



The Palmetto Castle

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CORPS SIGNS PCA TO SAVE LIGHTHOUSE

**By Connie Gillette
Public Affairs Officer**

After years of negotiation, study and hard work from federal, state and private organizations, the Charleston District and the South Carolina State Budget and Control Board signed an agreement to begin work to save the Morris Island Lighthouse. The ceremony, which was hosted by Save the Light, was held at the Folly Beach City Hall on October 13.

Speakers at the ceremony included LTC Fleming, Frank Fusco, the Executive Director of the South Carolina Budget Control Board, Carl Beckman, Jr. Mayor of Folly Beach, Richard Beck, Chairman of Save the Light, Lindsay Graham, Senator for South Carolina, and Henry Brown, Congressman for the First District, South Carolina.

"I am very happy to be able to sign this agreement today," Fleming said. "But I stand here as a representative of the many people of the Charleston District office who have worked hard to get us to this point. I'm proud to be able to do that."

The Corps received final approval of the Morris Island Lighthouse Section 103 Project Cooperative Agreement (PCA) from the Assistant Secretary of the Army for Civil Works office in late September.



District Commander, LTC Ed Fleming, along with Mr. Frank Fusco (to his left) of the State Budget and Control Board signs the PCA to proceed with work on the Morris Island Lighthouse. Smiling their approval are Folly Beach Mayor Carl Beckmann, Senator Lindsey Graham, Mr. Richard Beck from Save the Light, and Congressman Henry E. Brown, Jr.

"We will award a construction contract early in 2007 and construction should be completed before the heart of hurricane season," Fleming told the group.

According to Jimmy Hadden, Project Manager, the request for proposals was sent out in October and proposals are due back in December. The sponsor has already sent in the non-federal cost share portion, he added.

The selected plan for the construction project will be a single cell pile coffer ring capped with concrete and surrounded by a rock scour apron. The concrete cap will have a finished appearance that will simulate brick through the use of a mixture and a formwork pattern. Use of the sheet pile also affords the sponsor a means of conducting

additional foundational work to the lighthouse.

The cost share on this project has been adjusted to include the impact on the lighthouse foundation caused by Federal navigation works. The cost share is determined to be 87.5 % Federal and 12.5% non-Federal.

"The team looked at a lot of options and alternatives to make this project come to fruition. It was a great example of committed teamwork and perseverance," Hadden said. "There were times when everyone thought this wasn't going to happen and so far, we've found a way over every hurdle."

Additional work will be done to restore the Lighthouse. That work will be funded by private sources.



FROM THE COMMANDER

I want to take a few minutes to write about a subject that is probably on some of your minds. I hope by now most of you have heard that changes are coming in the personnel arena. The Department of Defense began implementing the new National Security Personnel System in April, 2006. As the new year approaches, we will begin implementing NSPS here in the Charleston District.

I know many people are anxious about the changes we'll be undergoing. I hope you know that your leadership team is here to try to make this transition a smooth one. I want to make sure you know that no employee will lose pay or be reduced in position during the conversion. One of the goals of NSPS is to align personnel objectives with the organizations' goals and mission--something we haven't always been able to do in the past.

This is the biggest change in the personnel system since the GS system was put in place. I really believe this system is going to be a great improvement for both the federal government and you -- the people who make our government work.

District Commanders are only here for two years, but you are the people who keep the organization going and keep it strong. Our legacy is selecting the right people for the right job. We've hired a lot of new people in the last year and I think we've done a lot to add to an already strong team. NSPS will enable us to hire new employees more quickly, offer competitive salaries, and compensate and reward employees based on their performance and contribution to the mission.

On January 21st, all supervisors in the district will be managed under NSPS. All supervisors received training on the program, either here at the District or in Atlanta. In October of 2007, the rest of our employees will also convert to the NSPS system. Before that happens, multiple training sessions will take place here in the district.

Active participation by USACE employees in the conversion is essential to its success. This participation includes attending training and personal confirmation of employment and career information. I hope you'll do your part and help make the conversion successful.

