



Tower Times

Rock Island District's News Magazine

September 2012



Floodwall under construction

Davenport Flood Risk Management Project takes shape



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

Tower Times

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Davenport Flood Risk Management Project takes shape

Part of the Davenport Flood Risk Management Project is a floodwall that protects the Iowa-American Water Company from a 200-year flood event. The Iowa-American Water Company owns and operates the water treatment plant that serves as a source of water for 131,000 people in the Quad Cities. See story on page 9.
Photo by Hilary Markin

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Tower Times

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A message from....

Colonel Mark Deschenes, District Commander



Effects of Midwest drought highlight the District's value to the nation

The summer of 2012 will most likely be remembered for one of the worst droughts for much of the Midwest region. After several years of flooding in various part of the Mississippi Valley, summer 2012 saw river levels dropping to almost record lows in areas. The Corps of Engineers and certainly the Rock Island District are well known for flood fighting but this year our people proved that we bring much more value to the table.

Drought conditions continue and falling river levels could affect navigation. The Mississippi River and Illinois Waterway are main arteries of commerce for this nation. It is imperative that these river highways remain open so that commodities, goods and crude materials can be transported.

Thanks to the efforts and constant diligence of our crews on both the Mississippi and Illinois rivers, the nine-foot navigation channel has been sustained and our locks and dams remain open helping to keep barge traffic moving during these drought conditions.

In addition, Lake Red Rock, Saylorville Lake and Coralville Lake are playing critical roles in the District's drought contingency operations. These reservoirs are operated by the District with the primary purpose of flood risk management but the reservoirs also perform other functions. The reservoirs all provide water quality augmentation for communities below. During drought conditions, outflows change but water supply and quality are still provided. And it is the staffs at those reservoirs and our Water Control Branch that monitor and execute the contingency plans.

Of course, during this time, we still have our normal day-to-day operations that are hectic enough without drought conditions. Since becoming commander in June, I have been impressed with the District's ability to adapt and handle crisis (the drought) while still meeting other challenges head on.

Whether it was the Office of Counsel settling a law suit or our Regulatory support in Peoria, Ill., our people continued to execute our missions.

The drought was leading the news every night but that didn't mean we could turn our backs on the possibility that a flood could be just around the corner. Emergency Management continued to

work with our levee districts staying ready to fight floods even though last year seemed like a distant memory.

It has been impressive to watch the Rock Island District perform under pressure. In addition to the drought, we were presented with yet another challenge – Hurricane Isaac. Before the hurricane made landfall at New Orleans, our people had a plan in place to help out where needed. Within a day or two after the storm hit New Orleans, Rock Island District volunteers were en route to assist the Mississippi Valley Division and the Federal Emergency Management Agency.

Being able to change gears so quickly, mobilize our people and get the outpour of support through volunteerism gave me great pride as your commander. All of our divisions and branches are shouldering extensive workloads but somehow our people find a way to respond when our services are needed in the region.

All of the adapting and execution of the various missions doesn't happen without the outstanding contribution of an entire team. Many staffs are behind the scenes helping to make things happen. Our Logistics team was loading semis to deliver pumps; ACE-IT was keeping our communications infrastructure functioning, CPAC was bolstering and maintaining our workforce; and Contracting has been busy handling the surge of end-of-year acquisitions. And that just names a few.

Rock Island District continues to prove its value to the nation. In just the past two months District employees have demonstrated how critical and successful our mission is. Faced with a national crisis in the form of one of the worst droughts ever, the collective Rock Island team continues to provide a high quality of life for the American people. I am proud to be part of this outstanding team. Keep up the good work and continue **BUILDING STRONG®**. 



The 2011-2012 Rock Island District Leadership Development Program graduates included (front row, from left) Matt Stewart, Jason Appel; (back row, from left) Sherri Lewis, Andrew Goodall, Eric Hackbarth, Charlie Bishop, Nathan Gorham, Brant Jones, David Reynolds, Bryon Ray, Andrew Leichty, and Laurie Kotecki. Also pictured are Col. Mark Deschenes, commander, and Lt. Col. Todd Reed, deputy commander.

LDP team graduates and presents final project

By Hilary Markin, Editor

The next generation of leaders at the Rock Island District has officially graduated. A ceremony was held on Monday, August 27 following their final team project presentation to the Executive Steering Board and other District leaders.

The 2011-2012 Leadership Development Program (LDP) team undertook the challenge of recreating an employee handbook for the District. The new and improved handbook is designed to provide a central location for everything a new employee or even a current employee may need. It includes the District's missions, employment policies, District news and information sources, daily activities and processes, and emergency operation information. It also includes appendices with additional information and resources.

"It pulls everything together into one location, a truly one-stop shop for employees," said Andrew Goodall, LDP team member.

The year long program was contracted to Evans and Associates Consulting Corporation for the second year who provided monthly training sessions and materials for the students. The program also included mentorship with participants selecting a mentor to help guide them through the year assisting them in

furthering the development of their skills and knowledge of the Corps.

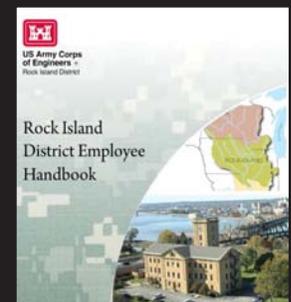
Through the year the team honed their leadership skills by reading books, attending leadership seminars and senior level meetings, participating in field trips and working on their team project. They also established personal goals and the necessary steps to accomplish them throughout the year.

