

## *Saving Cabin Road*



South Carolina State Park officials repaired the damage shown to Hunting Island's Cabin road prior to the district awarding the contract for the Section 103 project. Coastal erosion from strong tides and tropical storms makes protecting Cabin road from this type of damage crucial. Photo courtesy of South Carolina Department of Parks, Recreation and Tourism (SCPRT). (above)

Hunting Island State Park is home to one of the state's most visited lighthouses. Photo by Ted Smith from the National Park Service website. (left)

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**Happy Holidays  
and  
Have a Wonderful New Year**

**From  
The District Dispatch**



# District Commander's Corner



Lt. Col. Peter W. Mueller  
Charleston District Commander

The Holiday Season holds different traditions, meanings, and memories for us all. As 2002 comes to a close, we should reflect on the passing year, celebrate our many accomplishments, blessings, family, the spirit of this special season, and prepare for the year ahead. I believe it is appropriate to recognize service and what we have given individually and as a team to each other, our communities, and our Nation.

Contributions by our team have been significant again this year. First, I want to recognize the late John Schaefer for his nearly 22 years of dedicated service to the Army and the Nation on our Survey Team. We all miss him. The spirit of giving has been tremendous in District contributions to care for our own team members through financial offerings or donated leave; time and energy provided to the District Scholarship Committee, Castle Club, Special Emphasis Program, maintenance of our grounds, or professional organizations; participation in the Combined Federal Campaign, Toys for Tots, and through service in our local churches, schools, governments, or even as volunteer

firemen. We can be very proud of this record of community service.

We can also be proud of our service in the U.S. Army Corps of Engineers Civil Works program. As members of the Corps Team, we carry on a superb tradition covering over 200 years of dedicated service to our Nation. LTG Flowers sums it up when he states that *The Corps* has never let our Nation down, and we never will. Our service contributes directly to our local and national economy. Nearly 90 percent of what the Corps does is executed by construction contractors and architect/engineering firms. Our programs add value, stimulate commerce and protect our country's infrastructure through navigation, flood damage reduction, shore protection, hydropower, water supply, recreation, environmental stewardship, cleanup, and restoration projects. We support our military by maintaining ports, power projection platforms for the deployment of our forces, by providing deployable teams to deliver engineer expertise in theaters of operation, and by developing "tele-engineering" reach-back capabilities. We strive for consistent actions to protect our natural environment and sustain delicate ecosystems. We also provide an insurance policy for our Nation through our "Army culture", can do attitudes, and ability to immediately respond to assist in the recovery of natural and manmade disasters.

We are "*On Point for the Nation*" serving as the honest broker striving for consistent, balanced, and integrated applications of the best engineering, economics, and environmental

sciences to solve the water-resource needs of our Nation. Our country gets a "*two-for*" as we use our worldwide infrastructure of trained, professional federal engineering expertise to support Army and Air Force construction along with our corporate contributions in the *Support for Others Program* and our Civil Works functions. We are constantly improving our ability to share and apply lessons learned and best practices to optimize our operations and expertise. We are not a business; rather, we are part of a vital Federal function that uses many of the business world's best practices to ensure the most efficient, effective use of taxpayer and sponsor dollars. Our service exemplifies *Army Values* as we speak with our actions to "*Do What's Right...Always Do Our Best*" and carry out our important duties for our Nation with pride.

As we recognize our service to this Nation, we must also remember others in service to our country. Many will spend this season away from family and friends – deployed in distant countries, often in harms way. Please join me in remembering our Soldiers, Sailors, Airmen, Marines, and other federal employees serving in over 90 countries around the world this holiday season.

We are blessed. We are part of a superb public service organization - the U.S. Army Corps of Engineers - an outstanding District Team, and a great community. Thanks for your contributions and for all you do for our Nation. I wish you all a very Merry Christmas, Happy Hanukkah, Joyful Kwanza, Super Holiday Season, and a Healthy and Prosperous New Year!

ESSAYONS!

# District works to save shoreline at Hunting Island State Park from erosion

by Alicia Gregory  
Public Affairs

Charleston District is on a mission to save one of the primary access roads at one of the most popular state parks in South Carolina – Hunting Island State Park.

“We were already doing a Section 206 study to investigate shoreline protection opportunities for the park, when we were asked to investigate erosion problems along Cabin Road,” said Jim Whiteman, project manager. Section 206 is the Aquatic Ecosystem Restoration authority under the Corps’ Continuing Authorities Program (CAP).

