



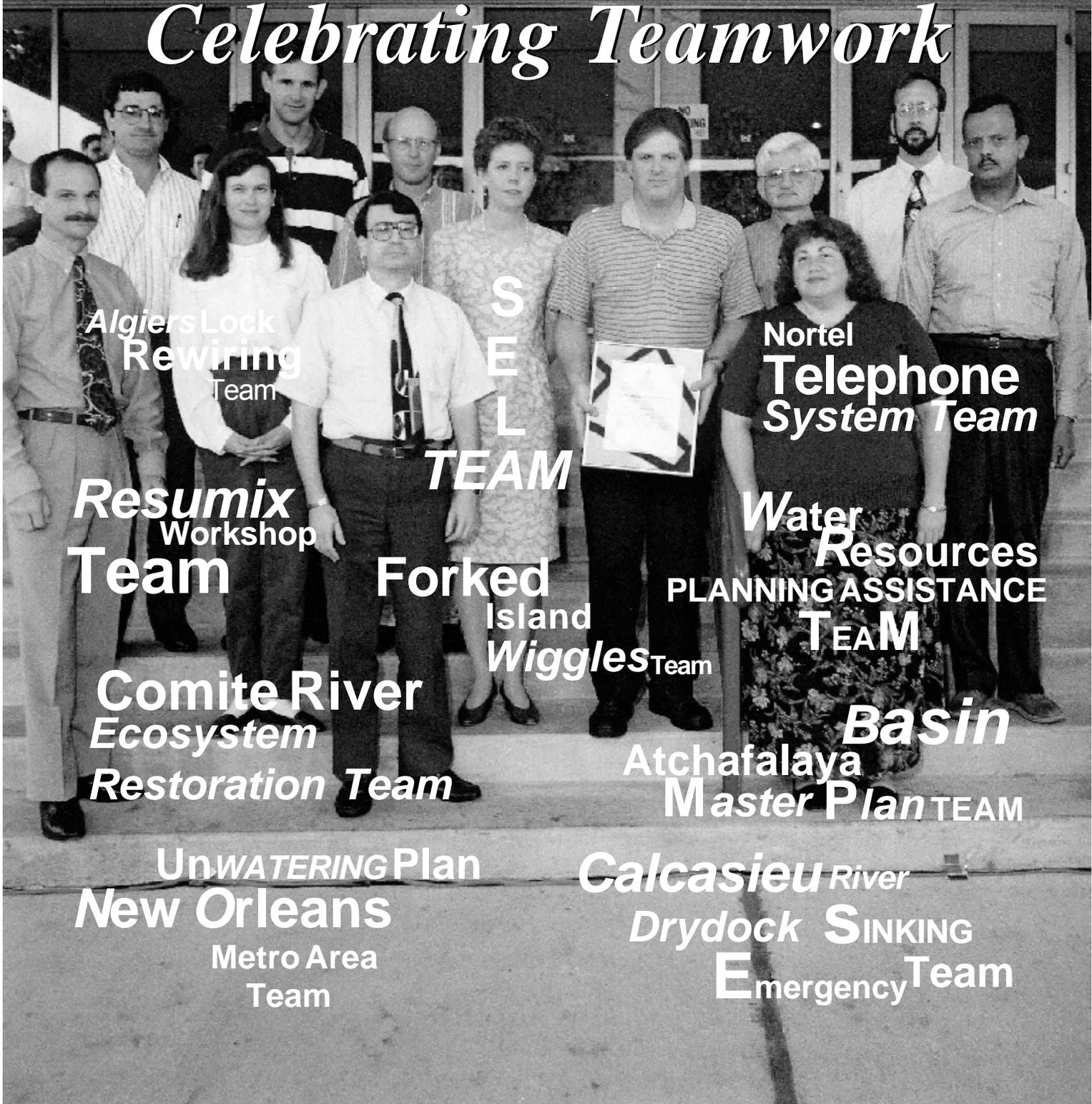
US Army Corps
of Engineers.
New Orleans District

Riverside

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February 2001

Celebrating Teamwork



Algiers Lock
Rewiring
Team

S
E
L
TEAM

Nortel
Telephone
System Team

Resumix
Workshop
Team

Forked
Island
Wiggles Team

Water
Resources
PLANNING ASSISTANCE
TEAM

Comite River
Ecosystem
Restoration Team

Basin
Atchafalaya
Master Plan TEAM

UnWATERING Plan
New Orleans
Metro Area
Team

Calcasieu River
Drydock SINKING
Emergency Team

Editor's note: Col. Thomas Julich's *Carrollton Gage* will return next month.

Should you buy long-term care insurance now, later, or

Just let the government take care of you?

by Dave Harris
Seattle District

Five years ago, federal employees Chris and Kim Smedley decided to soak the government for everything they could, including any future long-term care they needed. About to retire with two pensions, they took out a huge home equity loan, bought an RV and a cabin on the lake, and put their savings in a trust fund. If they got sick, so what? Medicaid would bail them out.

Then, in 1998 Chris became ill and needed constant care. Kim had been in an accident and Chris' needs were too much to handle. They smiled in their pain, knowing the government would come to the rescue.

The news was devastating. The government turned them down. They lost everything. Three facts they hadn't counted on ruined their government-rescue scheme: A financial 36-month look-back provision, a 60-month look-back that closed their trust loophole, and a 1996 law making it a crime to shift assets to become eligible for Medicaid.

There are three basic ways to pay for long-term care in a nursing home: Medicare, Medicaid or private pay (out of pocket or by using long-term care insurance).