"The program is truly based on building skillsets that will carry them into the future," said Mike Cox, LDP Working Champion. "Everything from the topics covered in the training sessions, to the books, field trips, mentor program and team project. They all help them in building leadership skills and their knowledge of our organization."

Applications are currently being accepted for the next Rock Island District Leadership Development Program Level II starting in October 2012. If you have questions please contact the Professional Development Specialist at 309-794-5635. Applications are due Sept. 21 and can be found at <https://kme.usace.army.mil/MVD/MVR/training/>.

A new Rock Island District Employee Handbook coming soon

The 2011-2012 Leadership Development Program team has updated, improved, and finalized a new Rock Island District Employee Handbook. Final preparations are in the works before it is provided electronically to all employees. The handbook is intended to serve as a guide for employees to help them find information on the District's policies, programs, activities, processes and the like. More information coming soon...official release date Oct. 1.





In the foreground District employees (from left) Kasie Norton, Len Kring, Joe Jordan and Matt Afflerbaugh, search along the river bottom of the Wapsipinicon River near Anamosa, Iowa, for mussels. In the background, fellow mussel searchers scour areas downstream.

Searching for mussels

Photos and story by Hilary Markin, Editor

This summer's drought provided an excellent opportunity for the Rock Island District's pollywogging team to assist in the annual Iowa Mussel Blitz on the Wapsipinicon River in eastern Iowa.

"At the end of the day you are soaked, muddy, and smell like river water. But it's all worth it knowing you may find either a state listed species like the Pistolgrip mussel or even an endangered Higgins' eye," said Kasie Norton, a biologist student aid and student at the University of Iowa.

Pollywogging is a mussel collection method where searchers walk and sometimes crawl in shallow water feeling the sometimes mucky river bottom for mussels.

"If you know where to look, mussels are not hard to find, but it still feels like you are looking for a needle in a haystack," said Len Kring, biologist.

The Iowa Department of Natural Resources (IADNR) heads up the Mussel Blitz event each year in order to assess the condition of the state's mussel population.

"We send out the call for help each year, and have always had great support from our partners including the Corps," said Scott Gritters, IADNR. For five days in August crews scoured known mussel beds in several eastern Iowa rivers.

"Our crews come from the IADNR, Corps, U.S. Fish and Wildlife Service, colleges, and other interested local folks," said Gritters. "We hoped this year's low river levels would concentrate the mussels into smaller areas making them easier to find." Surveys were conducted on the Skunk, Wapsipinicon, and Lytle Creek in Jackson County.

The Rock Island District helps with this effort each year even though the mussel search takes place on some of Iowa's smaller rivers and streams.

"We help out for two reasons," said Joe Jordan, District endangered species coordinator. "Assisting our resource partners with this survey goes a long way in building trust and stronger



Paul Sleeper, Iowa Department of Natural Resources, studies a mussel while Joe Jordan, District endangered species coordinator, measures a mussel after volunteers pollywogged a stretch of the Wapsipinicon River near Anamosa, Iowa.

partnerships. We also have a Mississippi River link to Iowa's inland mussel resource."

In 2000, the U.S. Fish and Wildlife Service handed down a biological opinion stating Mississippi River navigation was impacting endangered mussel species by expediting the expansion of the invasive zebra mussel in the Upper Mississippi River. Zebra mussels cling on to the shells of native mussels and out compete the native mussels for food and living space. To offset this impact, the St. Paul and Rock Island Districts annually provide funds for the Genoa National Fish Hatchery to propagate and release the federally endangered Higgins' eye pearly mussel into mussel sanctuaries in the Upper Mississippi River. Since Iowa's inland rivers were free of zebra mussels, the resource agencies also agreed to reintroduce Higgins' eye mussels in the Wapsipinicon, Cedar, and Iowa Rivers beginning in 2001. In 2010 and 2011 the Mussel Blitz recovered several of the reintroduced Higgins' eyes signifying a small margin of success.

"Finding mussels from our propagation efforts is a great feeling. It tells us our efforts are making a difference and may contribute to delisting the species someday," stated Jordan. 

Building QMS Strong®

It's here to stay and it really works!

By Lt. Col. Todd Reed, Deputy District Commander

Recently you were asked to complete a survey regarding your knowledge of the Corps Quality Management System (QMS). The results of which were rather interesting and this article will hopefully address some of your concerns.

First and foremost – QMS is here to stay! It is not the flavor of the month or a program that's going to go away. Corps Headquarters has provided marching orders and we will comply. But that's not the only reason - the system really does work.

Some of you have asked valid questions about QMS. How do I benefit from QMS? How does QMS add value to the organization? What is the return on the investment? How do I charge my time? And so on. Hopefully these questions and more are answered below.

I have 15 years of business management experience in corporate America working for Ryder Systems Inc. helping companies like Toyota, John Deere and Procter & Gamble to name a few. During that time, I was exposed to business processes and continuous improvement programs that were beneficial to the organizations. All with similar goals as QMS like obtaining ISO 9000 certification (a family of standards related to quality management that helps organizations ensure they are meeting the needs of customers and stakeholders).