Hunting Island State Park is one the state’s most visited parks. More than one million people visit each year, but the island is vulnerable to severe erosion. It loses an estimated 15 feet of sand each year. Roads, cabins, bathhouses, and trees all have been lost to the tides, and Cabin Road was expected to be next.

Working with the project’s sponsor, the South Carolina Department of Parks, Recreation and Tourism (SCPRT), the district embarked on finding a way to protect Cabin Road. Initial planning and design analysis was conducted under CAP Section 14 authority, Emergency Streambank and Shoreline Protection.

“The project delivery team (PDT) looked at several alternatives when designing the project,” said Whiteman. Some of the different alternatives were:

- Creating an armor-stone retaining wall,
- Creating a sea wall,
- Placing geotubes (tubes made of geotextile fabric filled with sand) along the road’s shoreline, and
- Creating a sand berm.

“The state’s Beachfront Management Plan influences the type of action we can take on coastal projects,” said Whiteman. “Cabin Road existed prior to this act being passed into law, so several of the restrictions didn’t apply. We had to be sensitive to those regulations, though, as well as the interests



**This photo shows the condition of Cabin Road in October 2001, during the initial stage of the study, along the length of their project area looking south. Courtesy Photo.**

of the resource agencies that we regularly work with.”

It was finally decided to construct a sand berm because it was determined to be the least costly alternative with the most benefit, according to Whiteman. The project consists of constructing a protective berm along an approximately 2,500-foot-section of Cabin Road. After construction completion, the protective berm will contain approximately 228,000 yards of sand, and its top width will be approximately 130 feet.

The fact that the project was relatively small made it difficult to get a contractor to bid on the project within the government estimate. Prospective contractors still had some of the same costs, like mobilization, to work on this project as they incur on a large project. The borrow area for the fill material is also located in an unprotected inlet, Fripps Inlet, which created more risk to the contractors.

The project also had to be reclassified. “We thought we could do the project under our Section 14 authority,” said Whiteman. “After we realized that all the funding for that program was exhausted

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# Employee Gives the Gift of Love

by *Alicia Gregory*  
*Public Affairs*

Becoming a foster parent was a family affair for Angie Williams. Her mother, uncle, and aunt have all been foster parents.

"My mother became a foster parent in 1983 when I was a senior in high school," explained Williams, a logistics assistant. She said she considered many of her mother's foster children her siblings, and since she lived right behind her mother's house, spent time with them even after she moved into her own place.

But what really got her started was when one of her mother's foster children wanted her to adopt him.

When she went to the state's Department of Social Services (DSS) to find out how to adopt the child, they suggested that she become a foster parent.

"I took the training just in case I decided to go that route," said Williams. In addition to several hours of training, she went through a complete background check, was visited at her home, and had to submit letters of reference. Although she decided to adopt her son, she also decided to become a foster parent in March 2000.

"I think it is important for these children to be placed in a home where they can be loved, are provided and cared for, and where they know it is not their fault," said Williams. "I think about these kids, and what they need. There are a lot of children in the shelter, but it is not really a home nor is it a parent there who can focus on them one-on-one."

Williams said it wasn't easy being a single parent to not only her son, but also the foster children. She received a lot of help from her family, friends, and church.

"The hardest thing was trying to juggle outside activities, like Boy Scouts," said Williams. "My mom was great about helping me out with the boys before and after school, and one of my best friends, Liza, would step in and help out also." She said her church family was very supportive with the children and the emotional roller coaster of being a foster parent.

"I don't know what I would have done without the help I received," said Williams.

"I've known Angie for about 13 years, and she is one of the strongest women I know," said her co-worker Cindy Biller. "She lovingly gives that extra attention to each child to help them feel special. Not many people would open up their home to these sometimes troubled children. Many of them have never known such caring and warmth."

Williams has been a foster parent to six boys ranging in age from six to 13. At one time she had four boys in the house, including her son.

Williams remembers the memorable call from a DSS employee. "She said I have three brothers and I want to keep them together," said Williams. "I was only licensed for two, but I was willing to give it a try." Two of the boys wet the bed, so she had to set her alarm each night to get up and take both of them to the bathroom.

She also worked with the children on their schoolwork. "When they came to me, they had bad grades," said Williams. "Everyday when I came home I would check their homework and if it wasn't right we would go over it." It must have worked because the children went from failing to passing all their classes; in fact, one child was on the honor roll.

"I knew they could do it, but somebody had to care enough to show them that they could," said Williams. "I think their parents loved them, but they just loved what they were doing a little more."