Medicare is the federal program offered to those who need a skilled level of care after a three-day hospital stay. Skilled care is best described by the type of care you need due to a hip fracture or stroke--therapy on a daily basis.

Medicare is limited in the number of days it will pay--up to 100. Medicare pays 100 percent for the first 20 days (after the three-day hospital stay and if skilled care is needed), beginning on day 21-100 there is a copayment required with Medicare. Most seniors have a **Medicare Supplement** policy. Medicare supplements will pay in conjunction with Medicare. Once Medicare stops paying for care, most supplements will not continue to pay.

If you have exhausted Medicare payments the only other options are Medicaid and paying out of pocket (private pay). **Medicaid** is available for those individuals that are low income or have limited resources. Medicaid is the state welfare program and has limitations as to the amount of assets you can own and the amount of income you may receive each month before you are eligible.

The federal government has instituted restrictions on the transferring of assets out of an estate to qualify for Medicaid. There is a look back period of 36 months or 60 months if a trust has been established. A law was passed in 1996 making it a crime to shift assets to become eligible for Medicaid.

In 1996 the average cost for a year in a nursing home averaged between \$36,000 and \$50,000. This can be financially devastating, especially if a patient stays the average of three years or even longer. Some patients have spent more than \$100,000 or even \$500,000 on long-term care expenses. Besides paying out of your own pocket you can purchase **long-term**

care insurance. This insurance must be purchased prior to needing long-term care. The eligibility for the insurance is based on your current health. Therefore if you are already ill, you probably will not be insurable.

LTC Coverage Still a Long Way Off

Former President Clinton's signature of legislation (HR-4040) creating a new long-term care benefit establishes what supporters tout as the most important new federal benefit created in more than a decade, FedWeek reports. However, the signing only signals the beginning of the work needed to actually craft such a program. The benefits, which will cover active employees, retirees and immediate family members as well as the military community, will not be available until October 2002.

Most financial planners recommend that LTC insurance be purchased in your late 60s. In this range the cost is quite affordable and your health is probably still pretty good. The premiums are based on your age, health, and the type of plan that you purchase. But, warns Retirement & Financial Planning Report, brace yourself for sticker shock if you wait too long. LTC insurance can be quite expensive. A 70-year-old who buys a policy with a \$100 daily benefit might pay anywhere from \$1,700 to \$2,500 per year. A married couple might get a discount but the cost could easily top \$3,000 per year. Generally, you shouldn't pay more than 10 percent of your retirement income for LTC insurance. **To be continued in the March Riverside.*

Riverside

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Commander

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On Our Cover:

For ten years New Orleans District has publicly recognized mostly teams, not individuals, in quarterly, then semiannual Team Achievement Celebrations.

Photo by Mike Maples

Roger Swindler, Regulator of the Year

by Eric Hughes

Good work is something that should never go unnoticed. That's why Regulatory Branch instituted an honorable award to recognize superior work, and last Dec. 8 selected Senior Project Manager Roger Swindler as the first recipient of the John E. Reddoch Regulator of the Year Award.

The award honors the late John Reddoch, former Eastern Evaluation Section chief, who died in September 1999. Reddoch's wife and daughter attended the ceremony along with his mother, two sisters and their children.

"We wanted to come up with a way to keep John's memory intact with the branch," said Pete Serio, Western Evaluation chief. "The award is given to an individual who best symbolizes Reddoch's work values."

Regulatory Branch Chief Ronald Ventola said Swindler, like Reddoch, exemplifies the branch's seven public service commitment principles: professional, fair and reasonable, knowledgeable, honest, timely, accountable and respectful.

In addition to these principles, Swindler is recognized for his knowledge of programs, willingness to help the public and fellow co-workers, and his dedication to the job.

"It was quite an honor to get the award and be singled out," Swindler said. "All of us work and try hard. It's nice to know you are doing a good job."

Swindler has worked with Regulatory since 1974 and has been responsible for processing high-profile permits for several Lake Pontchartrain and Mississippi River projects. His normal duties include handling applications for numerous projects requiring Department of Army permits for work in navigable waters and



photo by Scott Riecke

Ronald Ventola, chief of Regulatory, awards Roger Swindler with a plaque for his efforts during the year.

wetlands. This involves gathering extensive information and looking into issues possibly affecting navigation, flood control or the environment.

"You have to evaluate all factors when giving permits," Swindler said, explaining his responsibility in balancing the public's contrary interests for wetland development.

The award, which is given on or around Reddoch's Dec. 8 birthday, is based on the recipient's work during the previous year. Regulatory Branch plans to get the entire branch involved in selecting the winner next December.

Glenn Matsuyama named chief of General Engineering

by Shari Thomas



Glenn Matsuyama, the new chief of General Engineering Branch, is settling in for business. After transferring from the Far East District in South Korea, Matsuyama began work on Jan. 14.

Matsuyama joined the Corps in 1983 as a project manager at the Far

East District. His other positions there included chief of Cost Engineering and Design branches.

His career in engineering started after receiving a bachelor's degree in mechanical engineering in 1970 from Rensselaer Polytechnic Institute in Troy, New York. Thinking back on how he became interested in engineering, Matsuyama remembers his high school counselor being a significant force pointing him

towards engineering. Also, his mother worked for engineers in the Navy.

"I used to pick her up from work and I would talk to other engineers while waiting for her," Glenn said.

After college, Matsuyama worked at the Pearl Harbor Naval Shipyard on nuclear submarines. "It was an interesting job. I got to ride in submarines in the Pacific," he recalled.