You probably have a lot of questions about what all the changes will mean. John Kassebaum is our transition manager (TM) here in the District. Our personnel office is here to help us all wade through the information, but you can also find out information at the DoD site: <<http://www.cpms.osd.mil/nsps/index.html>> <http://www.cpms.osd.mil/nsps/index.html> or at the Armysite: <<http://cpol.army.mil/library/general/nsps/>> <http://cpol.army.mil/library/general/nsps/> You can even take an online class, "NSPS 101 ."

As we head into the holiday season, please enjoy your time with family and friends and be safe if you travel to celebrate out of town.

This new personnel system is being implemented in three stages or spirals and our supervisors will be a part of the second spiral with the rest of the workforce joining in the third and final spiral.

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DIVISION LEADERSHIP DEVELOPMENT PROGRAM UPDATE

WATER, WATER, EVERYWHERE.....



By **Michael Hind**
Emergency Management

Our latest Leadership Development Program (LDP) adventure took us to West Palm Beach, Florida. We visited as a team to work on the overall group project that will finally be turned over to Brigadier General Schroedel during our trip to St. Louis, Missouri, later this month.

We were also able to meet with various members of the South Florida Water Management District (SFWMD) and the Corps of Engineers Jacksonville District (CESAJ) concerning the Everglades Restoration Project. It was an interesting TDY and brought back several memories of my early childhood. I remember visiting the Miccosukee Indians and some of the Everglades areas. However, as a child I certainly was more concerned worried about seeing all the wildlife, especially alligators, than the deterioration of the Everglades.

The partnership between the SFWMD and CESAJ to restore the Everglades and preserve the wildlife was heart warming not to mention amazing. It was very interesting to see all the things that the SFWMD and CESAJ were doing to divert the natural water supply back towards the Everglades areas.

Florida has a unique problem because of the population along the coastline yet it also has wildlife living in the Everglades areas, some of which are endangered species. We were able to see a great deal of wildlife up close and at the same time also able to observe how the

Corps and other agencies work together to resolve issues and conflicts in a civilized manner.

Here are a few quick facts concerning the Everglades Restoration progress:

- *The State of Florida has invested more than \$1 billion in water-quality improvements aimed at lowering phosphorus levels in Everglades-bound waters.*
- *More than 41,000 acres of land south of Lake Okeechobee have been converted to Storm Water Treatment Areas (STAs).*
- *To date, Best Management Practices (BMPs) and STAs combined have prevented more than 2,485 metric tons of phosphorus from entering the Everglades.*
- *More than 210,597 acres of land needed to implement the Comprehensive Everglades Restoration Plan (CERP) are state owned.*

It was also interesting to learn about Acceler8, which as I understand it, is an expedited course of action that reaffirms the commitment of federal, state, and local partnerships to revitalize the ecosystem while accelerating the pace of eight restoration projects by increasing funding, design and construction of the overall project.

The LDP team took an airboat ride out into the everglades to see the different stages of the restoration project. It was interesting to spot the different animals in their natural habitat

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FAREWELL AND GOOD LUCK TO ANGIE YUSCHISHIN

By Carol Weart
Editor

Angie Yuschishin, Human Resources Specialist, was bid a “Fond Farewell” and early Happy Birthday during a reception held in her honor.

Angie started her career in Civil Service at the Veterans Administration Hospital in Lexington, Kentucky, the place she is returning to after more than 25 years of service. She has worked for the Corps for 19 of those years, 17 years with the Savannah District, and two in Charleston. Her first day in the Charleston District was November 28, 2004 and she will start her new position with the VA in Lexington on November 27, 2006.

Although Angie will miss her “Corps Family” and wishes them only the best in the future, she feels that it’s time for a change of scenery and to live near her family in Kentucky. She and her dog Gracie will be packing up and departing for new adventures and most likely, colder weather.

We all wish her the best of luck and safe travels on her new journey ahead.



MEET OUR NEW EMPLOYEES...



Richard Milloy

Richard is the new Chief in the Columbia Office (Regulatory Division) and joins the Charleston District after three

years as a project manager with the Jacksonville District. Before working with the Corps, Richard worked for the Florida Department of Environmental Protection doing permitting.

