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of Engineers
Tulsa District

TULSA

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Cleaning Up Tar Creek – Tulsa District is involved in cleaning up the Tar Creek Superfund Site for the Environmental Protection Agency. Soil at high access areas and at more than 1,300 homes is to be remediated. The Tar Creek work is being done using Performance Based Contracting. The project is a test for this type of contracting which the EPA plans to use throughout the country. See article on pages 4-5.

**Colonel's
Corner**

**Downsizing
Discussed**



Col. Timothy Sanford
District Engineer

I AM EXTREMELY PROUD OF THE WAY EVERYONE IN THE DISTRICT IS DEALING WITH OUR CURRENT DOWNSIZING. This is not something that anyone wants to do, but something we must do based on the fact that we have insufficient revenue to support the current size of our workforce. Using involuntary reductions is the only way we can stay within our available resources. We have made good progress to this point.

Use of VSIP/VERA offered in December, holding eight vacancies for fill during the Reduction in Force, and placement of one employee in the Little Rock District has enabled us to reduce the number of employees we will have to involuntarily release from 49 to 28. This doesn't mean that we will not eliminate the positions we identified for reduction. The positions will still be terminated as of April 30. We will, however, be able to avoid the involuntary release of 21 employees. This is great progress. I expect the number of involuntary separations to decrease further as we move through the next few weeks.

We hope to further reduce involuntary separations by continuing to work to place impacted employees in positions elsewhere in the Southwestern Division. The division commander, Col. Holzwarth, has placed a freeze on all division hiring actions pending a review of opportunities to fill positions from within the division. We are also stepping up the effort to find jobs with other federal agencies and private firms. Keep watching the special e-mail announcements and using the Resource Room in the first floor of the district headquarters building to find out about these opportunities.

Finally, we have opened an additional VSIP/VERA window, based on new VERA authority received in January, to encourage some additional voluntary separations. I sincerely appreciate those who have decided to take advantage of these incentive pro-

grams to help the district meet our downsizing need with minimum involuntary separations.

We are faced with challenging times of change. I am impressed and encouraged by the positive manner in which they have been faced. Yes, there is disappointment on the part of everyone that we must reduce involuntarily. This is to be expected. The determination, however, that has followed this disappointment is a credit to each of you. The search for jobs, the acceptance of voluntary incentives for separations, and the development of additional work to improve our financial viability is to be commended.

We will continue to make progress in this effort. The entire Tulsa Team, supported by teammates throughout the division is working toward this goal. Keep up your professional, caring spirit!

Essays!

Congratulations to **Carol Wies** for being selected as Tulsa District's Hard Hat of the Year for 1997. Carol has been instrumental in the success of the Residential Removal Action project for the Environmental Protection Agency's Tar Creek Superfund Site. She was cited for her exercise of "initiative, common sense, and diplomacy in dealing with challenging community relations and contract issues on this unique project." Her performance, along with that of the other dedicated team members, demonstrated our professionalism to the EPA and was instrumental in our continued involvement with the project for the next two to three years.



Dan Johnson has been selected as the Southwestern Division Construction Management Excellence Award winner for 1997. In the past 15 months, the Sheppard Project Office under Dan's leadership has completed eight projects totaling more than \$44 million. To overcome the challenges of staff downsizing and contractor performance problems, Dan has become a leader in using innovative methods to "get the job done." In his time at Sheppard, he has turned a marginal customer relationship into an outstanding one.

Pats on the back to Keystone project and powerhouse personnel. They helped Keystone State Park host a school program for more than 100 students from Monte Casino Elementary in Tulsa.

See Column, page 12

Tulsa District Record: Contributions of articles, graphics and photographs are encouraged. All manuscripts are subject to editing and rewriting.

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Quapaw Groundbreaking is Special Ceremony

Article and photos by Ross Adkins, Public Affairs Office

ATTENDING A GROUNDBREAKING TO COMMEMORATE THE BEGINNING OF A NEW BUILDING CAN BE INSPIRING. You get to witness the start of something that will likely last beyond your lifetime. But attending the ceremony usually requires patiently sitting through dry speeches by dignitaries and politicians thanking everyone including their parents, children and even pets for making the ceremony possible.

By contrast, groundbreaking ceremonies performed by Native American tribes are very spiritual. You come away not bored, but uplifted, having witnessed a very solemn and moving event.

The Quapaw Tribe of Northeastern Oklahoma recently broke ground for a new building designed by and being built under the supervision of the Tulsa District. The ceremony was a blessing on the grounds and the project.

Members of the Quapaw Tribe and invited guests gathered near the center of the building site. A spiritual tribal elder, former tribal council chairman Jess McKibbon, conducted the ceremony. He carried with him four elements: cedar, which stays green all year and represents eternal life; fire, to keep evil spirits away; water, to keep the spirit and body clean; and an eagle feather, which carries prayers on wings to God.

McKibbon first offered a prayer seeking blessings of Wakunda (Heavenly Father) as he fanned smoke from burning cedar embers to the four winds. He then carried the cedar embers in a pan to the four corners of the building site, dropping green boughs on the burning embers to create smoke. Once he had blessed the new site, he returned to the center of the building. At this point tribal officials, members and guests were invited to stand over the burning cedar, whisking smoke into their faces to take on good spirits and seek the blessing of God. Each person was patted with an eagle feather as a sign of God's protection and blessing.



Jess McKibbon, spiritual tribal elder and former tribal council chairman, pats Quapaw Chairman Leonard Smith with an eagle feather during a recent groundbreaking ceremony.