Following the war in Vietnam, he moved on to work on the maintenance of facilities for the Army in South Korea. This was followed by a tour in Guam, where he worked for the 30th Naval Construction Regiment, managing projects in Micronesia for the Department of the Interior. While working for Pacific Division, Matsuyama designed shore-side facilities including buildings and utilities, which provided support for the Navy ships.

"General Engineering Branch is currently made up of very dedicated and hard working people," Matsuyama said. He does not see any need for changes in the future. "I'm impressed with the professionalism of the organization. Everyone has been very professional in their dealings with me."

Matsuyama is married and has one daughter who resides in New York. He enjoys reading and running during his spare time, and as a former fishing enthusiast he is anxious to try the fishing in southern Louisiana.

Employees combine efforts, achieve success

Getting the job done

by Eric Hughes

NOD rolled out the red carpet again for its employees at the Team Achievement Celebration Dec. 14. District Commander Col. Julich awarded plaques to 10 teams that went above and beyond.

"Members become stronger and more successful as a team than they would if they had to perform alone," Col. Julich said.

TAC started rewarding teams in 1991 when it was held quarterly. The event became biannual in 1996.

The following 10 teams were honored:

The Nortel Telephone System Team

The state-of-the-art Nortel telephone system was installed for the district during the July 4th weekend, and it vastly improved NOD's voice communication needs. The project involved the identification of system specifications and features, site reconnaissance, customer-needs survey and acquisition.

Team: *Leroy Brown, Christopher Colombo, Randy Florent, Judith Frichter, Melvina Hazeur, Darryl Johnson, Hanfred Lachney, Ralph Marchese, JoAnn Nelson, Bac Nguyen, Gloria Reeves, Viola Tolliver, Brenda Weber and Thomas Williams.*

The Algiers Lock Rewiring Team

The team rewired the Algiers Lock's main power distribution system which was hit with electrical malfunctions in 1998. Electricians from Shops Section resolved any immediate navigation problems through the bypassing of faulty circuits.

Team: *Robert Baillio, Gerald Bell, Dan Bradley, Adam Bocklud, Cecil Bourn, Bruce Breaux, Ken Broussard, Tim Connell, Broderick Cooper, Donald Davis, Paul Duplantis, Konrad Frentz, Willie Harris, Tim Hart, Alvin Hunter, Don Mitchell, James Moss, Joseph Olejnik, Jabeen Pasha, Steve Schinetsky, Benjamin Stewart, Matthew Stewart, Chris Stipe, Diane Taylor, Jeffrey Watts, Millard Wilde and Tawanda Wilson-Prater.*

The Water Resources Planning Assistance Team

"This quickly became one of the most satisfying projects," said Julie LeBlanc, project manager. "You really feel you're doing a positive effort for people in the state."

In partnership with the La. Dept of Health and Hospitals, the team completed performance evaluations at 25 of the state's 59 surface water treatment plants.

Team: *Robert Bass, Julie LeBlanc, Rodney Mach, Robert Martinson, Sean Mickal from the Corps; Clay Bowers, Clyde Carlson, Steven Hoffman, Karen Irion, Effie Michalos, T. Jay Ray and Douglas Vincent from La. Dept of Public Health; Vincent Fouchi and Marvin Russell from the New Orleans Sewerage and Water Board.*

The Forked Island Wiggles Team

To improve a series of rigorous bends along the Gulf Inter-coastal Waterway, the team provided environmental assessments,

economic analysis, engineering and design, real estate and waterway safety studies. These efforts resulted in lower cost and innovative customer service.

Team: *Chris Alfonso, Mayo Broussard, Phil Brouillette, Scott Clement, Herb Coakley, Tim Connell, Ed Creef, Mike Escarra, Charles Everhardt, Mark Haab, Larry Hartzog, Ed Lyons, Richard Manguno, Linda Mathies, Mike Park, Diane Pecoul, Marco Rosamano, Steve Schinetsky and Jim Walters.*

The Resumix Training Workshop Team

"The purpose was to provide employees one-on-one assistance with preparing and submitting resumes to the CPOC," said Jo-Ann Woods, equal employment specialist. "A good resume can make a difference in getting selected for a position."

The team assisted employees by reviewing their resumes and offered suggestions to comply with resume guidelines. In the workshop, they also arranged computers and powerpoint presentations to aid in the submission of their resumes.

Team: *Elizabeth Bonamour, Carol Burke, Wesley Morgan, Joyce Saulny, Joyce Williams, Carolyn Wilson and Jo-Ann Woods.*

SELA

"The efforts of all SELA team members have been extraordinary from the start, but FY 2000 was a banner year for design, procurement and construction accomplishments," said Beth Cottone, senior project manager. "None of it would have been possible without the hard work of the team and the leaders who directed their efforts."

There were four major teams that contributed to the significant implementation of the Southeast Louisiana Urban Flood Control Project, the district's largest single project. The half-billion dollar project awarded 16 contracts, totaling \$124 million, in FY 2000.