As a newly hired Logistics Engineer in the late 1990s, I was one of 10 team members responsible for designing routes for transportation providers to pick up freight from more than 300 suppliers and deliver it to the plant in a just-in-time fashion. This process required communication to various parties internal to the company (material handlers, parts ordering specialists, etc.) and external organizations (transportation specialists, suppliers, etc.). While learning this complicated process, I asked my trainer where all of the necessary information was stored for me to do my job. He responded by pointing to his head which made us both realize that something had to be done. The team started developing internal standard operating procedures (SOP) that evolved into more than 100 processes that were vital to our success. Through our efforts, the training period for new Logistics Engineers was reduced by 50 percent, going from 12 months to six.

By documenting our processes we became more efficient, effective, improved our quality and provided better service to our customers. In addition to SOP development and maintenance, we established a 12-step continuous improvement program that generated additional cost savings. Although each one was relatively small in itself they added up to more than \$10 million over time. In one example I witnessed a fellow employee place a label on an accounts payable invoice, write the necessary information onto the label then enter the same information into a computer. Through the process improvement program, we were able to get her a label printing machine that allowed her to print the label

directly from her computer. This not only saved her time, but also saved the organization an estimated \$25,000 and allowed her to focus on value-added activities.

So what does this mean for the District? Nearly 50 percent of our workforce will be eligible to retire within the next five years. I believe that it is critical that we begin documenting our processes so that when fellow employees walk out the door the knowledge is retained and easily shared with others. We need to be more efficient in our way of business and good stewards of taxpayer's money. We also need to display the District's value to the nation.

At the recent Mississippi Valley Division Senior Leaders Conference it was determined that the Regional Business Center would strive to develop and achieve a Continuous Process Improvement program focused on driving QMS and obtaining ISO 9000 certification. This initiative helps MVD achieve greater uniformity and consistency in the delivery of products and services that satisfy our customers' quality requirements and is consistent with industry QMS standards including operation and maintenance of Corps-owned infrastructure.

I have already met with all of the Division Chiefs regarding QMS processes. Each Division was required to submit a process and together we discussed the value added and how QMS can benefit the organization. Now we are taking it one step further.

I am asking each and every employee to look at what you do from a business perspective. Do you see inefficiencies? Processes that could be improved? Or a process that should be documented and shared with others?

If so, start pointing them out. Talk to your team leader, supervisor, QMS team representative or write-up the process yourself. No item is too small, every little bit will help.

As you start to learn more about Continuous Process Improvement, QMS and ISO 9000 Certification please contact the QMS representative for your office to obtain a labor code and charge your time appropriately. This will help the District track the amount of effort employees are putting forth towards this initiative.

If your office already has SOPs, they need to be reformatted to the QMS Standard Process Template. Once complete, all QMS Processes should be submitted to the District QMS Representative, Marsha Dolan.

The processes identified in QMS should help shape the future of the District, Corps and nation; adding value to what we do and how we do it. Your efforts regarding QMS and improving the District will not go unnoticed.

Please feel free to contact your Division's QMS team representative or the District's QMS representative at (309) 794-5648. 

QMS 101

What is QMS?

QMS is a platform to share best business processes to help the Corps become more effective, efficient and improve the quality of products executed by the Corps. It also helps build standardized business processes that can be used by all. The concept is based on ISO9001 Quality Management System - Requirements and modeled after David Hoyle's ISO9000 Quality System Handbook, 5th Edition.

Check it out

Click the yellow star on your desktop or visit <https://kme.usace.army.mil/CE/QMS/>. Review the QMS Overview Presentation, search for processes, comment on a process or start creating your own.



How to create a QMS Process

1. Click the yellow star on your desktop or visit <https://kme.usace.army.mil/CE/QMS/>.
2. Go to the last process listed under Published Processes titled "Process Number: QMS Operational Procedures," and click on the "+" sign.
3. Click on "QMS121 Standard Process Template." Please note that QMS 121.1 includes notes to help with formatting specific paragraphs.
4. Completed process should be submitted to Marsha Dolan, District QMS Representative.

Examples of processes

Processes could be developed for locking boats, changing a miter gate, maintaining wickets, writing a news

release, filling a vacancy, deploying, managing invasive species, maintaining signs and buoys along waterways, just to name a few.

Who to contact

The Rock Island District Quality Management Team consists of: George Gitter (PM), Tom Heinold (OD), Dan Leigh (ULA), Faith Pinault (EM), Ron Mott (EC), Michael Roarty (IR), Leona Vilmont (CPAC), Jennifer Mack (CT), Jacqueline Young (EEO), Bob Lazenby (OC), Jeff McCrery (SO), Michael Lorah (SL), Shaun McClary (RE), Ron Fournier (CC), Mari Fournier (XO), Annette Bealer (RM) and Marsha Dolan, District QMS Representative. 

Type	Name	Description	Primary Community of Practice
Process Number	01000	Program or Project Initiation Phase	(7)
Process Number	02000	Program or Project Planning Phase	(24)
Process Number	03000	Program or Project Execution and Control Phase	(13)
Process Number	04000	Program or Project Closeout Phase	(2)
Process Number	05000	PMBP Manual References	(38)
Process Number	06000	Program Specific Processes-CW or IIS or RD	(1)
Process Number	07000	Program Specific Processes-Mil or Env	(62)
Process Number	08000	Engineering and Construction	(63)



Can you name where this is? If so, send your answer to Hilary.R.Markin@usace.army.mil. The first correct answer will receive a special prize and be recognized in the next Tower Times.



