mail.

To add to the contact list from the inbox, simply highlight the e-mail from the address to be added and drag to the contact folder.

The appearance of the contact folder can be changed by selecting View. Address cards look like index cards with information such as name, address, phone number. Up to three addresses can be entered for each contact, and one address can be selected as the mailing address.

Selecting detailed address cards gives adds more options such as a subject field. You also can view by category, company, location and follow-up flag.

By selecting customize current view and then selecting field,

you have the choice of more than 30 fields. For example, if you had typed names together in the personnel address book and need them separated, choose first name and last name and the names will automatically be separated into these two fields.

A group by option also is available under the customize view button. It gives a pick list of the fields for you to choose for grouping.

Also available are sort, a filter for selecting certain records based on criteria that you enter, other settings which allows font and appearance selections and format columns. You can sort, group, or filter on any part of the name or address that you enter.

If you need help with your contacts folder, please call the help desk at ext. 6824 or toll-free, 1-877-885-6675.



Don't overlook importance of safety training for employees

One of the most important areas in any safety program should be the training of personnel. Of the "Most Frequently Cited Violations in Construction" (*OSHA Statistics – FY 98*), "employee training" came in as the 5th most cited violation.

It doesn't take a rocket scientist to realize personnel must be "trained" and have a thorough knowledge of the hazards, before they can be expected to fully understand the importance of the safety measures employees must use.

Although there are many requirements in place within organizations to ensure that safety training happens, how often and *how thoroughly* does this take place?

Many times on-the-job training, as in the expedited and often abbreviated morning safety or tailgate meetings, is considered safety training for the employee. These sessions are efficient but are not effective and should not be considered a substitute for realistic and thorough *safety training*.

Suggestions for employee training

1. Ensure at least once a week a collateral duty safety officer or designated individual (rotate personnel if possible) conducts training in at least



one area of safety that is pertinent to that job.

2. Ensure that demonstrable skills (modeling) are a required part of the safety training.

3. Encourage your employees to attend some type of safety training.

4. Make sure you push for a share of training money for employee safety training each fiscal year.

5. If close to a military facility, track their courses offered. Two advantages to this – they will be conducted close by, and they will usually be at a lower cost.

Suggestions for supervisor, team leader, collateral duty specialist continuing education

1. Ensure that an Individual

Development Plan is completed for each first-line supervisor, team leader and/or collateral duty safety specialist, and that it is updated each year.

2. Encourage employees to take courses on topics that are outside their normal area of responsibility.

3. Develop a bi-weekly or monthly training program in your own office in which a designated employee is required to do a 10-minute safety presentation. Encourage the other employees to pass on their knowledge and experience in a "brief" discussion after the presentation. You are developing speaking skills, along with sharing safety knowledge.

4. Take advantage of year-end monies. Keep track of courses that take place in September and have names of personnel ready. (Don't forget developmental assignments.)

5. Budget for training of your personnel.

The key to a good safety program is to not underestimate the importance of safety training.

How many times did it take you months to find out about something that you should have been taught the first week? You and your employee's lack of adequate training can easily be related to the quality, or in this case *safety*, of your employee's work.

Does the district need a woman of the year award?

by Carol Storey

Equal Employment Office

The question has been asked – Do we, Little Rock District, need a Woman of the Year award? The answer is yes.

Questions surfaced about the woman of the year award as the Incentive Awards Committee was preparing for the annual Engineer Day Ceremony. Some men were asking why is there a woman of the year and not a man of the year. Women asked why the award was necessary, because women can compete right along with men today.

As a result of these questions, the Federal Women's Program Committee was tasked to determine if the award had outlived its usefulness.

First the committee had to look at why the award was established. It had been established to emphasize the government's policy of providing equal opportunity for women in the federal workforce, to demonstrate the value placed upon women who actively and effectively contribute to the standards of the Federal Women's Program and to give honor and

distinction to the status of women in Little Rock District.

The key words here are: the opportunity to demonstrate the value placed upon women in Little Rock District. This still raised a new question. What is the value of women in Little Rock District?

The FWPC believes that women are not recognized enough for their contributions that make Little Rock District the great place it is today. We realize it was not intentional, but it brings another question. What are we, Little Rock District, going to do to make sure that the message people receive is the same one that we send.

Women have fought a long and difficult battle to ensure they have equal opportunities. We have come a long way, but it is a long and precarious journey, and women are nowhere close to the end. It is not the huge boulders in the path that knock you off course, but rather those small stones.

The FWPC feels that this award, if discontinued, will make the journey to equality longer and more difficult, and that is the reason the committee has decided the award should continue.

New management videos available in district library

The TRC has added several new video titles to help with management and employee relations.

“Seven Keys to Effective Discipline” (HF5549.5.L3 1997) explains the seven key factors that can be used to ensure that fair discipline actions are taken.

“Combating Absenteeism” (HD115.2.C65 1997) present specific legal tools to reduce sick leave abuse, tardiness and AWOLs.

“Dealing With Insubordination” (HF5549.5.LD2 1997) identifies and give steps to deal with insubordination.

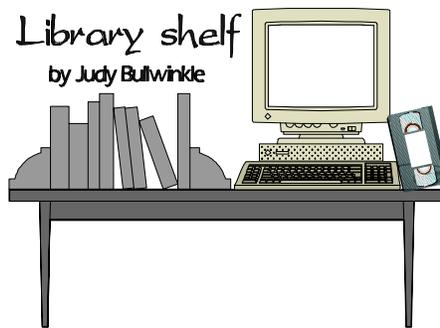
“It’s the Law: the Legal Side of Management” (KF 3370.6.I87 2000) discusses what managers should know to deal with their employees and answers some frequently asked questions about legal issues.