The Design Delivery Team: *Clyde Barre, Dannel Barrett, Bob Bass, Darryl Bonura, Mike Brennan, Allen Coates, Eileen Darby, Rob Dauenhauer, Angela DeSoto Duncan, Don Jolissaint, Sam Kearns, Jane Kulick, Angel Mislán, Wayne Naquin, Ellsworth Pilie, Hasan Pourtaheri, Jorge Romero, Rick Tillman, Kim Tullier, Rich Varuso, Tom Waguespack, Jennifer Wedge and Russell Young.*

The Procurement Delivery Team: *John Agan, Stephen Bland, Robert Culberson, Tanja Doucet, Sheila Enclade, Steve Finnegan, Jerome Gordon, Ulysses Hester, Daryl Norman, Katrina Pelrean, Charles Rome, Carol Schwartz, Aline Smith, Elie Fried Stowe, Andy Studdard and Jerome Williams.*

The Construction Delivery Team: *Jennifer Avettant, Dave Beadle, Brooke Brown, Clark Carroll, Beth Cavalero, Kenny Crumholt, Perry D'Amico, Dave Daniels, Maurice Ducarpe, Steve Falati, John Fogarty, Brent Granier, Lee Guillory, Robert Guillot, Stephanie Hall, Mark Hintz, Tony Laperous, Tony Lauto, Mike Nelson, Pam Patrick, Dave Pavur, Jo Peeler,*

Team Achievement Celebration

by Julie Morgan

The TAC in June 2000 progressed a step further when Col. Julich announced that team members being recognized would receive four-hour time off awards, starting then for a one-year test period.

At that time Col. Julich also signed a memo on the conditions for the award: a ceiling of 400 awards during a fiscal year, and a maximum of four hours for each employee per TAC due for budgetary reasons; they are to be used in the same fiscal year awarded; must be taken in two-hour increments; and approved by the supervisor. A decision to continue it will be made following the June 2001 TAC.

Since 1996 when the TAC became semi-annual, an average of five to 10 teams with a total range of about 150-200 employees have been submitted for recognition. Perhaps as a result of the time off award, 13 teams totaling more than 250 employees were submitted in December 2000.

To be selected for a TAC award, a submittal should be concise with specific information on dollars and/or time saved by the government; describe in simple terms what happened to cause the positive outcome; highlight individual efforts above and beyond normal job duties; and explain the value of critical team efforts that crossed division or office lines.

Carroll Smallwood, Leroy Smith, Tom Smiley, Stephen Stuart, Stuart Waits and Glen Willoz.

The Leadership Delivery Team: *Beth Cottone, Ada Benavides, Stan Green, Carl Guggenheimer, Tom Hassenboehler, Louis Danflous, John Grieshaber, Carl Anderson, Janet Cruppi, Diane Pecoul, Pierre Hingle, Tom Murphy, Steve Hinkamp and Tim Roth.*

The Atchafalaya Basin Master Plan Team

Team members created the master plan to manage the Atchafalaya Basin Floodway System. The plan addresses recreation, public access, environmental protection and water management units, and required comprehensive, long-term involvement with various state and local interests.

Team: *Christopher Brantley, Howard Bush, Robert Campos, Brenetta Daniels, Larry Hartzog, Theodore Hokkanen, Mary Kinsey, Linda Labure, Robert Lafleur and Nancy Powell.*

The Comite River Ecosystem Restoration Team

The team developed an innovative soil restoration plan for the Comite River in partnership with East Baton Rouge Parish and their Parks and Recreation Commission. The plans involved development of 10 acres of lakes, restoring an additional 47 acres of land, and a new method to remove excess water from the proposed lakes.

Said Barton Rogers (PMD), "The New Orleans District has not previously done this type of project, so we had to increase the slope of our learning curve. The team reduced feasibility and construction costs by applying creative thinking and innovative techniques."

Team: *Ken Ashworth, Robert Blackhorse, Michael Brennan, Louis Britsch, Christopher Brown, Pete Cali, Tim Creasy, Douglas Dillon, Michael Dupuy, Steve Finnegan, Stacey Frost, Julian Hardouin, John Interanto, Donald Juneau, Tonja Koob, Fay Lachney, Rodney Mach, Michelle Marceaux, Cleveland Richard, Barton Rogers, Marco Rosamano and David Tumblin.*

The Calcasieu River Drydock Sinking Emergency Team

After the sinking of a drydock in the Calcasieu River last June, industries were left cut off from suppliers and large ships were prevented from passing through. Team members responded

quickly by dredging to restore navigation.

"It was a great experience of team work," said Joaquin Mujica (OD), explaining the importance communications played between the district, river pilots and the Coast Guard. "We've gained their confidence and greatly improved relationships for years to come."

"All my time here, I've never seen the entire district come together as quickly and as thoroughly," said Robert Schroeder, Operations Division chief.

Team: *Mayo Broussard, Jane Brown, Ed Creef, Ann Donnelly, Mike Ducarpe, James Foreman, Kevin Galley, John Hall, Susie Hennington, LTCDale Knieriemen, Tonja Koob, Perry Lartigue, Perry Lemoine, Rodney Mach, Butch Marsalis, Linda Mathies, Mike Maunoir, Veneta Mays, Cpt. Ed Morehouse, Robert Morgan, John Morton, Alvin Mose, Joaquin Mujica, Diane Pecoul, George Popovich, Robert Schroeder, Fred Schilling, Stephen Servay, Steve Slumber, Michelle Spraul and Alvin Williams.*

The Unwatering Plan, New Orleans Metro Area Team

NOD provided in less than a month's time a conceptual draining plan in the event of a catastrophic hurricane. The team created a resource book and a CD-ROM as a guide for emergency operations.

The team documented information such as local drainage patterns, pumping stations, structures, electrical and mechanical systems, levees, floodwalls, floodgates and soil conditions. They also conducted site visits, developed and modified drawings, procured maps, and established engineering assessments.

"The report will be of great value to New Orleans and the district if we ever have an emergency," said Bob Fairless, Engineering Division assistant chief.