He retired from the military after 20 years of service. He has a degree in Biology (with an emphasis in Marine Biology) and a minor in Chemistry from St. Leo University. Richard is married and he and his wife, Kerry, have five children.

Wes Wilson

Originally from Bethesda, Maryland, Wes came to South Carolina with a friend on a college visit to Clemson and has now claimed the Palmetto State as home. He is a 2003 graduate of Clemson with a degree in Construction Science Management. He is working in the Charleston District as



a contractor with SAIC and is on “loan” to us from Bechtel engineers for a year. He will be handling the P2 coordination during his time in the District. While in Charleston, Wes wants to learn how to surf and try out as many of the local dining establishments as possible.

HOLIDAY FOOD SAFETY

From our Safety Office

Holiday or Party Buffets

A popular way to celebrate holidays or any party occasion is to invite friends and family to a buffet. However, this type of food service where foods are left out for long periods leave the door open for uninvited guests -- bacteria that cause foodborne illness. Festive times for giving and sharing should not include sharing foodborne illness. Here are some tips from the USDA's Meat and Poultry Hotline to help you have a SAFE holiday party.

Foodborne Bacteria

Bacteria are everywhere but a few types especially like to crash parties. *Staphylococcus aureus*, *Clostridium perfringens* and *Listeria monocytogenes* frequent people's hands and steam tables. And unlike microorganisms that cause food to spoil, harmful or pathogenic bacteria cannot be smelled or tasted. Prevention is safe food handling. If illness occurs, however, contact a health professional and describe the symptoms.

Staphylococcus aureus

Staphylococcus ("staph") bacteria are found on our skin, in infected cuts and pimples, and in our noses and throats. They are spread by improper food handling. Prevention includes washing hands and utensils before preparing and handling foods and not letting prepared foods -- particularly cooked and cured meats and cheese and meat salads -- sit at room temperature more than two hours. Thorough cooking destroys "staph" bacteria but staphylococcal enterotoxin is resistant to heat, refrigeration and freezing.

Clostridium perfringens

"*Perfringens*" is called the "cafeteria germ" because it may be found in foods served in quantity and left for long periods of time on inadequately maintained steam tables or at room temperature. Prevention is to divide large portions of cooked foods such as beef, turkey, gravy, dressing, stews and casseroles into smaller portions for serving and cooling. Keep cooked foods hot or cold, not lukewarm.

Listeria monocytogenes

Because *Listeria* bacteria multiply, although slowly, at refrigeration temperatures, these bacteria can be found in cold foods typically served on buffets. To avoid serving foods containing *Listeria*, follow "keep refrigerated" label directions and carefully observe "sell by" and "use by" dates on processed products, and thoroughly reheat frozen or refrigerated processed meat and poultry products before consumption.

Safe Food Handling

Always wash your hands before and after handling food. Keep your kitchen, dishes and utensils clean also. Always serve food on clean plates -- not those previously holding raw meat and poultry. Otherwise, bacteria which may have been present in raw meat juices can cross contaminate the food to be served.

Cook Thoroughly

When cooking foods ahead of time for your party, be sure to cook foods thoroughly to safe minimum internal temperatures.

- Beef, veal, and lamb steaks, roasts, and chops may be cooked to 145 °F.
- All cuts of pork to 160 °F.
- Ground beef, veal and lamb to 160 °F.

All poultry should reach a safe minimum internal temperature of 165 °F.

Use Shallow Containers

Divide cooked foods into shallow containers to store in the refrigerator or freezer until serving. This encourages rapid, even cooling. Reheat hot foods to 165°F. Arrange and serve food on several small platters rather than on one large platter. Keep the rest of the food hot in the oven (set at 200 - 250°F) or cold in the refrigerator until serving time. This way foods will be held at a safe temperature for a longer period of time. REPLACE empty platters rather than adding fresh food to a dish that already had food in it. Many people's hands may have been taking food from the dish, which has also been sitting out at room temperature.