July-August Answer - Marseilles Lock
Winner - Lisa Perrault, Illinois Waterway Project

Master Plan updates underway

By Hilary Markin, Editor

An effort is underway to update the Corps Master Plans for Saylorville Lake and Lake Red Rock, two of the Districts flood risk management reservoirs. The current plans were completed in 1984 and 1976 respectively, serving as guides for recreational and environmental stewardship decisions. Many things have since changed including land use changes within the watershed and on project lands, adjacent community growth and development, as well as an increasing demand for recreational opportunities.

Master Plans are land use management documents that incorporate a shared vision of the public, stakeholders and Corps.

“The new plans will guide future development and use of resources, balancing recreational development and use with the protection and conservation of natural and cultural resources,” said Wendy Frohlich, biologist, Environmental Compliance Section.

The updated plans will take into account things like cultural resources, invasive species, endangered species, wildlife habitat value, jurisdictional wetlands and other environmental features that were not prevalent when first developed. The legislative passage of the Clean Water, National Environmental Policy and Endangered Species acts have reshaped much of how public and private lands are managed.

An integral part of the Master Planning process is public involvement. Key stakeholders are engaged through a focus group process designed to draw out shared visions of the resources. In addition, public input is collected at public meetings, open houses, and feedback forms located on the reservoir Web sites.

Saylorville Lake is in the initial stages of updating their Master Plan and is currently focusing on gaining public input through questionnaires either filled out online at the Saylorville Lake Web site or via hard copies available at each of the four campgrounds.

Along with the questionnaires Saylorville is in the early stages of writing scopes of work for both a recreation carrying capacity study as well as broad environmental surveys.

“We are excited that the master plan budget has been funded for FY13,” said Jeff Rose, operations manager, Saylorville Lake. “Saylorville Lake has undergone many changes since 1984 such as visitor use patterns and rapid growth of surrounding communities impacting project resources. Our new Master Plan will help us continue to provide a quality recreation experience while at the same time protecting the natural resources through new inventories and reassessing land use classifications and zoning.”

Lake Red Rock is about one year into updating their Master Plan and is currently working on draft land classification alternatives. The scoping process, along with extensive inventories of the resources at Lake Red Rock, has allowed the team to gather agency and public input in order to formulate and support the draft land classifications. These, along with other information, will be presented at an upcoming public meeting for further comment.

“This initiative has set the table for us to build trust into the future. That trust will determine our partnership success and goals accomplished over the duration of the Master Plan,” said Jamie Gyolai, community planner, Lake Red Rock. “At Lake Red Rock we think about partnering as a way of doing business. We have worked hard to engage our stakeholders from the beginning of the Master Plan update and continue to involve them as we work through the process.”

Master Plans are required for civil works projects and other fee-owned lands for which the Corps of Engineers has administrative responsibility for management of natural and man-made resources (Engineer Pamphlet 1130-2-550, chapter 3). 



Floodwall under construction

By Hilary Markin, Editor

A source of water for nearly 131,000 people will soon be protected from flood waters. Construction of the Davenport Flood Risk Management Project, Reach 1 was awarded to Valley Construction with work starting in November 2011. The project is anticipated to be complete by November 2013.

The overall Davenport Flood Risk Management Project was first authorized for construction on December 31, 1970, under Public Law 91-611; however, it was never constructed. An effort to move forward with the project surfaced again in the 1980s but the poor economic times and cost of the project put a halt to plans. In September 2001, the Corps was requested to perform a Limited Reevaluation Study adjusting the economic justification from the 80s. The report was completed in 2002 and determined that a federal project to protect Reach 1 (the water treatment plant) was justified; however, no other improvements were.

The project brings the level of protection to the 1966 historic flood-year level of 573.9 feet (or a 200-year flood event). It provides a level of protection equivalent to the adjacent cities of Bettendorf, Rock Island and East Moline.

“The floodwall design and incorporation of colored concrete on the finished project helps the project be more aesthetically appealing along the historic riverfront,” said Tom Heinold, project manager.

During construction the District has worked with the City of Davenport and the Iowa-American Water Company (who owns and operates the water treatment plant) to minimize disruption as much as possible. A Davenport bike trail that runs along the seawall was rerouted around the construction area and accommodations were made in September for the Quad Cities marathon (a Boston Marathon qualifier) to traverse through the work zone.



A temporary flood wall was constructed in 2008 to prevent Mississippi River flood waters from impacting the water treatment plant operated by the Iowa-American Water Company.

Close coordination has also occurred with the Canadian Pacific Railroad in order to make the necessary track adjustments for the adjacent flood wall and associated steel closure gates.

“Once complete, buttoning up the water treatment plant will happen in a matter of minutes. Two steel gates will seal the railroad track openings and a third will close the access road,” said Heinold.

This project will not only protect the water supply but will also save the City of Davenport and Iowa-American Water Company money. In the past, each time flood waters threatened, a wall of flood protection measures was erected to protect the water source and infrastructure. 