After the blessings, the more familiar groundbreaking ceremony of dignitaries lined up with shovels to turn the first earth was performed. This, too, took place without a single speech.

A lot can be learned from our Native American partners and it's not all ceremonial. The Tulsa District has 39 Native American Tribes within its civil works boundaries, each with its own unique heritage. Respect for the history of these cultures will go a long way toward gaining a mutual respect and admiration for each other.

I know this witness to the ceremony came away very impressed and spiritually moved.

Turning earth at the groundbreaking ceremony are, left to right, Sonny Glass, Vice Chairman Ed Rogers, Chairman Leonard Smith, Col. Timothy Sanford, Jess McKibbon and Robert Whitebird III.

Tar Creek is Test for Contract Type

Bob Wilson, Programs and Project Management Division, Civil Works Branch
John Weatherly, Contracting Division
Mona Wagner, Engineering and Construction Division, HTRW Design Center
Derrick Montford, Environmental Protection Agency

TULSA DISTRICT IS ONCE AGAIN BLAZING A TRAIL – THIS TIME THROUGH CONTRACTING TERRITORY IN WORK BEING DONE FOR THE ENVIRONMENTAL PROTECTION AGENCY. The district is starting work on the Residential Remedial Action at the Tar Creek Superfund Site in Ottawa County, Okla., and will be implementing a hybrid contracting mechanism requested by the EPA. It combines cost plus award fee from the district's Total Environmental Restoration Contract with Performance Based Contracting incentive fee techniques. The district is entering new and unknown territory as the use of PBC in remediation projects hasn't been done anywhere in the Corps and perhaps in the country.

The Office of Management and Budget and the EPA reached an agreement to use PBC methods on remediation projects, and the EPA chose the Tar Creek Site as its pilot project. In August 1997, EPA and Corps representatives met in Dallas for a PBC Workgroup. Its purpose was to develop a Performance Requirement Summary. The workgroup performed a job analysis. They identified task and subtask for residential cleanup and, more importantly, performance standards for each. As part of the summary, a scheme for monitoring the contractor's performance and quality relative to the pre-established standards was established. The resulting document somewhat resembled a Surveillance Plan. The PBC scope of work developed for this project will be used as an example for the EPA and the Corps to use on remediation projects across the country.

The Tar Creek Site is a former mining area. Lead and zinc mining first began in 1904, reached its peak in 1925, and ended in the mid 1960s. During peak production, maximum annual output for lead and zinc concentrates were 130,410 tons and 749,254 tons, respectively, and many mills were established to process the ore. The years of mining left a large volume of tail-



Carol Wies

Chat everywhere – The chat piles which dot the landscape in the area are made up of a combination of gravel and finer grained materials, mine tailings from the milling process. The chat was commonly used as fill material and as gravel for driveways and roadways. The finer grained materials, containing the lead, spread to the surrounding soils. EPA's risk evaluations show that the soil lead contamination at the Tar Creek Superfund Site poses a significant risk to human health. Tulsa District is currently working with the EPA to clean up about 1,300 homes and high access areas such as parks and playgrounds.

ings and other mining wastes on the ground surface. Chat and floatation pond sediments, suspected of containing the highest concentrations of lead and zinc, are the mining wastes of most concern at the site.

The EPA tasked the district to contract and oversee the remedial action of lead contaminated soil (lead concentrations of 500 parts per million or greater) at about 1,300 residences in the Ottawa County towns of Picher, Cardin, Quapaw, North Miami and Commerce, as well as any other residences or High Access Areas in the county that have soils contaminated with lead that have small children with ab-

normally high blood lead levels. Tulsa District proposed using Morrison Knudsen, a TERC contractor, for this important trial of PBC in the remediation area.

PBC itself is not new. In 1991, the Office of Federal Procurement Policy issued policy letter 91-2 which highlighted the major problems of government service contracts and established the government's policy for service contracting. The intent in PBC is to specify work outputs or outcomes required of the contractor, rather than providing explicit "how to's" that minimize contractor control of work processes and stifle private sector

innovation in approaching various work requirements.

PBC in use at Tar Creek

The basic work elements at Tar Creek consist of sampling soil for lead in more than 2,000 private residential yards, excavating in six-inch lifts soils that exceed the action level of 500 parts per million lead, resampling and excavating, etc., down to a maximum of 18 inches. At that level, if concentrations are still above 500 parts per million, an orange snow fence marker is placed. The yard is backfilled to the original grade and restored to its original condition. Although the work elements are simple when taken one at a time, the logistical considerations of working with a large number of homeowners who are going to be somewhat inconvenienced by the process are enormous.

In accordance with PBC principals, the Statement of Work or Performance Work Statement identifies the tasks to be performed and the performance standards for those tasks, i.e., what are the tasks and how well do they have to be performed to be acceptable? The statement does NOT specify how the contractor is supposed to achieve the standards.

The PWS contains one more piece of information pertinent to the work requirements called the Maximum Allowable Defect Rate. The MADR is the number of occurrences during an evaluation period that the contractor can fail to meet the performance standards for a work requirement and still be considered as performing satisfactorily. In Performance Based Contracting, incentives may be used when they will induce better quality performance and may be either positive, negative or a combination of both.

Once the Task Order has been awarded, incorporating the Performance Based Statement of Work, field implementation begins, and the effectiveness of this contract type will be tested. At the heart of the field administration efforts is the government's Quality Assurance Plan. The QAP is a document that sets forth roles and responsibilities for the contractor and the government (both EPA and the Corps) to assure successful project completion. It establishes the methods of monitoring the contractor's performance and quality relative to these standards.