The Two-Hour Rule

Foods should not sit at room temperature for more than two hours. Keep track of how long foods have been sitting on the buffet table and discard anything there two hours or more.

Keep Hot Foods HOT And Cold Foods COLD

Hot foods should be held at 140°F or warmer. On the buffet table you can keep hot foods hot with chafing dishes, slow cookers, and warming trays. Cold foods should be held at 40°F or colder. Keep foods cold by nesting dishes in bowls of ice. Otherwise, use small serving trays and replace them.

This information was taken from the USDA web site:

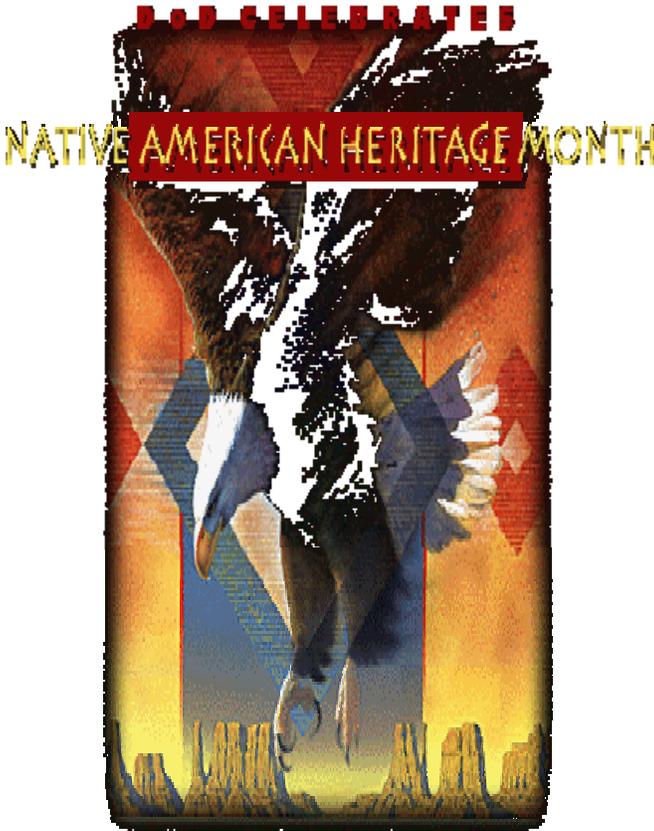
http://www.fsis.usda.gov/fact_sheets/Seasonal_Food_Safety_Fact_Sheets/index.asp

NATIONAL AMERICAN INDIAN HERITAGE MONTH

The purpose of National American Indian Heritage Month is to honor and recognize the original peoples of this land.

Although the first “American Indian Day” was declared by the State of New York in 1916, a month long celebration of Native Americans was not achieved until 1990. President George H. W. Bush approved a joint resolution designating November 1990 “National American Indian Heritage Month.” His action was based on legislation presented by Senator Daniel K. Inouye (D-Hawaii) and Congressional Delegate Eni Faleomavaega (D-American Samoa). In each of the four previous years, Congress had enacted legislation designating “American Indian Heritage Week.” This consecutive legislation allowed for the establishment of a month-long observance.

One of the first proponents of an American Indian Day was Dr. Arthur C. Parker a Seneca Indian, who was the director of the Museum of



Museum of Arts and Science in Rochester, N.Y. He persuaded the Boy Scouts of America to set aside a day for the “First Americans” and for three years they adopted such a day.

In 1915, the annual Congress of the American Indian Association meeting in Lawrence, Kansas, formally approved a plan concerning American Indian Day. It directed its President to call upon the country to observe such a day. In 1915 Red Fox James, a Blackfoot Indian, rode horseback from state to state seeking approval for a day to honor Indians. On December 15, 1915, he presented the endorsements of 24 state governments at the White House. There is no record, however, of such a national day being proclaimed.

In recognition of the important contributions of American Indian and Alaska Native peoples to our country we celebrate National American Indian Heritage Month.