Above left, contractors work on a section of the floodwall along the banks of the Mississippi River in Davenport, Iowa. Right, finished sections of the permanent floodwall show the colored concrete making it more aesthetically appealing to the historic buildings in the surrounding area. Photos by Hilary Markin.



Spotlight on the District

George Hardison

Chief, Operations Technical Support Branch
Operations Division

George Hardison, current chief of Operations Technical Support Branch (OD-T), and former chief of Natural Resources and Recreation is slated to retire soon with more than 41 years of service to the Corps and the people of the Midwest region. Hardison is one of a handful of “senior” recreation professionals still with the agency who has seen, and assisted with, many positive changes to the National Natural Resource Management (NRM) Program.

“I’m not as old as dirt, but I’m close,” quipped Hardison recently as he described his years of service in what was a fledgling part of the Corps when he showed up for work back in 1971.

He began his career as a Park Ranger at C.J. Brown Dam & Reservoir, a Louisville District lake project in Springfield, Ohio. He was the first ranger at that project, which was still under construction when he arrived.

“I worked with the Resident Engineer and his staff primarily doing public relations, explaining the new lake and facilities to the local populace,” said Hardison. “I also ensured the security of the construction area and the land real estate folks were still actively acquiring for the project. I worked very closely with the Ohio DNR (Department of Natural Resources) officers and local deputies. My first line supervisor was an area manager, 40 miles away from my project!!”

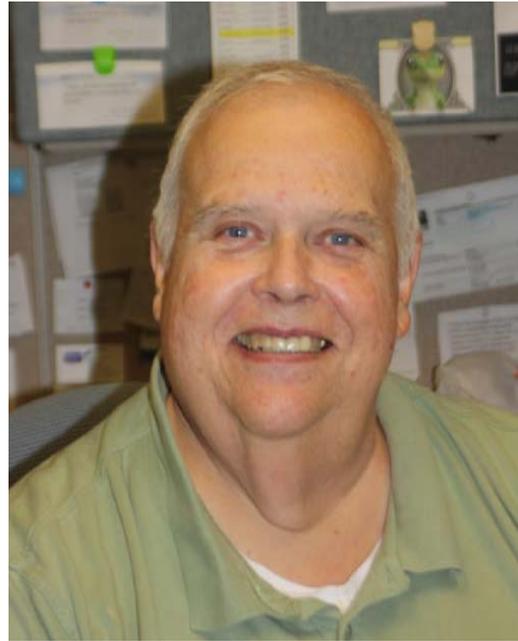
In 1974, he transferred to the Louisville District office as an Outdoor Recreation Planner responsible for several district programs. He was instrumental in getting a local uniform supplier interested in vending Corps uniforms, which eventually evolved into the current National Uniform Program the Corps enjoys today.

“When I first showed up, uniforms were purchased from several different vendors and they were not very “uniform.” This became more obvious when a bunch of us got together for a large meeting or conference,” stated Hardison. “It was pretty primitive early on, but we got better fairly rapidly.”

He was involved with the early development of both the Sign and Interpretive Services programs. While in Louisville, Hardison earned a master’s degree in Criminal Justice, with an emphasis in planning and personnel administration from the University of Louisville.

“When I began my career, rangers did not even have badges,” said Hardison.

Training was primarily on-the-job training and was done by each individual district. Hardison organized and held the first formal regional visitor assistance training class, working with the Southern Police Institute at the University of Louisville. Only



one class was held, but it got the Office of the Chief of Engineers (now referred to as Headquarters) attention, and resulted in the Corps formalizing ranger training which began at the University of Southern Mississippi, Hattiesburg, Miss., in the early eighties.

In 1978, Hardison moved to Rock Island, Ill., and became the Chief of the District’s Recreation and Natural Resource Management Branch. He was a charter member of the National NRM Career Development Committee, working on professional standards, training and career issues nationwide.

While in Rock Island he worked with Engineering Division and used the Code 710 program to fund and build several shower buildings and sanitary facilities, especially on the Mississippi River and at Coralville Lake.

“Once the sanitary facilities were opened other campground amenities were constructed, using fee monies which, at that time, came back to the districts that collected them,” said Hardison.

He also worked with the Illinois Department of Transportation to build access sites along the Great River Road, using State Amenities funds. Projects at Lock and Dam 13, Lock and Dam 16, Thomson Causeway and Andalusia Slough were designed and built with no cost to the Corps.

Interested in furthering his contribution to his profession, he became a member of the National Recreation and Park Association (NRPA) and obtained his certification as a Recreation

Professional. He planned and hosted a Regional Conference and training session in Rock Island in concert with the NRPA and the Illinois and Iowa Park associations. He was nominated and elected to the National Society for Park Resources (NSPR) Board of Directors serving for several years as a board member and as the treasurer. In October 2003, Hardison was awarded the William Penn Mott Meritorious Service Award from NSPR for his years of service and contributions to his profession; a national honor acknowledged by both the Chief of Engineers and the Director of the National Park Service.

Today, Hardison continues to serve the District. With the OD reorganization (called Standard Organizational Structure) and emphasis on program management, the Operations Project Managers (OPM) now work directly for the Chief of Operations. However, OD-T still remains responsible for recreation policy. Hardison and his staff work with, and support, the OPMs as they run their facilities for the visitors. His branch is also responsible for Channel Maintenance, Crane Safety, Navigation Charts and GIS support for Operations.