The boys stayed with her for about a year before they were returned to their parents.

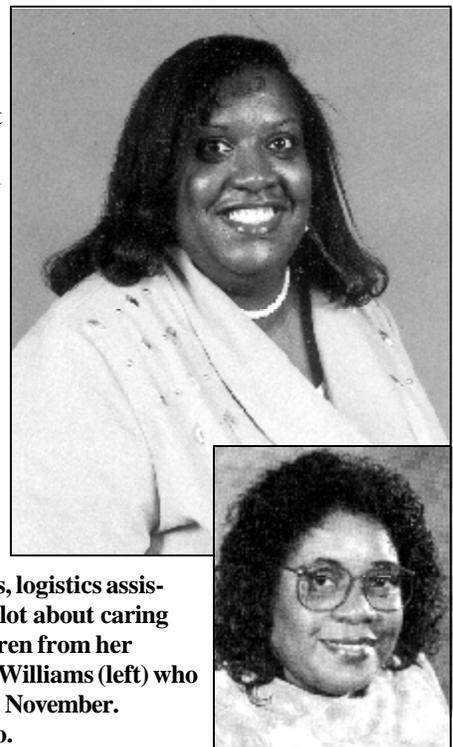
"It was good that they were able to go back home, but it was still hard when they left," said Williams. "It broke my heart. They (DSS) told me not to get too attached, but you can't help but get attached."

She said that although she knows the pain of goodbyes, she also knows she made a difference in the lives of the children she cared for.

Right now she is focusing on her son and, since her mother's death, her mother's adopted daughter.

"I haven't quit; I have just stopped for right now," said Williams. She said she would eventually take another foster child into her home; and that there is no better reward than knowing you made a difference in a child's life.

**Angie Williams, logistics assistant, learned a lot about caring for foster children from her mother, Annie Williams (left) who passed away in November.**  
Courtesy Photo.





# Safety Line

## Watch for Holiday Stress

The holiday season is known for bringing people together. But some people experience deep psychological stress as a result of holiday activities. Holiday stress can drive people to drink too much, eat too much, eat the wrong foods, keep unusual hours, stifle feelings, alter their routines, and generally fail to take care of themselves. Understanding some of the pitfalls of the holiday experience can lead to effective defense strategies.

### Adjust Your Attitude.

The first step to reducing stress is adjusting how you think, feel, and react to the events in your life. After all, it's not the event itself that's stressful, but your perception of it. Here are ten tips to help you look at life in ways that won't make you so anxious.

### Laugh More.

Humor is one of the best stress-busters around. A good laugh relaxes muscles, lowers blood pressure, and may reduce levels of hormones that create stress and suppress immunity. Smiling helps, too. Research shows that facial expression—whether real or phony—can change a person's mood.

### Stop Being a Perfectionist.

You don't have to accept shoddy work, but pick a couple of things you can let slide. Don't let your quest for perfection—and fear of failure—paralyze you with anxiety.

Professional women are prime candidates for this type of thinking, says Robert Eliot, director of

the Institute of Stress Medicine, in Jackson Hole, Wyoming, and author of *From Stress to Strength*. "They try to be all things to all people," he says. "They feel they're fighting a biological clock and trying to get through the glass ceiling at the same time." It's important to set priorities, Eliot says. "Ask yourself: Do all of these things really have to be the very best I can do?" Change "I should, I must, I have to" thinking to "it would be nice if."

### Control Your Anger.

People who are chronically angry have four to seven times the risk of dying of heart disease and cancer as those who are not anger-prone, says Redford Williams, director of the Behavioral Medicine Research Center at Duke University and author of *Anger Kills*. Contrary to the popular idea that so-called Type A attributes—being time-pressured, overachieving, and impatient—are what pose the greatest risk, researchers now believe that hostility is the key personality trait for predicting heart disease. Hostile people get worked up over incidents that the

rest of us don't think twice about.

### Slow Down.

"We've developed dysfunctional attitudes about time," says Geoffrey Godbey, a leisure studies professor at Penn State University. "We now view it in an open-ended fashion, as if a given hour has potentially infinite utility." In other words, we're substituting quicker activities for slower ones so we can stretch out every hour. "We used to have lunch, then we had fast-food restaurants, now we have drive-through restaurants, where you throw money at someone, and they throw grease and sugar at you," Godbey says. "Is this living?"