Team: *Denis Beer, Paul Bellocq, Angelica Bharat, John Bivona, Dan Bradley, Steve Brehm, Erica Buschel, Pete Cali, Bill Caver, Jay Combe, Louis Danflous, Bob Fairless, Clay Gottschalck, Nathaniel Griffin, Carl Guggenheimer, Lauren Hatten, Janis Hote, Steven Knox, Mireya Laigast, Arthur Laurent, Brian Leumont, Mike Lowe, Rachel Maltzahn, August Martin, Cliff Matthews, Michelle Opatowski, Bill Rester, Jorge Romero, Tutashinda Salaam, Andree Schneider, Christine Seaworth, Carolyn Stone, Dennis Strecker, Van Stutts, Rick Tillman, James Walters, Glenn Weidenbacher, Marc Woodward and Russell Young.*

Lossing a loved one is always a tragic event and there can be much confusion in coping with loss. Death on the job is not only tragic but shocking. Employees are left to wonder why and question how the district should manage such situations.

According to Chief of Safety James Hill, there are standard emergency procedures on how to handle on-the-job deaths. "We have a casualty assistance policy that

pinpoints responsibility," Hill said. This policy gives guidelines for employees to follow if a death occurs at work.

In the aftermath of the recent loss of an employee, NOD contacted the Coast Guard and initiated a search for the victim, controlled access to the area and notified local police and family.

It is important to protect sensitive information in such cases, and comments are released on a "need to know" basis.

When asked what the district is doing to try to prevent such tragedies, Hill said it's promoting awareness in conjunction with the Employee Assistance Program.

"Following the tragedy, there was an increased number of attendants and we held additional EAP classes," Hill said.

To help understand what causes such tragedies, we interviewed Carolyn Knowles, the Employee Assistance Program coordinator.

In search for answers

An interview with Carolyn Knowles, EAP Counselor

by Shanell Williams

What percentage of suicides are linked to clinical depression?

The risk of suicide is increased by the existence of major depression. Recent data (1999) from the National Institute for Mental Health have shown that about 60 percent of people who commit suicide experienced some type of mental illness like depression. In some cases, impulsive and aggressive behaviors associated with other mental illness have also been linked to suicide.

Will a suicidal person show more than one symptom of depression?

Symptoms can vary from person to person depending on the severity of the mood.

Do suicidal people always talk or joke about suicide or show preoccupation with death? Are there always telltale signs? Is it possible for a suicidal person to not show warning signs? If so, how do you help someone when you don't see the typical warning signs, but you still suspect they're in danger?

If it were always clear that someone was contemplating suicide, then we might be able to prevent the occurrence. Some gestures preceding suicide attempts include writing wills or putting the affairs in order, writing good-bye letters, leaving suicide notes

where they can be found, giving sentimental belongings to loved ones or friends, and making comments. When someone is making these gestures the person needs professional help and should be encouraged to get it.

Does a person suffering from depression always regress to suicide?

No. Early recognition and treatment of clinical depression can help to prevent suicide. About 15 percent of those with clinical depression actually commit suicide.

Once a person gets help, do the suicidal thoughts cease? If a person gets treatment, is it usually successful? What is the rate of attempted suicides even after treatment?

Treatment for depression is effective about 80 percent of the time. Some patients will continue to have suicidal thoughts during treatment and these thoughts are a focus of treatment.

Medication, psychotherapy and the combination of both have been found to help. We do know that treatment can decrease

the recurrence and severity of depressive symptoms. A small percentage (2 percent for outpatient and 4 percent for inpatient-NIMH, 1999) of people with a history of suicide will still successfully complete the act following treatment.



photo by Mike Maples

Carolyn Knowles, Employee Assistance Program Counselor.

What are some key signs of depression?

People who feel hopeless, sad, irritable, restless, fatigued, those suffering with sleep problems, weight changes and problems enjoying things that once brought them pleasure, including sex, and people who talk or think about suicide as an option or solution to problems.

In the workplace, we can see slumping posture, a flat, blank stare (facial expression), decreased motivation, concentration, isolation or withdrawal from co-workers, absenteeism and tardiness.

What makes the level of depression that leads people to suicide different from less serious/temporary levels of depression, i.e. "the blues?" How can friends, family members and coworkers tell the difference?

Clinical depression is a medical illness that is more severe than the "blues." The symptoms are more severe and consistent over a period of time. The "blues" generally go away within hours or days, and the person's normal happy mood is restored.

Family, friends and co-workers who recognize the signs of depression should pay attention to the duration and intensity of symptoms. Clinically depressed people continue to experience the symptoms and may not be able to rebound from them.

What should you do when you suspect that someone you know is contemplating suicide? What should you do if the person refuses help?

If you think that the person is in immediate danger, call 911. Do not leave the person alone. Let the person know that you are concerned. They need to feel that you understand and respect them.

More importantly, you should encourage the person to seek professional help—a doctor or mental health professional. Crisis hot lines and emergency rooms can offer these services after hours and on weekends.

If the person refuses help, you should consult with a medical or mental health professional or your company EAP for advice on how to help.

How do we balance two realities in presenting suicide as a workplace problem? First, that suicides are rare, and extremely rare on the job. Second, that when they are likely, it is extremely serious business by its very nature. What facts and statistics can give perspective on how rare suicide is on the job?

Suicides do appear to be rare at work, but we should not minimize on the risk of occurrence. The NIMH, United States [Suicide Facts](#) (1997), cite suicide as the eighth leading cause of death in this country.

It outnumbers homicides at a rate of 3 to 2. Whereas women attempt more, men actually complete suicide more often at a rate of 4 to 1.

Millions of people suffer with depression each year. As a result, it is a workplace issue and the potential of suicide associated with clinical depression and other mental illness exists. When an employee exhibits symptoms, they should seek or be referred for professional help.