Hardison also plays an active role in the District's Combined Federal Campaign (CFC) Fund Drive. In addition to being the General Chair for a couple of years, Hardison is best known as the "Auction Man," chairing a silent auction, which over the last 15 years has been responsible for raising thousands of dollars for CFC.

In addition to his Corps career, Hardison spent more than 13 years as a campus police officer at a local community college and 25 years as an Emergency Medical Technician (EMT). He was an EMT-Basic, then Intermediate, and finally became a Paramedic in 1991. He volunteered on a local ambulance service and worked part time for a hospital based service. He culminated his Emergency Medical Service (EMS) career by certifying as an Emergency Medical Dispatcher.

I worked as a dispatcher and taught EMS classes for several years too," added Hardison.

Hardison's wife Cheryl is a retired Nurse and Educator and they have two children and three grandchildren who live nearby.

Asked to reflect back on any particular part of his career, Hardison smiled and said, "mentoring."

"I was privileged to have Fred Huelson, my boss in the Louisville District Office, mentor me early in my career. Fred was a true pioneer in the Corps and he shared both a wry sense of humor and a strong work ethic with me. He was a hands off manager who gave me room to grow, and at times fail, but I learned a lot from him. He was like a second father to me. I hope I have been able to pass some of that wisdom on to others. I know that there are many Rock Island Recreation Alumni in many districts all over the Corps, including several Managers, and at least one Chief of Operations." 

Combined Federal Campaign 2012

By Aimee Vermeulen, 2012 CFC Chair

Oct. 1 marks the beginning of the 2012 Combined Federal Campaign (CFC). The CFC is the annual fund-raising drive conducted by federal, postal and military employees in their workplaces each fall. Each year employees raise millions of dollars through the CFC that benefit thousands of non-profit charities. It is the only authorized fund raising campaign for charities permitted in federal and postal workplaces.

The Rock Island District will be kicking off the CFC season with our annual Chili Cook-Off to be held on Thursday, Oct. 4, at 11:30 a.m. on the front lawn. This is the 16th year for this popular event. Jody Schmitz, Engineering and Construction Division, is soliciting employees to enter the cook-off. Judges will choose their favorites plus a people's choice will be awarded.

From mid-October through early December, key persons for the Corps will solicit employees for donations to the CFC. You can donate through payroll deduction or give a cash donation. The key persons will hand out brochures with more than 2,000 local, national and international charities available to accept your contributions. Employees may select as many charities as they wish.

In November, we will hold our annual CFC On-Line Auction. In the past we have auctioned off craft items, art work, quilts, candy, pies, parking spaces, gift baskets, jewelry, etc. George Hardison, Operations Division, will be heading up the auction.



Scott Pettis (right), serves some of his delicious chili to taste testers at the 2011 CFC Chili Cook-Off. *Photo by Hilary Markin.*

If you have any questions or would like more information, please contact Aimee Vermeulen, 2012 CFC Chair, at (309) 794-5311. More information about the Combined Federal Campaign at www.illowacfc.org. 

Embracing and celebrating diversity

By Félix Castro, Hispanic Employment Program Co-Manager, Special Emphasis Program Committee

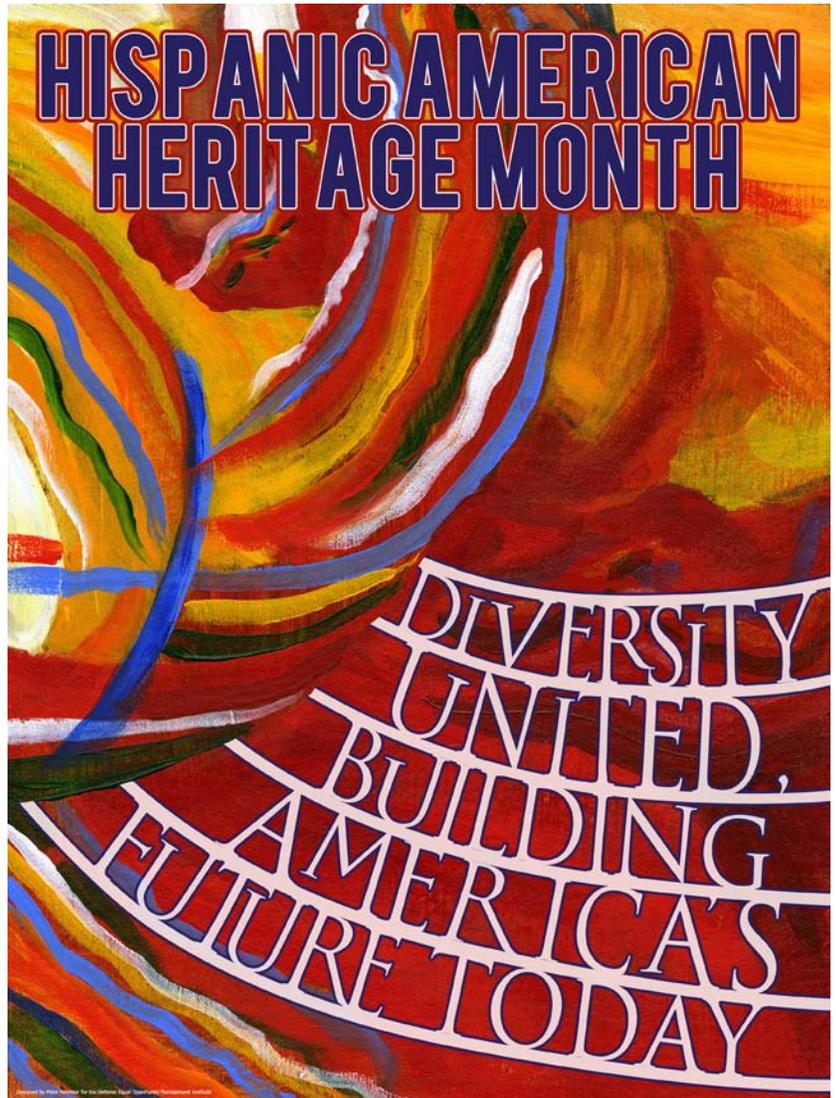
During the recent XXX Olympiad in London it was easy to see how proud each competitor was to be there, accompanied by their family and friends, at the zenith of all their hard work and sacrifices. It was also noticeable how diverse Team USA was and when a gold medal was won, they didn't play the athletes favorite song, they played The Star Bangle Banner. When the broadcast cut to a chart showing the athlete's achievements, the USA flag was right next to their name. When Bob Costas introduced a small feature on our athletes, we heard about who these people were, their story, background, and the level of commitment it took to achieve their ultimate goal... an Olympic gold medal for Team USA.