### Don't Procrastinate.

When something has to be done, tackle it immediately. This, of course, is easier said than done—especially if you're one of those people who neglects to do your tax return until the wee hours of April 15, or who burns the midnight oil to get an important report finished. But the fact is, you'll perform better if you avoid caffeine-charged, all-night super-sessions.

### Exercise.

More than 150 studies confirm that exercise can be a potent antidote to stress. Whether a workout pumps stress-busting endorphins into the bloodstream or simply offers a relaxing time-out is anyone's guess. But research has shown that a bout of exercise increases the brain's alpha waves,



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# Team Members Support CFC Campaign

Every year the Charleston District participates in the Combined Federal Campaign or CFC. CFC is the only authorized charitable fundraising campaign among federal employees. By participating in this annual campaign, employees can give to their favorite charities either by payroll deduction or a one-time cash gift. All agencies included in the CFC are thoroughly screened, preventing

the need to do independent research, and the information is provided in a helpful guide supplied by the campaign, making selecting a charity and donating as easy as possible.

This year Charleston District's CFC coordinator was Deputy Commander Major Joseph Armstrong. He was helped in his endeavor by district key workers — Lorraine Chambers (TS), Linda Shealy (PM), Trish Miller (RD), and



April Miller (AA).

More than 60 district employees donated a total of \$14,039.84. The districts' generous donations helped a variety of charities continue their important work.

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## Stress From Previous Page

patterns of electrical activity associated with relaxation. Vigorous exercise decreases muscle tension while simultaneously increasing heart rate, says David Holmes, a University of Kansas psychologist. "You feel very relaxed but also very alert, and you can deal better with your problems," he says.

Not only can a single bout of exercise calm you down, but staying fit—exercising at least three days a week for 20 to 30 minutes per session—also makes you less prone to tension. "By challenging your body with exercise stress, you're more resistant to other kinds of stress," says Dennis Lobstein, an exercise psychobiologist at New Mexico Highlands University. In a University of South Alabama study, inactive women who walked or jogged for 30 minutes three times a week felt less anxious and more relaxed after six weeks of the regimen.

## Do Less.

We're trying to cram too many activities into our leisure time, experts say, and it's making us bonkers. You don't need to belong to a book club and a bowling team and take vegetarian cooking classes and see every new movie. Choose one or two activities and engross yourself in them. "One definition of leisure is finding a few things you love to do and willingly sacrificing everything else," says leisure expert Geoffrey Godbey.

## Share Time With Friends.

A Health/Gallup Poll found that nearly half of us say we'd rather be alone during stressful times. Yet research shows it's better to share our troubles with others. "Social support is a fantastic buffer against stress," says Robert Sapolsky.

## Eat Better.

Stress and poor nutrition: It's a vicious cycle. "When people are under stress they tend to eat all the wrong foods, and that ends up fueling the stress rather than helping them cope," says dietitian

Elizabeth Somer, author of *Food & Mood*. Stress increases the need for carbohydrates, as well as several vitamins and minerals, including antioxidants, B vitamins, and iron. At the same time, anxiety and tension decrease your body's ability to absorb these nutrients. When researchers at the United States Department of Agriculture burdened employees with extra work and impossible deadlines for five days, they found the subjects' blood levels of several minerals dropped by as much as 33 percent—even though the employees were eating well.

If you're under stress, Somer says, make sure to eat a low-sugar breakfast and limit your daily coffee intake to no more than three cups. Toss out your Oreos, and stuff your desk drawer with complex carbohydrate snacks such as fruit and crackers. Also consider a magnesium supplement; stress drains the body's cells of magnesium, and magnesium deficiency tends to increase stress-hormone levels.

-- *Courtesy of the U.S. Air Force*

# Sections Compete for Best Holiday Cubicle



The Project Management Division team won first place in the District Cubicle Decoration Contest.



Resource Management's team won second place with a Candyland Christmas theme.



The Navigation Section of Technical Service (left) won third place with their Fireside Christmas decorations. Having Santa as part of your team doesn't hurt.

Ted Hauser, plan formulator in Planning Branch, won the Charlie Brown Christmas Decorating award for the second year in a row. Nice use of duck tape!



# Team Members Eat, Drink, Be Merry at The District Christmas Party



# Employee of the Month



**October —**

## **Andy Borden, Chief of Programs, PM**

Andy has only been with the Charleston District a short time, but has made a big impact.

He has provided exceptional support for the PMBP training process, including creating a Project Management Plan for PMBP training implementation.

Andy has led the effort at the end of last fiscal year to meet or exceed execution goals and balance Construction General expenditures to avoid interest payments.