“The Diversity Advantage” (HF5549.5.M5D58 2000) illuminates the implications of a diverse workforce and introduces communication skills for effectively with diversity.

Books to help employees with college payments, insurance

Published by FEDweek, “Slashing the High Cost of College: How to Pay for Your Children’s or Grandchildren’s Education the Right Way” (HG179.S62 2001) outlines the complications of financial aid and student loans, investments for education, IRAs and other methods for providing education funding.

“Consumer Law Handbook” (KFA 3681.C66 2000) covers consumer law in



the federal and state arena. Prepared by the Young Lawyers Section of the Arkansas Bar Association, the book addresses topics such as consumer leasing, credit protection, landlord-tenant relations, scams, will/estate planning and more.

“Insuring Your Future” (JK792.I5 I57 2000) explains many different types of insurance including life, health, disability and long-term care. Published by the Federal Employees News Digest, the work incorporates insurance available to the federal employee.

Published by FEDweek, “The Long-Term Care Insurance Handbook” (Jk784.L66 2001) provides information to federal employees and military personnel on the new federal LTC insurances. The book outlines the issues to consider when making the decision on this timely topic.

Leadership materials added

“Inner Work of Leaders” (HD57.7.M335 2001) presents stories of personal experiences that have shaped the way leaders think and act. Subtitled “Leadership as a Habit of the Mind,” the

work offers a bold, fresh approach to leadership as two psychologists profile more than 50 leaders. The pair organizes the experiences of those leaders into five powerful habits of the mind.

Visual Basic help available

“VBA for Dummies” (QA76.76.D47 C86 1999) covers the VBA features with Microsoft Office 2000 applications. As usual with the “Dummies” series, the work contains cheat sheets the reader can use for quick reference. Topics include writing easy-to-read code; using built-in VBA commands; organizing data with variables, arrays and collections; designing dialog boxes; an using object-oriented programming. An enclosed CD-ROM includes development tools.

New Missouri atlas available

The new “Missouri Atlas & Gazetteer” (G1436.D44 1998) contained detailed topographic maps that includes back roads, recreation sites, and GPS grids. Charts include campgrounds, fishing, historic sites; scenic drives, wineries and more.

Hot Website of the Month

Indexes and provides full text to popular magazines

www.findarticles.com/PI/index.jhtml

Civilian of the year



Col. Benjamin Butler with Randy and Karen Hathaway. Randy was named the USACE Civilian of the Year.

From where I sit

(Continued from Page 2.)

actions kept five of the eight alive. He did the right thing, and he was recognized because he was prepared by his training and did not back away from a demanding requirement. He could have turned his back, and no one would have known, but greatness like his rises to meet its challenges.

The greatness of this district and this division is represented by these people, and that same type of greatness is demonstrated everyday by each of you.

You are dedicated to more than just your job. You contribute to the community. You work as a team for the greater good of all. You are committed, not just for the moment, but for your careers. And, you take your training seriously so when opportunity knocks, you do not shirk your duty. I am proud to be part of such an organization.

Digging

(Continued from Page 8.)

time period, however, it is reasonable to assume that the site was not occupied year-round, but occupied on a seasonal basis.”

Davies said the Woodland period is very poorly understood in this area of Arkansas. Sites are being destroyed at a fast rate, and development on private lands accounts for most archeological destruction.

Federal and state lands are the only areas where archeological sites are protected by law. Because of this looting, a great deal of potential information has been lost, Davies said.

“In this case, as we try to do in all ARPA cases involving native American sites, the district has been in continual discussions with the Native American representatives for this region of Arkansas for their input, assistance and concurrence on how to treat this archaeological problem and site,” Petty said.

“This site could have told us a lot about the past in Arkansas,” Davies said. “Instead, someone decided that a few artifacts were more valuable than that information. This individual has not stolen from the Corps of Engineers or the federal government, but has stolen from

us all.”

Davies will present a brown bag lunch and slide show in the D.E. Conference Room concerning the issue of

archeological digging on Monday, Oct. 22 at noon in conjunction with Arkansas Archeology Week. Employees and the general public are encouraged to attend.

Partners

(Continued from Page 9.)

A portion of the grant money the project office receives will be set aside to purchase PuR water filtration systems. Proctor and Gamble manufactures PuR water filtering systems. The filters that are purchased with the grant money will be given away as door prizes at the cleanup.

Tyson Foods also has agreed to play a bigger role in the cleanup this year. They will be sponsoring a band, a tent for lunch, providing free food and t-shirts for the volunteers, and they will be handing out other goodies.

“Taxpayers are receiving the real benefit with Tyson’s participation in the cleanup because of the minimal amount of tax dollars and the overall experience with the added band and free goodies,” Bland said.

Bland said that getting to know

employees who work for these corporations from civic clubs and interpretative programs helped get their “foot-in-the-door.”

“Once they see who we are and what our job is they come up to us after a program and volunteer their help or the companies help with any future projects,” Bland said. “You don’t forget that when people make an offer like that.”

Jones said that the matching funds the Corps is providing from these partnerships comes from the project’s on-site funds.

“All donations and matching funds are approved by the operations manager, up to \$25,000,” Jones said. “By entering into cost-share agreements with corporate sponsors, our operations and maintenance dollars are leveraged where we get more bang for our buck.”

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