It's interesting that when standing on the medal podium they were not recognized for their political party affiliation, religion, or ethnicity. They unequivocally raised the USA flag with pride after sacrificing years of their lives, away from friends and family, lifting with it the American Dream to succeed. At the same time some of them might be Cuban, Mexican or Puerto Rican descendants. The athletes put everything else behind in order to reach their dreams and embody USA colors.

Some of Team USA winners were:

- Ryan Lochte, two Gold Medals, two Silver Medals and a Bronze, Swimming Multiple Events, Cuban/German descent
- Carmelo Anthony, Gold Medal Men's Basketball, Puerto Rican descent
- Diana Taurasi, Gold Medal, Women's Basketball, Argentinean descent
- Brenda Villa, Gold Medal Women's Water Polo, Mexican Descent
- Amy Rodriguez, Gold Medal, Women's Soccer, Cuban descent
- Leonel Manzano, Silver Medal, Athletics Men's 1500m, Mexican immigrant
- Danell Leyva, Bronze Medal, Gymnastics Men's Individual All-Around, Born in Cuba
- Marlen Esparza, Bronze Medal, Boxing Women's Fly (51kg), Mexican descent

Just like our athletes have taught us to embrace diversity, we celebrate Hispanic Heritage Month. Join the Special Emphasis Committee, the Equal Employment Opportunity Office and everybody surrounding you in raising the USACE colors with pride, celebrating our workforce, forgetting color, race or origin. 



Defense Equal Opportunity Management Institute

SAFETY CORNER

Be Ready!

September is National Preparedness Month

Would you be ready if there was an emergency? Be prepared: assemble an emergency supply kit, make your emergency plans, stay informed, and get involved in helping your family, work, fellow employees, and community be ready for emergencies.

You can prepare by following these four steps:

1. Get a Kit. An emergency kit includes the basics for survival: fresh water, food, clean air, and warmth. You should have enough supplies to survive for at least three days.

- Water - one gallon per person, per day (3-day supply for evacuation, 2-week supply for home)
- Food - non-perishable, easy-to-prepare items (3-day supply for evacuation, 2-week supply for home)
- Flashlight
- Battery - powered or hand-crank radio (NOAA Weather Radio, if possible)
- Extra batteries
- First aid kit
- Multi-purpose tool
- Medications (7-day supply) and medical items
- Sanitation and personal hygiene items
- Copies of personal documents (medication list and pertinent medical information, proof of address, deed/lease to home, passports, birth certificates, insurance policies)
- Cell phone with chargers
- Family and emergency contact information
- Extra cash
- Emergency blanket
- Map(s) of the area



2. Make a Plan. Families should develop different methods for communicating during emergency situations and share their plans beforehand with all those who would be worried about their welfare. Options for remaining in contact with family and friends if a disaster strikes include:

- Pick two places to meet; right outside your home in case of a sudden emergency, like a fire. Outside your neighborhood in case you can't return home. Everyone must know the address and phone number.
- Phone contact with a designated family member or friend who is unlikely to be affected by the same disaster.
- E-mail notification via a family distribution list. Registration on the American Red Cross Safe and Well Web site at <https://safeandwell.communityos.org/cms/>.



- Use the toll-free Contact Loved Ones voice messaging service 1-866-78-CONTACT.
- Use the U.S. Postal Service change of address forms when it becomes necessary to leave home for an extended period of time, thus ensuring that mail will be redirected to a current address.

3. Be Informed. Being prepared means staying informed. Check all types of media – Web sites, newspapers, radio, TV, mobile and land phones – for global, national and local information. During an emergency, your local Emergency Management or Emergency Services office will give you information on such things as open shelters and evacuation orders.
4. Get Involved. Homeland Security promotes emergency preparedness throughout the year via the Ready America campaign at www.ready.gov. Checklists, brochures, and videos are available in English and in Spanish online and by phone 1-800-BE-READY and 1-888-SE-LISTO.