**November—**

## **Dean Herndon, Biologist, RD**

Dean has been a regulatory team member for over 20 years. He has championed several complex and controversial actions. He was instrumental in the successful completion of the SCE&G permit to reinforce the Lake Murray Dam and developed a general permit to allow SCE&G to take action to allow structures to be relocated due to the draw down of the lake for dam rehabilitation.

Dean is a credit to the Regulatory Program and the Charleston District.



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## **CABIN ROAD**

### **From Page 4**

for FY02, the project was re-authorized under the CAP Section 103 authority, Shoreline Protection.”

While the project was being advertised and negotiated for construction award, a section of the road suffered major damage as unusually high tides from Tropical Storm Kyle washed away a portion of the pavement. The road provides the only access to the south end of the island and the two dozen State- and privately- owned cabins located there.

Whiteman went out to the site to assess the damage and discuss a plan of action with

SCPRT park representatives. “I maintained constant communication with the sponsor,” said Whiteman. “We advised them on the requirement to repair the road, and that they needed to continue to protect the road until the project started. Our partnership has been critical to the process.”

The U.S. Army Corps of Engineers, Charleston District, awarded the \$2.4 million contract to Marinex Construction Co., Inc., of Charleston, S.C., in November 2002. Work on the project is expected to begin January 2003, and Whiteman anticipates that it will take approximately two months to complete construction.

The project is a cooperative

effort between the Corps and SCPRT. The state has contributed approximately \$920,000 toward the shoreline protection project as part of a cost-share agreement. “Without the Sponsor’s interest and the active commitment and support of the PDT to solve the problems and achieve the goals of this study, this project would not have been realized,” said Whiteman.

“The protection of Hunting Island State Park and the continued public use of its beach front has been our top priority,” said John Durst, director of SCPRT. “Thanks to this action by the Army Corps of Engineers, we can promise this wonderful resource will still be enjoyed for years to come.”

# A&A Staff Supports the Team

*Story and Photos  
by Alicia Gregory  
Public Affairs*

Resource Management's value is very recognizable by team members, especially at the fiscal year end when they are at the office all hours of the night obligating unused funds. The rest of the district's support staff is just as valuable to our operation, just not quite as obvious.

Each member of the support staff has the mission to not only support the technical divisions in accomplishing their work, but also to maintain the internal workings of the district.

"Our role is to provide the technical divisions, with the day-to-day administrative support they need to get their work done," said Major Joseph D. Armstrong, deputy commander. "Therefore, they (technical divisions) can focus on our customers."

The support element consists of eleven different offices: Resource Management, Information Management, Internal Review, Safety, Contracting, Emergency Management, Equal



**Lynn Schwingen, computer specialist, is a member of the Information Management team.**

Employment Opportunity, Public Affairs, Logistics Management, Office of Counsel, and the Civilian Personnel Advisory Center.

"If the support staff didn't exist, technical team members would be spending less time on projects and more time trying to support their daily operations," said Bruce Seltzer, chief of Information Management (IM).

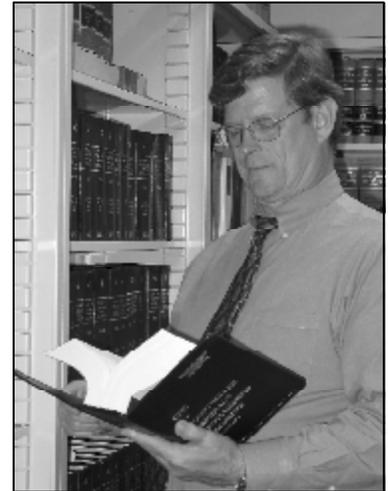
Seltzer goes on to say that many people do not understand the support elements role.

"We try to optimize what little resources we have to sustain a competitive advantage," said Seltzer, when describing IM functions. "We provide our customers with systems that are fully functional, reliable, responsive, and accessible."

Bob Driscoll, chief of Contracting, compares his office's role to the neck of a funnel. "The district pours their work into that funnel, and we ensure that the flow of projects are processed as expeditiously as possible. At times our funnel processes to its full capacity, sometimes it's overflowing, and at other times projects are flowing smoothly through. The main thing is that our funnel is always available to the district team."

Some of the support elements have roles that aren't so tangible. Mark Turner, the district's Safety officer, said that often his role is to *prevent* losses.

"I try to motivate our team members, contractors, customers and the public to think and act



**Frank Jordan, chief of Office of Counsel, and his team provides the district with legal support.**

safely," said Turner. "It may be more intangible, but there is really no price you can put on a person's life."