EMPLOYEE OF THE MONTH



Lisa Metheney is the October Employee of the Month. Lisa is an extremely dedicated employee who is always looking for ways to improve the District and ensure our customer's needs are met. Lisa is not only the Chief of Programs Management, but she has agreed to be the President of the Castle Club and Scholarship Committees. In these volunteer roles, Lisa is constantly working to improve morale and make our work environment more fun. She knows the value of teamwork and friendship in an organization and is continually developing ideas to encourage employees to participate, be engaged and just get to know each other. She personally encourages the District employees to participate in these events and spends her own time ensuring that they are successful by advertising them. Through her efforts, she makes the Charleston District a better place to work.

Palmetto Proceedings

News you should know

Congratulations:

To former District Commander, **LTC (P) Alvin Lee** for his selection to 0-6 (Colonel).

To **Mike Johnson** and **Les Parker** for being chosen to represent the Charleston District in next year's Division Level Leadership Development Program.

Get Well Wishes:

To **Margie Brown** for a speedy recovery from her recent surgery.

Scholarship Committee News:

Pie in the Eye Campaign-The Charleston District Scholarship Fund grew by \$350 on October 14th thanks to the spirited voting of the District's team members. In honor of Boss's Day, the Scholarship Committee sponsored a Pie in the Eye Campaign. Employees of the Charleston District were able to vote for the boss that they thought was most deserving of a pie in the eye. Each vote cost \$1 and the polls were open for 11 days. Although the race was tight, in the end Matt Laws (TS), LTC Fleming and Tina Hadden (RD) were the top three vote receivers.

The bidding to toss the actual pies was heated and at times there were numerous employees trying to outbid each other. In the end, District Counsel Debbie Engel had the winning bid for the honor of bestowing a "pie in the eye" to Tina Hadden, our Regulatory Division Chief. The next bidding was even more frenzied, but Mona Morgan our own Human Resources Chief was determined to prevail. She won the bidding war and proudly pushed her pie into our District Commander's face. Last, but certainly not least (with the most votes) was Matt Laws, Chief of Technical Services. The bidding started slow, but quickly intensified, with the winning bid going to Deputy Director for Project Management Bill Stein. There are unconfirmed rumors that there were investment backers assisting Bill with his bid.

"This was a fun event and I am really glad all of the supervisors chose to participate," commented Lisa Metheny, Scholarship Committee Chair. "We are pleased with the amount of funds raised for the fund and I think everyone enjoyed Boss's Day a little more.

We are fortunate to have pretty good bosses here in the District and I think this event shows that."

Tina Hadden shows her surprise after receiving her cold whipped cream "pie in the eye."



Mona Morgan realizing that some things really are "priceless."



As they say, "A picture is worth a thousand words....."

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Do You Know Me?

You sit next to them in meetings, pass them in the halls, even have lunch together occasionally, but how well do you really know your co-workers? Each month, the palmetto castle will feature two anonymous employees who will answer questions that will allow us to get to know each other a little bit better. Can you guess the identities of the following employees? Check the intranet (under PAO) in a few days to find out who these intriguing, anonymous people are.

What was your first job?

I was a clerk for a fire department.

What do you like to do in your spare time?

Learning and exploring innovative ideas and concepts in the financial arena. I enjoy interacting with people of various backgrounds who challenge and motivate my wisdom and knowledge. I am a dreamer, therefore, I seek the advice of those who can provide me wisdom and knowledge on financial issues. Lastly, I enjoy surrounding myself with positive thinkers; those outside the box. I have learned from them just by being a good listener.

What's the best part of working for the Charleston District?

The flexible work schedule program.

What's one thing no one here knows about you?

That my original career plan was to become a famous European fashion designer concentrating on unique creations.

What is the most important characteristic of a great organization and why?

There must be a leader because he/she sets the tone for the direction of the organization and influences his/her people to follow his directions. A great leader knows how to motivate. There is a difference between leading and managing an organization. A leader focuses on influencing people. A manager focuses on planning, organizing, and coordinating the functions of the organization. A great organization should be politically astute in building a team with cohesiveness. It delivers on promises and exceeds expectations. It must and should have a good leader at the top who leads by example and who builds a team and his advisors.

What was your first job?

I busbed tables at the Kettle restaurant when I was 14.