Carol Wies

Work is shown here on one of the 1,300 residential yards being remediated in the Tar Creek Superfund Project. The work at the site is being performed by Morrison Knudson, one of the district's Total Environmental Restoration Contractors. Performance Based Contracting is being used at the EPA's request. The project is being viewed as a test of PBC, and the EPA expects to use it elsewhere in the nation on remediation projects.

Typically, frequency of inspection or testing and methods to be employed in the inspection or testing are outlined. The quality assurance roles filled by the government (as the owner, or purchaser of the services) should not be confused with the quality control role performed by the contractor (as the producer of the services). The contractor's quality control consists of his system to manage, control and document activities undertaken to insure compliance with the contract requirements.

The Quality Assurance Plan WILL be used to determine when the work at a particular property is complete and when rework is required. It WILL NOT be used as a basis for determining whether to reimburse the contractor costs or not, because for the Tar Creek project, the contractor's costs will be reimbursed, if allowable. The QAP WILL be used to determine how much fee (profit) to pay the contractor. In this particular contract, there is an incentive fee pool, equal to 5.85 percent of the

estimated project cost, and an award fee pool equal to 3.15 percent of the estimated project cost. The contractor can earn all or part of these fee pools depending on how well the very objective performance standards (incentive fee) and the subjective performance standards (award fee) are met.

The Office of Federal Procurement Policy has stated that the use of PBC methods should lead to more cost-effective acquisitions and better value. PBC should have the net effect of shifting some of the manageable performance risk from the government to the contractors. Contractors will be given more latitude for determining methods of performance, with more responsibility for performance quality. The government should experience fewer cost overruns, schedule delays and performance problems.

For more information on PBC and its use at Tar Creek, call John Weatherly, Contracting Division, 918-669-7281.

Handbooks and Benefits Guide Available

A 12-page Reduction in Force Handbook compiled by the Human Resources Office and a six-page RIF Benefits Guide pulled from the Office of Personnel Management site on the Internet are available. Both resources were distributed early in the RIF process by e-mail. If you are not able to access e-mail and need copies, contact the Public Affairs Office at 918/669-7366.

Resource Room Ready

A Reduction in Force Resource Room has been established in Room 176. It contains information previously found in the Equal Employment Opportunity Office regarding vacancy announcements and educational and training opportunities. In addition, the room has information on the RIF procedure, retirement information and resume writing. A copier is also available.

The Resource Room is located on the first floor next to the postage stamp vending machine, just west of the guard's desk. It has a fully functioning computer and printer with special interest areas easily accessed.

Examples of websites bookmarked at "Favorites" are:

http://www.cpol.army.mil/	Army Civilian Personnel Online
http://www.cweb.com/	CareerWeb, jobs, careers, resumes
http://www.doi.gov/avads/index.html	DOI AVADS
http://excite.monster.com/pf/search/USsearch.htm	Excite-US Job Search
http://www.fdic.gov/publish/askfdic.html	FDIC Ask FDIC
http://www.clubfed.com/agency.html	Federal Employees New Digest, Inc.
http://www.federaltimes.com/list.html	Federal Times Jobs
http://www.fedworld.gov/	Fed World Information Network
http://www.fedjobs.com/	FRS Federal Jobs Central
http://www.infoseek.com/	InfoSeek the Career Channel
http://usgovinfo.miningco.com/blemploy.htm	Job Openings in Federal Gov.
http://www.jobtrak.com/	JOBTRAK
http://safety.net.doleta.gov/	Planning Your Future
http://www.thejobguide.com/	The Job Guide
http://www.tulsaworld.com/classified	Tulsa World On-Line-Classifieds
http://www.usajobs.opm.gov/	USA Jobs
http://www.careermosaic.com/	Welcome to Career Mosaic
http://www.faa.gov/ahr/	Welcome to the FAA Ofc of HRM
http://www.tulsa.com/	Welcome to Tulsa

For more information on the Resource Room, contact Maggie Fletcher, EEO Office, at extension 4943.

RIF Update

by Jeff Hair
Human Resources Office

The Tulsa District is scheduled for a reduction in force on April 30, 1998. During January, employees reviewed and updated their personnel records. Also, employees viewed retention registers to see their relative standing compared to other employees in their grouping.

Specific notices to those who are impacted are scheduled to be issued to employees on Feb. 25.

Outplacement counseling will begin in early March by the Human Resources Office to assist employees who have no position offers.

RIF Questions Answered in Mailbox

An e-mailbox has been created for RIF questions and answers for all employees to view.

Send your questions to RIF. The subject must read RIF QUESTION.

The questions are forwarded to Jeff Hair for answers which are posted in the appropriate folder.

Each GroupWise user has proxy "read only" access to the mailbox for viewing. To access, open your inbox, hold the left click on the proxy icon at the bottom left of the inbox widow, choose proxy, and enter RIF.

If you need help, contact the Help Desk at 7667.

Remaining Tulsa District RIF Milestones

- Feb. 4 Identification of impacted employees begins
- Feb. 25 Specific RIF letters issued to employees (minimum 60-day notice period begins)
- Mar. 1 Outplacement counseling begins with impacted employees
- Mar. 3 Priority Placement Program Briefing
Employee responses to offers due back to HRO
- Apr. 30 Effective date of personnel actions

Resource Numbers

Southwestern Division
Human Resources
1-800-453-8907

Office of Personnel Management
210-805-2402
or
210-805-2412
on the Internet at
<http://www.usajobs.opm.gov>

Worldwide Job Information
912-757-3100

City of Tulsa
Employment Information
596-7444

Internet sites discuss federal issues

The Washington Post is on the Internet and has a section filled with information for federal employees. The address is <http://www.washingtonpost.com/wp-srv/national/fedcomm.htm>.