These support offices play an important role in the district's project delivery teams. The teams are set up so that each member has a part to play in the delivery of our products. For example, legal and contracting personnel perform critical missions when securing a contractor to deliver our projects.

"Each office is an integral part of the team," said Armstrong. "As such, there should be no barriers between the support and operations teams. With the advent of the Project Management Business Process, we have broken down the stovepipes and formed teams that are committed to serving the State of South Carolina and the Nation.

"The relationship between our technical team members and our support staff is crucial to enable the district to accomplish its mission."

by Barbara Gathers  
EEO Officer

## EEO Complaints Questions and Answers

### 1. Who can file an EEO complaint?

Any employee, former employee, or applicant for employment who believes that he/she has been discriminated against may file a complaint of discrimination.

### 2. What is covered under the EEO process?

Discrimination on the basis of race, color, religion, gender, national origin, age (40 years old or older), or disability, is prohibited by law. Retaliation against an employee for filing an EEO complaint or participating in the EEO process is also prohibited.

### 3. When must allegations of discrimination be raised?

An individual must seek counseling with an EEO Counselor within 45 calendar days of the date of the alleged act of discrimination.

### 4. Who are the EEO Counselors in the Charleston District?

The EEO counselors in the Charleston District are Vernard Cleveland, Technical Services;

Chris Mack, Technical Services; and Gail Simmons, Emergency Management.

### 5. What are the steps in the EEO process?

The first step in addressing claims of discrimination is to seek counseling with an EEO Counselor within the 45-day time frame. The EEO

Agreement, which is signed by the individual and a representative of management.

### 7. Where do I file a formal EEO complaint?

The formal EEO complaint is filed with the EEO Manager.

### 8. What happens after I file a formal EEO complaint?

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***Discrimination on the basis of race, color, religion, gender, national origin, age (40 years old and older), or disability is prohibited by law.***

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Counselor has 30 calendar days to make an inquiry into the matter and to seek resolution of the matter. The aggrieved individual may elect to extend counseling up to 60 calendar days. If the issues are not resolved within the time frame, the EEO Counselor will issue a "Notice of Right to File a Formal Complaint," informing the individual that he/she has 15 calendar days to file a formal complaint.

### 6. What happens if the claims are resolved through EEO counseling?

The resolution of an EEO complaint is documented through a Resolution

Upon receipt of a formal EEO complaint, the EEO Manager reviews the complaint and either dismisses the claims or accepts the claims for investigation. Once accepted for investigation, an investigator from the Department of Defense, Office of Complaints Investigations (DoDOCI) is assigned to complete an investigation of the complaint within 180 days.

### 9. How is mediation tied into the EEO complaint process?

Mediation is available during the pre-complaint and the formal stages of the discrimination complaint process.

# Chief of Engineers Holiday Message



Throughout this year, I've been pleased to see Corps people reaching out to help each other. "*The Corps takes care of its own*" has been a U.S. Army Corps of Engineers principle for as long as anyone can remember, and we saw it in action again this year.

When Hurricane Lili seemed to take dead-aim at New Orleans District, Corps planning and preparation kicked in to transfer their missions to Memphis District. Fortunately, the storm missed New Orleans, and quickly fell from a Category 4 to a Category 2 hurricane. But the situation proved that if we have a "victim district" during a disaster, other districts could step in and take the load.

Another example of the Corps taking care of its own is in Southwestern Division. SWD has created a Critical Incident Stress Management program that provides peer counselors to help their people deal with on-the-job trauma.

That attitude of helping others extends outside the Corps as well. In the past year, we played a major role in cleaning up the aftermath of the Sept. 11 terrorist attacks. In New York City, the Federal Emergency Management Agency tapped the Corps immediately for our expertise in debris removal. With our help, the partnership of agencies removed the debris from Ground Zero months ahead of schedule and \$55 million under budget.

The Corps also assisted in the efforts to manage the Staten Island Landfill, a search and disposal location for tons of debris. Through its prime contractor, the Corps mechanized the operation and provided other assistance to

facilitate the search, which identified and accounted for 500 victims of the terrorist attack.

Those actions helped speed the healing process for our nation after Sept. 11. In addition, Baltimore District is managing the competition to select a design for a memorial to honor those who died when the airliner struck the Pentagon.