What are some risk factors for suicide since some people do not show signs of depression or suicide?

We know that some indicators of risk include: people who have attempted before, people who have close family members with a history of suicide or major depression, those taking medication for a chemical imbalance, those who in addition to having a mental illness also use alcohol and drugs, those with mental illnesses other than depression where impulsiveness and aggression are features, those with recurring stressful work or life events and those with a history of sexual abuse.

Does EAP continue to help?

The Employee Assistance Program makes every effort to identify suicidal employees and to intervene with professional help. However, suicide cannot always be avoided. When an employee does complete suicide, the Employee Assistance Program is available to employees and immediate family members of that employee for support and guidance.

Employee Assistance Program

by Shari Thomas

The Employee Assistance Program, an employee-support service, helps employees and their immediate family members who are experiencing problems. Trained counselors and mental health professionals are available 24 hours, seven days a week, to help callers in times of trouble and to help schedule face-to-face interviews when needed by calling 459-9356. If someone shows signs of serious depression or is suicidal and is in immediate danger, friends or family members should call 911.

Sample problems include but are not limited to: stress, depression, suicidal thinking, alcohol and drug abuse, conflict resolution, marital/family relationship, time management, financial, smoking cessation. The program is voluntary and any employee seeking counseling or problem resolution should consider this service.

Confidentiality is assured within the limits of the law, such as being ordered by a judge to reveal records. Employees sign the appropriate release forms if follow-up documentation is requested or required.

A counselor is at the district every Wed. and Fri. from 9:00 a.m. to 12:00 p.m. Employees and their immediate family members wishing to make an appointment can speak to her then at x2206 or call Knowles Consulting, 459-9356.

AT A GLANCE

Employees and their dependents are allowed three one-hour visits per year.

If hospitalization is required, EAP assists with the arrangements by coordinating with the occupational nurse.

Men more frequently follow through with suicide.

Depression can be linked to genetics.

NOD at Work

Operations

LEVEE ENLARGEMENT CONTRACT—The West Bank and Vicinity Hurricane Protection Project had its first enlargement contract awarded to Dean Equipment Inc. in Dec. Known as the Hero Canal Reach 1, it involves enlarging about 3.6 miles of existing levees along the Hero Canal. The cost was set at just over \$983,000.

DREDGING AT MRGO—The U.S. cutterhead dredge Missouri H began dredging Jan. 3 for four months in the Mississippi River Gulf Outlet at mile 20, working gulfward to mile 12. The dredge will place the material on the south bank, including at mile 16 for wetland creation, and it will be used for island building at the other locations.

Project Management

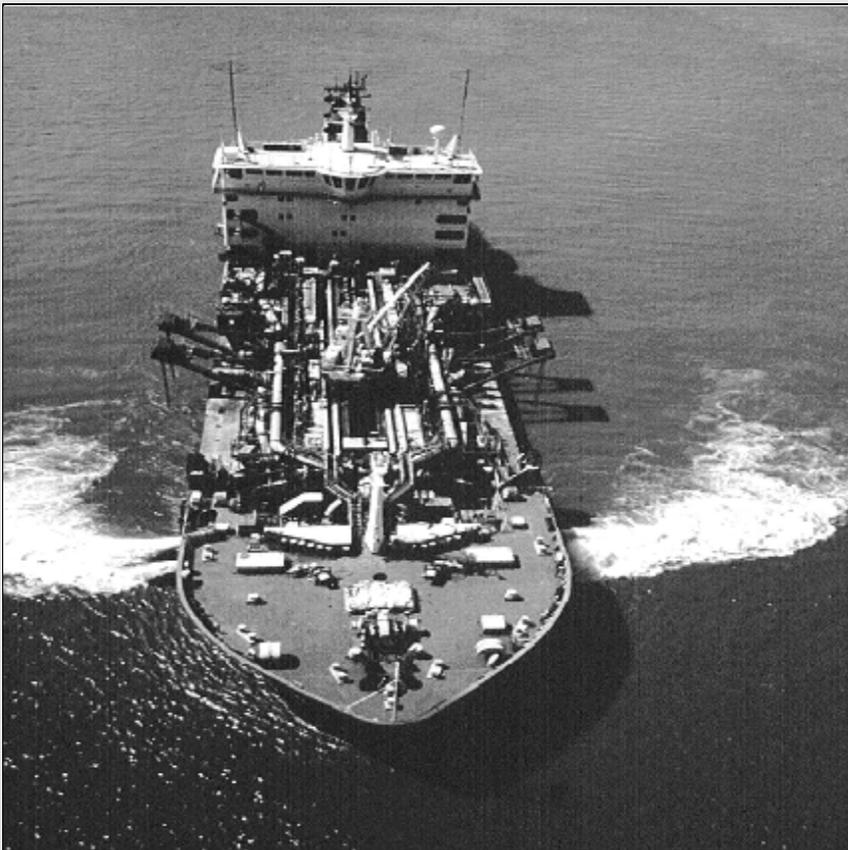
ST. CHARLES LEVEE—On Jan. 10, as part of the Lake Pontchartrain and Vicinity Hurricane Protection Project, contractor Miller Excavating Service Inc. completed another 2.5 miles of levee in St. Charles Parish. The new levee is located north of U.S. 61, and east of Interstate 310 extending to New Orleans International Airport. The cost was almost \$6.8 million.

EARTH TECH—Jack Fredine (PM) and Bruce Baird (PM) met with a 13-member group from Earth Tech, an international provider of global water management, engineering and environmental services, on Jan. 18 at the Hilton Hotel. The two spoke about the district's environmental projects and gave a tour of the Caernarvon and Davis Pond Freshwater Diversion projects.