In particular, Mike Causey, the columnist who writes the Post's Federal Diary page, hosts a discussion in the online federal community section. Several of his articles cover downsizing and reductions in force. The Federal Diary Page is <http://washingtonpost.com/wp-srv/national/longterm/fedcom/causey/causey.htm>.

Both pages contain links to a wealth of information.

Another Useful Site

Another internet address that has useful information is the Southwestern Division Human Resources homepage. To access it, type:

www.swf.usace.army.mil/links/swd-cpac/

A reduction-in-force information area has been set up within this website plus a number of other topics such as employment opportunities, latest pay charts, greensheet articles, etc.

Oklahoma State Employment Service Offices

110 S. Hartford, Suite 106
Tulsa
592-2111

3105 E. Skelly Drive
Tulsa
749-6861

11654 E. 21st
Tulsa
437-0844

Temporary Labor
104 S. Detroit
Tulsa
582-3558

TSS -Jobs (55 Plus)
664-9000

1115 S. Aspen
Broken Arrow
258-9591

401-J East Broadway
Sand Springs
258-9591

610 S. Hiawatha
Sapulpa
224-9430

1810 N. Sioux
Claremore
341-6633

RIF Reading

A Mammoth Undertaking



Workers excavate prehistoric remains found near Canton Lake. The remains were taken to the Oklahoma Museum of Natural History in Norman where additional studies will be conducted.

A TOOTH AND FEMUR OF A SABER-TOOTHED TIGER were revealed during a seismic survey last November along the west shoreline of Canton Lake. This is only the fifth such recorded find of its kind in Oklahoma. What makes the find even more extraordinary is remains of a mammoth were also found at the site. This is the first finding in Oklahoma where a mammoth and a saber-toothed cat were in association.

The remains of the mammoth included two tusks about 8-9 feet long, parts of the lower jaw and many ribs.

The tedious job of removing the remains took four days. Participating in the extraction were Roger Burkhalter of the museum; Frank Winchell, archeologist, Tulsa District; Chris Cojeen, Oklahoma State Archeological Society representative; and University of Oklahoma students.



Remains of a saber-toothed tiger and a mammoth were uncovered near Canton Lake last November. Excavation took four days, and funding was shared between Tulsa District, Marathon Oil and the Oklahoma Historical Society.

Visitors Appreciate Improvements

Last fall at Canton Lake, workers improved the three popular fishing jetties along the dam. Grout was added to stabilize the riprap and eliminate the periodic cost of restoring the previous gravel surfaces. The grout surface, which is smoother and more stable, has been enjoyed by fishermen and sightseers alike.



From Shelters to Storage

Lisa Jennings, Kaw Lake Office

Kaw Lake Project Office has an impressive new storage facility, thanks, in part, to vandals.

The Burbank Landing Public Use Area on Kaw Lake had been closed in the early 1980s, with only boat ramp access remaining. Two unused picnic shelters at the area were being destroyed by vandals.

Lake personnel came up with a cost effective way to use those resources on hand to produce a large storage building for the project. A house mover was hired to move the two vandalized structures from Burbank Landing into the compound area at the project office.

Framing, siding and other construction were completed by Kaw Lake maintenance employees.



All photos courtesy of Kaw Lake Office

Above, shelters with roofing and outside framing started. Below, as soon as the doors are added, the storage building will be complete.



During construction, shelters enclosed with plywood, framing and metal roofing.

SCAPS effort nets significant savings

Elizabeth Herman
Engineering and Construction Division

IT WAS A TOTAL TEAM EFFORT last fall as Tulsa District engineers, geologists, chemists and drillers worked alongside their Total Environmental Restoration Contractor, OHM Remediation Services and their Vance Air Force Base client to execute Rapid Site Assessment.

Using the district's Site Characterization and Analysis Penetrometer System, the team accomplished this effort in one-third the time and for one-third the cost of conventional investigation techniques.

SCAPS uses "direct push" technology, or a pair of hydraulic rams to force a cone penetrometer into the ground. Depending on

The rapid site assessment required a total team effort. The SCAPS drillers and geologist from Tulsa District operated the truck and executed the data acquisition according to a pre-approved work plan. At Vance, the SCAPS routinely pushed its holes and installed temporary wells in less than an hour. The non-intrusive nature of these activities was ideal for the short time windows available at this busy installation.

Two Tulsa District chemists operated an on-site field laboratory to allow for near real-time reporting of groundwater analytical results. The relatively slow recharge of the groundwater system was the time limiting step in the entire operation.

Another key element of the team framework was the Air Force. Without their assistance with permitting, site access and logistics, the team would have experienced significant waiting time.

OHM provided overall technical management. They were responsible for confirmation of field samples at an approved analytical laboratory and for ultimately tying these investigation activities to a groundwater monitoring plan and groundwater model. The crew pushed 107 holes in 25 working days across three sites comprising about 55 acres. Cone penetrometer data was obtained at each push location to determine the soil characteristics over the entire area.

The chemists analyzed 105 samples in the field lab, and 11 samples were analyzed off site. No soil waste was generated, and less than one 55-gallon drum each of decontamination water and well development water was generated. The in-house cost for Tulsa District to execute this effort was \$143,000 and included the field analytical effort.

If the same scope were executed using conventional drilling techniques and analytical methods, it is estimated the total work days would have been 81, the effort would have produced more than 400 drums of waste soil and water, and the total cost, including analytical, would have been more than \$500,000.