More information can also be found at the Centers for Disease Control and Prevention Web site at <http://www.cdc.gov/features/beready/index.html#GetAKit>. 

Did you know...

The American Red Cross has a First Aid app

You can download the official American Red Cross app for iPhone and Android devices, and have instant access to information you need to know to handle any first aid emergency. Find videos, interactive quizzes and simple step-by-step advice, to learn first aid and how to be prepared for severe weather and other emergencies.



Around the District

Sympathy ...



Gary Martin, 62, passed away July 22 at his home in Haines City, Fla.

Martin retired in 2008 as shift head supervisor at Locks and Dam 15.

Congrats ...



Congratulations to Tyler Hill, Saylorville Lake, and his wife, Christina, on the birth of a baby girl, Abygail Louise, on August 8. She was seven pounds 12 ounces and 20 inches long.

Upcoming Events ...

LDP Level II Applications

The Rock Island District Leadership Development Program Level II is currently open to all employees with an interest in improving leadership skills. Applications are due by Friday, Sept. 21 to the Professional Development Specialist, 309-794-5635.

America's Great Watershed Initiative Summit

America's Great Watershed Initiative Summit is Sept. 26-27 in St. Louis. The Summit will be an interactive forum for leaders from throughout the Mississippi watershed. It will examine collaborative ways to address geographic, institutional and issue-based barriers to maximizing the potential of the watershed. Register and learn more at <http://agwi.org>.

CFC Chili Cook-Off

The Rock Island District 16th Annual CFC Chili Cook-Off is Thursday, Oct. 4 on the lawn of the Clock Tower.

Retirements ...

Roger Green, lock and dam repairer, Maintenance Section, Mississippi River Project, Operations Division, retired Aug. 1, after dedicating 32 years to the federal government.

Warren Madison, Jr., construction control representative, Construction Branch, Western Area Office, Engineering and Construction Division, retired Aug. 3, after dedicating 36 years to the federal government.

Bernard Doezal, maintenance worker supervisor, Coralville Lake, Operations Division, retired Aug. 31, after dedicating 35 years to the federal government.

Stephen McCann, lockmaster, Lock and Dam 22, Mississippi River Project, Operations Division, retired Aug. 31, after dedicating 40 years to the federal government.

Kenneth Mulally, master towboat, Illinois Waterway Project, Operations Division, retired Aug. 31, after dedicating 30 years to the federal government.

District Web site changing

The Rock Island District Web site, along with all other Corps of Engineers Web sites across the nation, will soon have a new appearance.

All of USACE's main public Web sites are migrating to the American Forces Public Information Management System, a content management system run by the Defense Media Activity, in order to create a consistent look and feel, streamline the content management process and deliver a rich end-user experience.

The District has established a Web Migration Project Delivery Team that has been preparing for the migration. They have been reviewing current content, eliminating Personally Identifiable Information and designing the new page layouts. To get an idea what the new site will look like go to www.usace.army.mil.



Support & Sacrifice for Corps



Thanks to the employees who are deployed to the Afghanistan Engineer District - North (AEN) and the Afghanistan Engineer District - South (AES)! To learn more about volunteering contact Emergency Management at 309-794-5595.



*Eric Aubrey, AEN
Engineering & Construction
Division*



*Kenneth Beck, AEN
Engineering & Construction
Division*



*Randall Braley, AEN
Engineering & Construction
Division*



*Chris DePooter, AEN
Engineering & Construction
Division*



*Richard Eberts, AES
Regional Planning
Division - North*



*Mark Hoague, AEN
Engineering & Construction
Division*



*Celeste Iverson, AEN
Resource Management*



*Lisa Kantor, AEN
Engineering & Construction
Division*



*Mark Miller, AEN
Operations Division*



*Kurt Reppe, AEN
Real Estate Division -
North*



*Richard Rupert, AES
Engineering & Construction
Division*



Far right, A Soldier from the U.S. Army Sustainment Command, Rock Island Arsenal, loads food donated by District employees into a truck to be delivered to the River Bend Foodbank in Moline, Ill. *Photo by Allen Marshall.*

Boxes of food are stacked on chairs in the ABC Conference Room before being weighed. *Photo by Mari Fournier.*

District contributes to “Feds Feed Families”

By Hilary Markin, Editor

The Rock Island District participated in the 2012 “Feds Feed Families” food drive in August. The Rock Island Arsenal and Soldiers from the U.S. Army Sustainment Command distributed collection cans, picked-up the donations and in total delivered more than 3,000 pounds of food to the River Bend Foodbank in Moline, Ill.

The Rock Island District led the way contributing 1,428 pounds to the food drive. Lt. Col. Todd Reed, deputy commander, challenged each of the offices to see who could collect the most

food to help support the community. With an astounding 981 pounds - Engineering and Construction was the winner.

“Thanks for everyone’s contributions towards this community effort and helping those we serve,” said Reed.

The River Bend Foodbank services the Quad Cities and 22 counties in Eastern Iowa and Western Illinois providing thousands of nutritious meals to those in need every week. More information can be found at www.riverbendfoodbank.org. 