Have you ever lived anywhere unusual?

Japan, Germany, Puerto Rico, Oklahoma

What's the best part of working for the Charleston District?

All of my co-workers.

What's one thing no one here knows about you?

If I told, everyone would know.

What is the most important characteristic of a great organization and why?

Everyone who works there cares about the product, feels like a valuable part of the process and thinks that it is a good thing.

If you were an animal, what would you be and why?

I am an animal...and I love it.

If you could meet anyone, living or dead, who would it be and why?

Ben Franklin, because he did it all (science, politics, management, invention) and...well, I want to rub his bald head.

LDP Program

(continued from page 3)

and not just to see them in a zoo. Having spent most of my life overseas, it was a good chance for me to get to know a new set of animals and plant life. I'm no botanist or zoologist, but it was a rewarding experience all the same.

The LDP team next traveled to Lake Okeechobee and the Herbert Hoover Dike. The Herbert Hoover Dike was built in the 1930s and the design was state of the art in its time. Using natural materials (gravel, rock, limestone, sand and shells) the dike was originally built in the early 1900s.

In 1926 and 1928 hurricane winds caused Lake Okeechobee's waters to overwhelm the shallow dike.

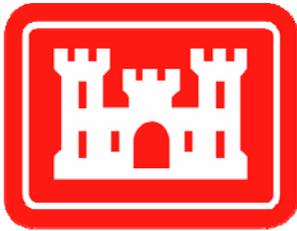
Congress elected to have the Corps of Engineers build a taller dike. The Corps is currently working on a \$301 million dike project. This work resulted from a study done by the Jacksonville District in the 1990s. The repairs are expected to take about 25 years to complete.

My next and final LDP trip will be to St. Louis and then it's time to take a break. Although it has been a very busy year with all the trips, it has been a rewarding experience. I have made several close friends and have learned a little more about the Corps of Engineers as well as leadership. So, if you are looking for excitement and a challenge, I strongly encourage you to talk with your supervisor about the Leadership Development Program.

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US Army Corps of Engineers® Charleston District

LAW STUDENT COMPLETES EXTERNSHIP PROGRAM

Sam Hanafi (shown at right with Deputy District Commander Major Bryan Pratt and District Counsel Debbie Engel) recently completed her “externship” program with the District.

“Sam is a third year law student at the College of Charleston and is the first in this pilot program with the District, but certainly not the last,” according to Debbie Engel, Chief Counsel. “And as a result of her time working in our office, she is now interested in possibly pursuing a career with the Corps.” Sam recently traveled to Washington, D.C. to meet with Deputy Chief Counsel for the Corps of Engineers, Boyd Pike, to discuss possible future employment opportunities with the Corps. You never know - she may end up back in the Charleston District.



Scholarship Committee

(continued from page 7)

The Castle Club and Scholarship Committee next sponsored the Halloween bake sale (they made \$111.65) and pumpkin carving and decorating contest. The winner of the pumpkin carving contest was Paul Hinchcliff (shown with his pumpkin at right), and Don Hill won the pumpkin decorating contest (also shown at right).

On November 3rd the Castle Club held their annual Low-country Fish Fry after work. They served several types of fish, hush puppies, macaroni & cheese and other assorted side dishes. There were bratwursts for the non-fish eaters in the group. The chefs (Jeff Fersner and crew) did a superb job preparing the fish and there was plenty to eat for everyone.

The next event was the Scholarship Committee’s “Between the Holidays” breakfast. For a

mere \$4 you had your choice of biscuits with gravy, bacon, orange juice, or eggs, biscuit, bacon and juice.

Next up for the Scholarship Committee will be a spaghetti lunch on December 5th. There will also be gift wrapping offered during the second week of December.

If you are interested in volunteering to serve on either the Scholarship Committee or the Castle Club, please contact Lisa Metheny.



Breakfast is the most important meal of the day.



Paul’s prize winning pumpkin.



Don Hill shows Palmetto Pride.



Uh-oh caught in the act! The “official” fish taste testers.



Jeff Fersner with his catch of the day.