Under the right conditions, SCAPS, accompanied by the use of field analytical techniques, has enhanced Tulsa District's ability to execute quicker, better site characterization for as much as 70 percent less. And including the contractor on the team has helped the district toward the long-term goal of transferring SCAPS technology to the commercial sector.

Tulsa District is the Hazardous, Toxic and Radiological Waste Design Center for the Southwestern Division and retains a full-service Core Drill group to execute site assessments. Tulsa, Kansas City and Savannah districts each have a SCAPS unit available to other districts and agencies for execution of production work. Liz Herman is the point of contact for Tulsa's SCAPS unit; she can be reached at 918-669-7150.



Jim Martell

The SCAPS truck operates in a hangar parking lot at Vance Air Force Base.

the soil type, the SCAPS can push as deep as 50 meters, generating little or no soil waste and only creating a 4-cm diameter hole.

Vance Air Force Base in Enid, Okla., is headquarters to the 71st Flying Training Wing. The busy training activities and compact nature of the base do not lend it to conventional drilling techniques. Past waste practices at three sites along the flight line had generated a solvent contamination plume in the shallow groundwater aquifer at 10 to 25 feet below ground surface.

The purpose of the SCAPS effort was to help the TERC contractor determine aquifer characteristics as well as contamination nature and extent. OHM would use this data to optimize groundwater monitoring and to model the groundwater system so as to make predictions about the fate and transport of the contaminants in the system.

Texoma Lake Level Plan Helps Waterfowl

Alan Stacey, Oklahoma Department of Wildlife Conservation
Photos courtesy ODWC

THE LAKE TEXOMA ADVISORY COMMITTEE RECENTLY APPROVED PERMANENT CHANGES TO THE LAKE LEVEL MANAGEMENT PLAN THAT WILL BENEFIT MIGRATORY AND WINTERING WATERFOWL.

The plan, which was recommended by the Oklahoma Department of Wildlife Conservation, will help establish Japanese millet on exposed mudflats during the summer months through aerial seeding operations. Japanese millet is an annual grass well adapted to growth on wet mudflat areas, and the seeds it produces are highly sought after by several waterfowl species.

The plan includes the addition of winter water management to provide for shallow flooding of millet during the fall and winter after the millet matures. Flooding the millet will be dependent on



Two-week-old plants



Mature seedhead at 50 days



The cooperative effort of several agencies and the Lake Texoma Advisory Committee resulted in a change in the lake operation plan which has produced millet for waterfowl.

sufficient lake inflows, of course, but, when possible, will be important because it will allow waterfowl to effectively use this important food source. Although natural flood events or drought periods can still jeopardize millet establishment and management, the plan's changes will provide more consistence in establishing millet.

The advirsory committee is composed of members representing a diverse group of agencies and organizations from Oklahoma, Texas, Arkansas and Louisiana. Each represents important interests associated with Lake Texoma including recreation, fish and wildlife, flood control, hydroelectric power, water supply and navigation.

With such diverse interest groups involved, the new changes took nearly three years of negotiation to reach a consensus. Both the Corps and Southwestern Power Administration were instrumental in supporting and approving the revised lake level plan.

Although the final plan represents compromises on the part of each individual agency involved, the process represents how diverse lake user groups can work effectively together to achieve desired goals. Approved this past summer, the revised lake level plan allowed more than 1,900 acres of millet to be seeded on the Red River and Washita arms of Lake Texoma. Almost 90 percent of the millet crop reached maturity, and October rains provided sufficient lake in-flows to flood a portion of the crop, creating valuable migratory and wintering habitat for waterfowl.

Establishment of Japanese millet also was successful at Kaw and Keystone lakes. Although lake level plans on these projects do not incorporate provisions for establishing and winter flooding the millet, the local project offices played key roles in providing the necessary conditions to allow successful millet seeding.



A successful operation – Flocks of ducks enjoy the millet at Texoma.

From the Mailbox

To Arcadia Lake Project Office from N. W. Tyson, commander, U.S. Navy, Fleet Air Reconnaissance Squadron Four, Tinker Air Force Base:

I want to express my appreciation for the service Mr. Bill Parkerson provided the officers and sailors of Strategic Communications Wing ONE at our Safety Standdown Fair.

Each Standdown is designed to provide timely information and encourage safety consciousness throughout the squadron. Bill's enthusiasm demonstrated his commitment to the community and heightened our awareness of water safety.

Please thank him for his contribution to the success of our Standdown and the support he provided the TACAMO community.

To Rick Ramsey and Dorothy Gardner, Heyburn Lake Project, from Connie Green, librarian, Bristow Public Library:

Thank you for the Water Safety Fun Books. The children will love them. There are lots of fun pictures to color and activities to entertain them, as well as providing important water safety tips.

This week is Children's Book Week," and we are giving out book bags and the water safety books to all the children.

... Column

from page 2

The children enjoyed the multi-program event. Students and sponsors spent the day observing eagles and learning about the lake, the powerhouse, snakes and water safety. All had a great time.

Tim Crossman, helped by **Steve Sanders**, organized and conducted a special deer hunt for physically challenged hunters at Copan Lake. Ten hunters got the opportunity to experience a quality hunt and thoroughly enjoyed themselves. Great job!

Harry Duncan reports that **Texoma employees** are still in high spirits and are generous, even during RIF times. They adopted two shelters and seven families with 26 children for Christmas. All the children were given several gifts, and each



Andrew Mattioda

Eddie Mattioda talks to students at Chemistry Day about Tulsa District's environmental chemistry work.