Equal Employment Opportunity

DIVERSITY HEADS COUNTED AND JOB VACANCIES NOW ON MONSTER.COM—EEO completed the 2000 Affirmative Employment Program (AEP) Report last month. The annual report outlines the previous fiscal year's personnel breakdown by minority and gender in several categories such as grade, series, and career programs. The AEP Report will soon be available in the library and also on EEO's website at <http://www.intra.mvn.usace.army.mil/eo/index.htm>. Also, in an effort to increase the diversity of applicants on referrals, the EEO and CPAC offices have collaborated to put the district's vacancy announcements on Monster.com, the premier "job-hunting" website.

Broken arm



file photo

DREDGE WHEELER—Before returning Feb. 9 to the district in her ready reserve status, the Hopper Dredge Wheeler nearly lost a dragarm during a shakedown dredging trail. While testing equipment, the starboard dragarm fell to the bottom of the hull, damaging the hull below the waterline, when a new wire supporting the dragarm failed unexplainably. With the dragarm jammed alongside the hull, the Wheeler went to Avondale Shipyard for emergency drydocking. The arm was returned to the ship's deck and plans are being made for permanent repairs. Undaunted, and with her two remaining dragarms still providing capacity equal to any other dredge in the U.S., the Wheeler returned to work at Belmont Crossing above New Orleans, and in the MRGO. Prior to all this, the Wheeler had undergone a successful shipyard overhaul in Charleston, S.C., and received her annual U.S. Coast Guard inspection.

BLACK HISTORY MONTH

February is Black History Month, a time to acknowledge the many achievements and contributions of African Americans.

For more information:

www.princeton.edu/~mcbrown/display/faces.html
www.quest.arc.nasa.gov/space/frontiers/ericsson.html
www.apple.com/applemasters/maejemison/

Dr. Mae Jemison not only has a degree in chemical engineering, but she is also the first African American woman to enter space. She received her degree in engineering from Stanford followed by an M.D. from Cornell University. In 1987, she was accepted into NASA's training program and five years later she joined the crew on the space shuttle *Endeavor*.

Dr. Aprille Ericsson-Jackson is the first African American woman to receive a Ph.D. in mechanical engineering from Howard University. She received her bachelor of science in aeronautical/astronautical engineering from Massachusetts Institute of Technology (MIT). After graduating from MIT, she continued on at Howard University where she received her Ph.D. in mechanical engineering. She was acknowledged in 1996 and 1997 for being amongst the Top 50 minority women in science and engineering.

Granville Woods was an African American engineer that specialized in mechanical engineering. He was not only an engineer, but also a great inventor. Through his lifetime, Woods received over 50 patents for inventions that he created. The Synchronous Multiplex Railway Telegraph is considered one of his most advanced inventions. This Railway Telegraph was designed to allow communication between railway cars so that they would be informed on the location of other cars in order to prevent accidents.

Dr. Caldwell McCoy Jr. earned his bachelor of science in electrical engineering at the University of Connecticut. He then received a master of science degree in mathematics and a doctor of science in telecommunications from George Washington University. In 1959, he began employment with the Naval Research Laboratory in Washington, D.C. He

became a project engineer in anti-submarine warfare where his job included designing, testing and evaluating systems in order to detect from long range the presence of submarines. He later joined NASA and was chosen to be a member of the Senior Executive Service, which is the highest rank to be held by a civil service employee.

Garrett Morgan is widely known for his contributions to public safety as a traffic engineer. He invented gas masks, originally intended for the protection of soldiers from chlorine gas fumes, which became widely used by firefighters in the early 1900s. Morgan also patented the idea of creating a traffic signal to regulate automobile and pedestrian traffic. The idea consisted of 'STOP' and 'GO' signs. Morgan's patent was eventually sold to General Electric, who modified the original idea to the light signal devices that are seen today, most of the time.

What do you know about Black History Month?

February 1

- *Black History Month begins
- *Carter G. Woodson, the father of Black History, initiates *Negro History Week* in 1926
- *Langston Hughes, poet and author, born in 1902

February 4

- *Rosa Parks, initiator of the Montgomery Bus Boycott, born in 1913
- *Arthur Ashe, first black male to win Wimbledon, dies in 1993

February 9

- *Bernard Harris becomes the first black astronaut to take a spacewalk in 1995



February 11

- *Nelson Mandela, South African president and political activist, released from prison in 1990, after 27 years

February 12

- *NAACP founded in 1909

February 14

- *Frederick Douglass born in 1817

February 23

- *W.E.B. Dubois, activist, born in 1868

February 25

- *Martin Luther King Jr., activist and civil rights leader, is ordained as a Baptist minister in 1948

February 27

- *Charlotte Ray, first black female lawyer, is born in 1850

A pillar in Operations Clement calls it quits

by Amanda Padalewski

Don Clement, former chief of Operation's Technical Support, rang in his last day at NOD on Jan. 3. After 37 years with the Corps, he's now kicking back and enjoying having a little more free time.

Clement graduated from LSU with a degree in mechanical engineering in 1963. He recalls being recruited by Corps representatives, "They were real nice to me...it was a recruiting success story."

It was only a few months after graduation when he began his career with the Corps and later became a licensed engineer. Throughout his career here, he would have a chance to sit at the chief's desk of every branch in Operations.