The Corps is also taking steps to make sure such tragedies never happen again. We are committed to homeland security, and to preparing for and preventing future attacks. For example, the Corps is a valued member of The Infrastructure Security Partnership, a group of public and private organizations that work together on issues related to the security of the nation's built infrastructure. We recently took part in the first Annual Congress on Infrastructure Security in the Built Environment.

And elsewhere...

Thanks to Europe District, the Republic of Georgia has better security as their Border Patrol flies helicopters from renovated hangars.

Thanks to L.A. District, Los Angeles now has greater flood protection.

Thanks to Kansas City District, Jasper County has no lead contamination in their residential yards.

Thanks to Corps people, U.S. soldiers in Afghanistan have electrical power, real estate negotiation service, and construction service. And humanitarian projects that we assist are helping the Afghani people recover from the traumas of war and a repressive regime.

As for the future, people throughout the Corps are learning

the Project Management Business Process, the system that is revolutionizing how the Corps does business. We are becoming a Learning Organization where we will share lessons learned across the entire Corps.

In the environment, our seven Environmental Operating Principles are sharpening and guiding our commitment to protect and restore the natural world.

All these and much more demonstrates the combination of personal caring and professional expertise that our people bring to their work. I'm very proud of what you have accomplished, and of the difference you have made in the nation, and in the world.

The coming year will bring more challenges. But I have no doubt that if we keep taking care of each other, keep changing as an organization, and maintain our unique blend of personal compassion and technical expertise, we will face those challenges as well as we always have in the past.

To prepare for those challenges, take time off this holiday season, relax, and enjoy being with your family and friends. Nothing is more precious than time spent with loved ones.

My family joins me in wishing you a safe and joyous holiday season, and a happy, prosperous New Year.

## *Essayons!*

ROBERT B. FLOWERS  
Lieutenant General, USA  
Commanding

# Team Members Volunteer Time

by *Alicia Gregory*  
*Public Affairs*

Helping the less fortunate to help themselves is a value held dear by most religious and service organizations, as well as many individuals and their families.

Several district team members donate monies to numerous organizations, but how many of us donate our time.

Two such team members are Dave Kappel and Tom Milne, who are contract employees in Information Management.

Both men have personal connections to several of the organizations they work with, although it is not a requirement.

Kappel said he first got involved with the American Cancer Society five years ago when he was diagnosed with cancer.

"I had been a contributor to ACS for many years," explained Kappel. "Just about everyone in my family died from a cancer of some sort. Before my father passed away, the ACS gave my father a (special medical) bed since he couldn't afford to buy one."

He said he felt that when an organization is that supportive, they need to be supported as well.

Kappel also volunteers through his church at local nursing homes and the homeless shelter, and donates to national organizations like the Kidney Foundation and Feed the Poor.

"There are a lot of local

organizations that need help," said Kappel. "It doesn't have to be a huge time commitment." He said it could be as simple as

visiting with a lonely, shut-in, elderly person, or doing something in the community for children.

Milne has spent more than 20 years donating his time to work with children. He has coached youth sports, led Brownie and Girl Scout troops, participated as asst. director of religious education at his church, and for the past year, was an asst. cubmaster for the cubscouts. He said he got involved in most of these activities through his family.

"A lot of it was a natural progression," explained Milne. "I had girls, so I got involved with the Girl Scouts, and my girls had sons, so I got involved in the Cubscouts."

"I think you have to provide an example to the kids," said Milne. "You can't tell them the way it's suppose to be; you have to get out there and show them."

He tells people who want to start volunteering their time to make sure that it is something they are interested in doing.

"It is better not to volunteer at all, than to get someone's hopes up and quit on them," said Milne. He added, however, that there is not an organization out there that



**Tom Milne, senior Information Mgmt. specialist, leads a cub scout troop during their Fall Campout at Camp Moultrie in Moncks Corner, S.C. Courtesy Photo.**

doesn't need volunteers.

Both of these retired Navy chief's attribute their volunteerism to strong family values and military principles. They also said that it could be the value they place on their time, since as chiefs they spent a lot of time away from their families.

"Donating your time is a blessing that you receive from knowing how much it means to others," said Kappel. "As human beings, we have to try and assist others, and we especially have to help those in need. If more people helped others, the world would be a better place."



**Dave Kappel, senior Information Mgmt. specialist, spends a lot of time volunteering at his local church. Courtesy Photo.**

# New Online Pay Site Features Improved Customer Service

*Special to the American Forces Press Service*

ARLINGTON, Va., Nov. 1, 2002 — A new online pay account management system debuted Oct. 15 and promises improved service and information security to military members, DoD civilians, military retirees and annuitants.