Scenes from a Mall

Dr. Andrew Mattioda
Engineering and Construction Division

IN NOVEMBER, TULSA DISTRICT CHEMISTS SPENT A DAY AT PROMENADE MALL IN TULSA WHERE THEY PARTICIPATED IN CHEMISTRY DAY AT THE MALL, PART OF A NATIONAL PROGRAM. The local event is sponsored by the Tulsa Regional American Chemical Society.

The day at the mall program highlights the contributions that chemistry makes to society. Corps chemists displayed pictures and equipment used by the Hazardous, Toxic and Radiological Waste Environmental Design Center in the district's environmental restoration efforts.

As part of the event, the Tulsa ACS sponsored a science fair for elementary school students as well as putting on several chemistry magic shows. Science fair winners were the Broken Arrow Kaleidoscope program which received \$500 to purchase science supplies; Rhoades Elementary which was awarded \$100 for its "Chemistry in Cooking" exhibit; and Jordan Reynolds, Arrow Springs Elementary School, who received \$100 for his project, "The Effect of Oxygen on Fire."

Special thanks went to Sun Oil for donating the funds for the science fair prizes.

family was given enough groceries to last several weeks. The dollar amount given to each shelter varies from year to year but has never been less than \$100 each. This generous tradition which has been occurring for at least 24 years is coordinated by the recreation council and made possible by employee and private sponsor donations.

Congratulations to Debra Mills, Programs and Project Management Division. She received a Federal Employees Education Assistance scholarship and a fee waiver from Tulsa Community College. She is currently working fulltime and maintaining a 4.0 grade point average while seeking a bachelor's degree in financial management

Waurika Hosts Fifth Volunteer Banquet

Louis Holstead, Lead Ranger
Waurika Project Office

ON DEC. 11, WAURIKA LAKE HOSTED ITS FIFTH ANNUAL VOLUNTEER BANQUET IN APPRECIATION FOR THE GREAT CONTRIBUTIONS THAT OUR VOLUNTEERS HAVE GIVEN TO THE GOVERNMENT AND OUR CUSTOMERS. Traditionally, we have held the banquet at one of several local restaurants, but this year, our new volunteer coordinator, Dee Ann Himebaugh, wanted to do something special for those who have made our jobs easier. We decided to have the banquet on site, and all of our outstanding employees pitched in to make this event one that our volunteers would remember.

Our guests for the evening enjoyed a beautifully decorated room while eating a steak dinner that had been prepared by Dee Ann; Tim Adkins, student aide ranger; and yours truly.

This was the first year for many of our volunteers to work at the lake. A few couldn't make it to the banquet, but the following is a list of all volunteers and the outstanding services they provided. Their cumulative hours worked are given in parenthesis.

Gail and Paula Jackson (123) watered, welled and pruned many trees, picked up small litter, and did bulletin board upkeep in both Kiowa I and Chisholm Trail Parks. We were losing some cedar trees due to bagworms in Chisholm, so Gail handpicked the worms from the trees and disposed of them. Her brother and sister-in-law, Marshall and Kathy Jackson (20) helped them by watering and picking bagworms off trees as well. Kenneth and JoAnn Baker (20), along with their son Ken (7), worked diligently mowing and trimming the Kiowa I group camping area. They also watered trees in the Chisholm North camping area. John and Ella Jones (121) worked as camp hosts at Wichita Ridge. Their various jobs included planting, pruning, watering and welling trees. They also mowed and trimmed around restrooms, electrical sites and pavilions, as well as the boat ramp. Other jobs included small litter removal, cleaning grills, washing pavilions and tables, and bulletin board upkeep. They even stayed on and did some winter cleaning for us after our main cleaning contract was finalized. Shine Tung (24), a foreign exchange student from China, who was staying with Mike and Anita Upton at the time, volunteered his services. He helped Anita with office work at Arcadia Lake. Bobby Tuggle (213) worked April through August in both Kiowa I and Wichita Ridge. During that time, he painted 191 cookers and 66 fire rings, watered and welled many trees, trimmed shrubs, and cleaned out flowerbeds. The last but not least of our first year volunteers is Wanda Willis. She kept Chisholm Trail Park looking great for our customers by picking up small litter every day. She also helped by hoeing and watering trees.

Our veteran volunteers have been very supportive and have stuck with us throughout the years. Ellis Schneider (89) has been a volunteer since 1993. Due to illness in his family, Ellis was only able to spend a few days this past summer with us. He watered and pruned trees in Kiowa I. Weldon and Ruth Thomas (277) have worked since 1996. They trimmed hedges, cleaned

Dee Ann Himebaugh, park ranger and volunteer coordinator, presents monogrammed windbreakers to long-time volunteer, Faye Phipps. Faye's husband, Don, was unable to attend the banquet due to illness. The couple have been volunteering at Waurika Lake since 1990, and have chalked up 2,176 hours of service.



out flowerbeds, watered trees, and picked up debris on the Beaver Creek Trail in Moneka North. Buddy and Mary Jane Velteema (497) cleaned the Information Center and did trail work. Harold and Aletha Duke (50) have been gate attendants at Waurika for many years. They kept up with the campers who were using the Honor Fee System in Kiowa I during the transition period. Anita Upton (308.5) has been working for us for several years. She has done countless jobs in the offices at both Waurika and Arcadia Lakes. She and her husband, Mike, former employee at Waurika, have been very supportive of the program. We miss them and wish them the best at Copan/Hulah.