He was involved in the flood fight during 1973, when many Corps structures experienced flooding for the first time. Clement was at the Old River and

Morganza structures when they first battled the floodwaters. He also saw the Bonnet Carre' Spillway open for the first time in years. "It

Clement also intends to continue working with Corps employees on the first electronic nautical chart, which would give a layout of the physical attributes and depths of waterways. He says the project has progressed from being considered near impossible to an upcoming reality that maritime professionals will have access to in the near future.

When asked what he would miss the most about the Corps, Clement immediately answered, "The people...I've always been very close with the folks up there."

"I liked to help develop people, especially young people," he said.

This was obvious as Clement talks about the mentoring program, which he co-founded in 1977. Clement believes it's important to help develop people "so they can excel on their own." "You have to trust your people."



photo by Scott Riecke

Don Clement was synonymous with Operations Division.

"The people were great," he said. "I will miss them."

was a very exciting flood fight," recalls Clement.

Though retired, Clement plans to remain involved. He will continue holding his positions as a board member for the Credit Union and the Society of American Military Engineers.

"Team" is the one word that Clement felt described his experience at the Corps. Through teamwork, Clement feels his experience has been "satisfying, exciting and fulfilling."

So what does a person do with all that free time? Clement plans to spend more time with his family doing physical activities, especially with his daughter, Dori, who has cerebral palsy. His goal is to help her with physical therapy and keep her active so she can regain more of her physical capabilities.

Clement's parting words for his fellow peers at the Corps, "I'm proud to have been associated with the district." "The people were great," he said.

"I will miss them."

Around the District

Congratulations

to **Bruce Terrell** (CD) whose daughter Leslie received the Outstanding Entering Graduate Student Award last year from the University of New Orleans Alumni Association.

Leslie is a graduate assistant pursuing a master's degree in English.

New Beginnings

to **Ronald W. King** (ED) on the birth of his granddaughter, Tyler LaShawn Q. Peterson, born Dec. 16, 2000, at 3:05 a.m. She weighed 8 lbs.

to **John Dufrechou** (CD) on the birth of his second grandchild and first granddaughter, Katie Elizabeth Weber. She was born Jan. 12 and weighed 6 lbs. 6.5 oz.

Good Job

to **Castle Kids** for taking great care of **Adam Bocklud's** (Shops) 14-month-old grandson Gary Guidry, on such short notice.

Bocklud was very impressed with the attention Castle Kids provided his grandson during Gary's five-day stay and commends Castle Kids for an outstanding job.

to **Nancy Powell** (ED), **Jake Terranova** (ED), **Edmond Russo** (ED), **Craig Waugemann** (ED) and **Mark Wingate** (PMD) for passing the Louisiana Professional Engineer's exam on October 27, 2000. They are now registered engineers in the state of Louisiana.

Condolences

to **Bobby Hess** (Maintenance) whose father died on February 5.



photo by Scott Riecke

David Ramirez (ED) and his wife **Lucy**, **Quinhon Ho** (ED) and his date **Thana Nguyen**, **Angel Mislán** (ED), **Mireya Laigast** (ED) and **Tonja Koob** (ED) enjoyed a night of fun at last month's Credit Union meeting.

SOUP TO NUTZ® by Rick Stromoski



Talk Back

*Last month we solicited your comments on "Teamwork."
Here is the response we received:*

The greatest impediment to team culture is turf culture

In a large organization such as the Corps, various offices need to sometimes put aside their issues for the good of the entire organization. A particular office paying attention solely to its own issues is what I term turf culture. When this happens the organization loses and ultimately that particular office will lose in the long run (even though they protected their turf in the short run).

I will give two examples of a particular office winning a turf battle to the detriment of the organization. Once when I complained to my father about bureaucracy, he responded, "The government doesn't have a monopoly on bureaucratic stupidity." He then related the following story.

He was the head of a research unit with a Fortune 500 chemical company. They were investigating ways to bring a particular product to market. My father wanted to hire a Princeton University Ph.D. candidate whose dissertation was on the synthesis of this particular product. My father wanted to make an offer quickly as to beat the competition. He had a very frustrating time working with the company's personnel office, which was more concerned with following procedures than getting this person on board. Needless to say, the personnel office won the battle to have their procedures followed to the letter, but the company lost this prospective employee and their possible

contribution to the development of a new product.

The Rock Island District Water Control Unit was a leader in the development of Corps Web pages. They were the first to have real time information for all of their locks. I recently met a Rock Island Water Control engineer and complemented their Web page. I was told the following sad but true story. A part-time student worker was responsible for much of the Web page development. When this student was about to graduate with a degree in computer science, Water Control wanted to make a full-time offer. Since this person did not have an engineering degree, Water Control wanted to create a computer specialist position.

However, the Rock Island Information Management Office insisted that only they could have computer specialist positions. They successfully guarded their turf, but the result was the loss of this productive and well-trained student who went elsewhere for better opportunities.

There is, of course, a moral to these stories. If the organization goes down the tube, all of the offices go down with it. However, when the organization thrives, all of the offices grow and thrive. Teamwork sometimes involves putting aside the short-term self-interest of the particular office, but in the long term it is a winning strategy.

--Harley Winer, Engineering

**Harley is the winner of a reserved parking space.*

**TO HAVE YOUR
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AND

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AN ENTIRE MONTH**

**RESPOND BY
MARCH 7**

**LET US KNOW WHAT
YOU THINK ABOUT
THIS MONTH'S
Talk Back TOPIC:**

TEAM ACHIEVEMENT

**>HOW DO YOU THINK
THE TEAM ACHIEVEMENT
CELEBRATION CAN BE
IMPROVED?**

**>HOW ELSE SHOULD
TEAM ACHIEVEMENT BE
RECOGNIZED?**

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responses to publish and
award.*

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