The Defense Finance and Accounting Service system, called myPay, replaces the previous Employee/Member Self-Service online system. The site requires users' Web browsers be equipped with 128-bit encryption to conduct secure transactions.

A revamped page design helps myPay users find information and complete transactions more quickly, officials noted. They receive clear confirmation messages.

Self-service online pay management systems like myPay let service members focus on their mission by eliminating worries and hassles associated with pay and benefits, said DFAS Director Tom Bloom.

Through myPay, he said, authorized customers can use existing Employee/Member Self-Service personal identification numbers to:

- o View, print and save leave and earnings statements.
- o View and print tax statements (military members will have this service available in January 2003).
- o Change federal and state tax withholdings.
- o Update bank account and electronic funds transfer information.
- o Manage allotments (service varies according to military branch).
- o Edit address information (service varies according to military branch).
- o Purchase U.S. Savings Bonds (service varies according to military branch).
- o Control Thrift Savings Plan enrollment (military only).
- o View and print travel vouchers (service

varies according to service branch and travel status).

Using myPay saves the military and taxpayers millions of dollars in printing, postage and customer service costs, DFAS officials noted. In fact, they said, DoD could save nearly \$6 million a year if all its civilian personnel received electronic leave and earning statements.

DFAS officials said answering common questions and allowing account updates online could save an estimated 17 percent of costs associated with traditional customer-service activities.

Customers who use myPay can do anything online that they previously had to stand in line to do, Bloom pointed out.

Customers needing new personal identification numbers can access the myPay website at <https://emss.dfas.mil/mypay.asp>. Civilian employees, active Air Force and Marine Corps, all reservists, and military retirees and annuitants receive PINs by mail. For a new PIN, click "need new PIN." Log on to myPay once the PIN arrives in the mail.

Active Army and Navy service members may request PINs by faxing name, Social Security number, phone number, signature and copy of a government ID to DFAS at 1-216-522-5800. After two business days, log on to myPay using the last five SSN digits as the PIN and follow the instructions provided to customize the PIN.

Customers with questions about myPay can call customer support toll-free at 1-800-390-2348, Monday through Friday between 7 a.m. and 7:30 p.m. Eastern time.



# Around the District

## Congratulations

...to Michael Barber, son of **Beth Barber**, TS. Michael won a trophy in drill commands at his first match at the JROTC regional competition in Kingstree, S.C. on Nov. 16. Michael, who is in the ninth grade at Stratford High School, is a member of the Army JROTC.

... to the participants of the District's 2002 Fall Golf League.

The winning team was **Gary McAlister**, PM, and

**Andy Borden**, PM, with 170 points. The second place team was **Bobby Riggs**, RD, and **Jim Henderson**, TS, with 167 points. The third place was **Maj. Joseph Armstrong**, EO, and **Jim Whiteman**, PM, with 163 points. Honorable mentions were **Nat Ball**, RD, for the most points scored- 97. The second most points was a tie between **Jim Henderson** and **Gary McAlister** - 92.

## Condolences

**John Schaefer**, TS-Survey, lost his battle with cancer on Dec. 7.

Annie Williams, mother of **Angie Williams**, LM, died Nov. 10.

## Retiring

**Diane Carter**, LM, retired Jan. 3 with approximately 35 years of service with the Federal Government.

**Joe Coats**, RM, retired Jan. 3 with 39 years of service with the Federal Government.

**Murphy Winn**, RD, retired Jan. 3 with 32 years service with the Federal Government

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## Charleston District demonstrates Flood Model at Brownsfields Conference

Charleston was well represented at the seventh annual Brownfields Conference held in Charlotte, North Carolina on 13 – 15 November. This convention was an opportunity for representatives from government, industry, private entrepreneurs, and community leaders to come together to discuss opportunities for redevelopment at contaminated or perceived to be contaminated sites.

A “Brownfields” is a site where the presence or the potential presence of a hazardous substance, pollutant or contaminant may be complicating the redevelopment of real property.

This year's conference was a first for the Corps since it was the first time the Charleston District was represented through our interactive flood plain model, as well as the coastal surge model from Wilmington District.

The Corps' models went a long way to show that you can't have meaningful Brownfields.

redevelopment without considering floodplain development and impact of natural forces.



**Chris Perry**, hydraulic engineer, demonstrates the district's flood plain model. Photo by Rick Thompson, published in the International City/County Management Association's Brownfields Bulletin at the Brownfields 2002 Annual Conference.