The Bluestem Chapter of Quail Unlimited (more than \$5,000 saved) has been a key player in our resource program at Waurika. In the last five years, they have donated several thousand dollars in labor and seed to ensure our food plots and habitat enhancement projects have been completed. We are making big plans with them for program betterment. Don and Faye Phipps (2,176) have been with us since 1990. They have a sense of pride that shows in the work they do at Waurika Lake. They have been with us since the program started and are still going strong. They have done too many different jobs to mention, but this year they have watered and welled trees, cleaned and watered flowerbeds, trimmed shrubs, painted grills, kept bulletin boards up and treated ant beds.

All of the volunteers were presented with a certificate of appreciation and a coffee cup displaying the Waurika Lake Volunteer logo. The Phipps were presented with a special award for their years of service. They received his-and-her windbreakers with their names and the logo embroidered on the front. The Waurika Lake Volunteers exhibit the highest possible level of customer care, and we're proud of all of them. If you ask them though, you're sure to find out that they had already received the reward they were after – that feeling of accomplishment, pride, and giving that can't be purchased with any amount of money!

Economical Alternatives Used at Skiatook

Greg Bersche, Skiatook Project Office

LAST SPRING, CONSTRUCTION OF THE TWIN POINTS RECREATION AREA CAMPGROUND WAS COMPLETED BY SILVER SPUR CONSTRUCTION COMPANY OF HASKELL, OKLA. The scope of this contract was sized to fall within the \$1.2 million congressional appropriation earmarked for additional recreational facilities on Skiatook Lake. Not provided for in this contract were the facilities at each of the 54 campsites and a shower/restroom building for the new park.

Projected cost based on historical construction within the district for the new shower/restroom building was \$100,000 for a "turn-key" job. The construction was segmented into several purchase order contracts to drastically reduce costs. The majority of the materials was purchased by the project from a variety of low-bid sources.

Materials to construct a low-maintenance structure were carefully chosen. Contractors were then hired to complete individual construction tasks such as concrete and electrical work. Skiatook maintenance personnel did site preparation, plumbing and interior finish work. Steve Siegele, field engineer for Operations Division, provided valuable direction during the entire construction process.

The result is a 24' x 36' x 8' metal building complete with four prefabricated shower stalls, two lavatories, one urinal and three flush toilets with a price tag of about \$35,000. This attractive tan colored building with its hunter green roof and trim is accessible to the physically disabled.

The sewage system is another success story. Projected costs of a sewage lagoon designed and constructed to meet Oklahoma Department of Environmental Quality standards were estimated at \$250,000. Instead, the lake office received approval from the DEQ to install the new Land Application Alternative Sewage System with an estimated cost of \$25,000. The system is expected to function very well within a park setting and have many esthetic benefits.

Facilities at each of the 54 campsites included a 12' x 16' concrete pad, grill, utility table, and picnic table. These facilities were installed at a cost of \$125 per site. Target completion date for the entire project is this April.

Eagle Eye Winners Named

Bob Vandegriff, Safety Office

It is my pleasure to announce Tulsa District's Eagle Eye Construction Safety Award winner. When you have three excellent contractors contending such as Sherwood Construction, Tulsa Area Office; Nova Group, Altus Project Office; and ECI Construction, Sheppard Project Office, they are already the best!

Our congratulations go to Sherwood Construction, Tulsa Area Office, and to Bob Goranson as the Eagle Eye winners for 1997.



John Boettler and Canton Area Manager Kathy Carlson

Deputy Wins Life Saving Award

One visitor to Canton Lake is very glad that Blaine County Deputy John Boettler was on duty. A situation at Longdale Recreation Area had brought Deputy Boettler to the area. While working that situation, he noticed an apparently intoxicated woman in the lake, unable to get back to shore.

High waves and the victim's condition made lifesaving efforts difficult. Boettler entered the water to rescue the woman who was unable to help herself. He had to bring her back to consciousness several times during the rescue.

Canton Lake park rangers believe that without the timely actions of Deputy Boettler, the woman may have drowned.



TAKE A BITE OUT OF
CRIME

Have you **EVER** received mail here at work that had:

- Peculiar looking postage on the envelope?
- Cut and pasted letters used for addressing?
- Envelopes with postage from a foreign country?
- Letters proposing a business transaction to your benefit?
- Proposals of monetary gain with no risk?
- Requests for **YOUR** banking information?

If you should, PLEASE DON'T DISMISS IT AS FRIVOLOUS OR THROW IT AWAY! Items such as these have been addressed to some of your co-workers and received here at the district.

We turn these over to investigating agencies. PLEASE give any mail containing items like these to Patricial Lutz, Readiness and Security Branch, x7326.

Tulsa Family

Condolences

To Jack O'Field, maintenance worker at Copan Lake, on the Dec. 13 death of his father.

To Ray and Jane Cowan on the Dec. 13 death of Ray's mother, Alice Morris. Jane is a realty clerk in Real Estate Division.

To family and friends of Howard Wesner, retiree, who died Dec. 21 at the age of 86. He had retired in 1973 from Supervision and Inspection Branch, Construction Division, after 36 years of government service. After graduating from the University of Oklahoma in 1936 with a bachelor's degree in civil engineering, he worked at Fort Sill for three years. He started working for the Corps at Denison District in 1940. He served as chief of the Safety Branch, Construction Division, for five years. He worked at Tenkiller Ferry Dam during construction and was resident engineer at Ardmore.

To the family and friends of John C. Dissly, 91, who died Dec. 30, 1997, in Tulsa. He worked for the Corps from 1934 until his retirement in 1966. He served in Zanesville, Ohio; New Orleans, La.; Little Rock, Ark.; Denison, Texas; and Tulsa. Friends may contribute to the Fellowship Congregational Church Memorial Fund or Crossroads Hospice of Oklahoma. The church is located at 29th and Harvard in Tulsa, and the address for the hospice is 10810 E. 45th St., Suite 310, Tulsa, OK 74146.

To friends and family of Vernon Head of Kingston, Okla., retiree, who passed away in December. He began working for the Corps at the German prison camp at Lake Texoma. He worked as an accountant in Tulsa District Office and Southwestern Division from 1946 until 1958. He retired as chief of Audit and Procurement, Office of the Chief of Engineers, in 1971.

To Vera Gibbon, retiree, on the Jan. 6 death of her husband, Ed "Gib" Gibbon.

To Rick Gardner, Real Estate Division, on the death of his 99-year-old grandmother, Mamie Ruth Hooks.

To Bill Stemple, retiree, on the death of his wife.

To Cherri Jackson, Operations division, on the Jan. 15 death of her father, Willis Ray.

To Marie Buster, H&H Branch, on the Jan. 20 death of her mother, Ahniwake Webb.

Thank You

The families of Jack O'Field and Linda Oberly would like to thank everyone who sent flowers and cards in memory of their father, Richard O'Field, who passed away Dec. 13.

Jack is a maintenance worker at Copan Hulah and Linda was former chief, Tech Services, Personnel Office.

Family Additions



Desiree Monique Castelli, born Dec. 5 – daughter of Michelle Castelli and granddaughter of Beverly Castelli. Beverly is an office automation clerk in Operations Division.

Stuart Tristan Aldrich, born Dec. 10 – son of Charles and Teresa Aldrich and grandson of Dorothy Gardner, a first-time grandmother. Dorothy is a park ranger at Heyburn Lake.

Bryce Kaleb Lattie, born Dec. 23 – son of Jeff and Sarah Lattie and grandson of Jacque Lattie, civil engineering tech, Engineering and Construction Division.

Shannon Breanne Sample, born Dec. 31 – daughter of Sean and Dawn Sample and granddaughter of Jeris Sample, civil engineering tech, Tulsa area Office.

David Warren Rushton – son of Jill and David Rushton and grandson of Mr. and Mrs. Ron Barker. Ron is a recent retiree.



Eufaula Project Office

Ed Sands and friend

Unexpected Guest at Eufaula

Eufaula park rangers recently received a call from adjacent landowners reporting they had an injured eagle. The rangers suspect that the eagle might have been shot.

It is being cared for by a local raptor rehabilitator. Plans are to release it during Eagle Day festivities Saturday, Feb. 7.

"We all need to get the word out to everyone that shooting any bird of prey is prohibited and ignorant," Park Ranger Ed Sands said.

Be the Corps standard in customer care and professionalism.

Personnel Notes

November Goodbye

Sharion Brightwell, RM, F&A Branch

Promotions

John Anthony, OD, Keystone Project Office
Samuel Patterson, OD, Keystone Project Office
Lance Perdue, OD, Technical Support Branch
Brande Serner, OD, Texoma Project Ofc.

December Goodbye

Howell Amos, SO
Clarence Carlton, OD, Fall River Proj. Office
Donald Edwards, EC, Contract Admin. Branch
Carl Gray, EC, High Plains Area Office
Thomas Hensley, EC, Tulsa Area Office
Holle Hooks, OD, Oologah Project Office
Beverly Huggins, OD, Mgmt Support Branch
Shirley Johnson, EC, Central Okla. Area Office
Viola Johnson, EC, High Plains Area Office
Charles Williams, LO, Supply Branch

Promotions

Jessmal Robertson, OD, Canton Project Office

Flash From the Past



Courtesy of Harold W. Chandler.

From 1964 – W. L. Boland, left, prepares to present a hard hat to President Lyndon B. Johnson at the dedication of Eufaula Dam.

1997 Recycling Results



Month	Trees Saved	Tons of Paper	Amount Made
Jan.	160	9.41	187.25
Feb.	130	7.66	139.25
March	139	8.15	114.20
April	96	5.63	89.88
May	122	7.16	84.15
June	113	6.67	80.90
July	138	8.11	130.06
August	121	7.11	117.38
Sept.	121	7.11	111.25
Oct.	205	12.07	193.69
Nov.	150	8.81	64.81
<u>Dec.</u>	<u>212</u>	<u>12.44</u>	<u>165.25</u>
Totals	1707	100.33	1.478.07

Breakfast Tickets on Sale

Tickets for the Prayer Breakfast are now on sale for \$3 each. The breakfast will be at 7:30 a.m., Feb. 18, in room 210. Howard Twilley will be the guest speaker.

Tickets may be purchased through Feb. 12. They are available from Internal Review and Logistics Management offices. Retirees are welcome to attend. For ticket information, call 669-7439.

State Football Star is Relative

Jared Mathias, outstanding football player for the Oologah Mustangs, was the subject of quite a write up in the *Tulsa World* when the Mustangs beat Sulphur in the Class 3A high school football semifinal game.

The article's title, "Oologah Beats Sulphur by a Toe" referred to a field goal kicked by Mathias. According to the write up, "Mathias carried 23 times for 163 yards and a touchdown, and added a key 23-yard field goal in the third quarter."

The Mustangs went on to become Class 3A State Champs.

For a copy of the article which goes on to praise Mathias and his season totals or to hear more about this young star athlete, contact Susan Kilgore or Pam Wellman, his proud aunts. Kilgore works in Contracting Division and Wellman in Office of Counsel.