



**US Army Corps  
of Engineers®**  
Tulsa District

# TULSA

## DISTRICT RECORD

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A tall, modern air traffic control tower with a yellow and brown facade and a glass-enclosed top section. The tower is situated on a red dirt field with other airport buildings and a smaller tower visible in the background.

## Altus Gets New Control Tower

See page 3

## Commander's Column



**Col. Leonardo Flor**  
District Engineer

**A**s has been my practice over the past few *TDRs*, I'll share with you examples of the excellent commitment and dedication you display in serving our customers.

I recently received a letter from G. William Foster, Jr., director of the Tulsa Audubon Society, thanking **Michael Schrick and his staff of rangers** for their help and assistance to the society during the time the public views the eagles below Keystone Dam. "It also has been excellent public relations for the Corps and their mission," Mr. Foster wrote.

I also received a letter from Ms. Patricia Dunmire Bragg, chair of the Tulsa Metropolitan Utility Authority, complimenting the Corps for its very fine Phase I study of Lake Oologah. "The presentation by your staff to the TMUA was excellent. The Corps personnel evidenced superior knowledge and understanding of the issues and data. . . Therefore, we want to continue to work with the Corps Water Quality Program, our congressional delegation, and the affected communities to continue water quality work in Lake Oologah and its tributaries."

In the absence of the division counsel, **John Roselle** served as acting division counsel. Brig. Gen. David Melcher recently sent a letter thanking John for his assistance. He wrote, "Your service to the division is an excellent example of how the Southwestern Division Regional Team works to the benefit of the entire division."

Many thanks to **Dawn Knight, Glenna Wheatley, Mary Meeker, Michelle Wilson, Kelly Longfellow, and Rita Anderson** for judging the 2001 Tulsa Regional Science Fair. The judging was based upon students' overall creative ability, thoroughness, scientific thought or engineering goals, demonstrated skills, and information clarity.

On March 7, we held our quarterly Town Hall Meeting. The following individuals were recognized for their accomplishments/contributions: **Rowe Wynn, Richard Freeman, Tim Hunt, Sue Morris, Kerri Stark, Gina Artech, Albert Candelaria, Nikki Carr, Hazel Davis, Max Hagan, Redia Hill, Tom Logsdon, Jane Noble, Tammy Moreno, Shirley Rolison, Melonie Stahlman, J. D. Stigall, Robert Stubbs, Karen White, Craig Wright, Russell Holeman, Tom Heathcock, John Roselle, Beth Sauls, John Sturges, Jim McDonald, Richard West, Dave Harder, Ahmed Majali, John Weatherly, Roger Eakle, Paul Bisdorf, Brenda Snyder, Ivy Canole, Diane Cianci, Patricia Livesay, and Jimmy Pryor.**

We also did our New Employee Orientation Briefing on that date, and we welcomed **Ken Shingleton, Felicia Cummings, Capt. (now promoted to Maj.) Dan Snead, Jeff Brewer, Adam Crisp, Karen Lichtenberg, Kelly Longfellow, Rita Anderson, Dallas Tomlinson, and Susan Satterfield** to the district.



*The Spotlight*



The Women's History Program was held on March 14. **Sandra Stiles and Christy Ostrander** were selected as co-winners of the Federal Woman of the Year Award. **Sue Crane** was selected as the Administrative/Clerical Support Employee of the Year. Congratulations to all!

We had a very good visit April 9-10 with Col. Mike Schultz, deputy commander of SWD. He toured the auxiliary spillway construction site at Lake Tenkiller, the future Skiatook Lake Spillway Chute construction site, Webbers Falls Powerhouse, and the Fort Gibson Bridge Reconstruction. He had lunch with employees from Tenkiller and Fort Gibson Lake and presented awards. He was presented an overview of the water control operations and the Hazardous, Toxic, and Radiologic Waste activities in the district. Thanks to all for making this a success!

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<p><b>Tulsa District Record</b> Editor, Public Affairs Office 1645 S 101st East Ave Tulsa, OK 74128-4609 918-669-7366 - Phone 918-669-7368 - Fax <a href="http://www.swt.usace.army.mil">http://www.swt.usace.army.mil</a></p>	<p>The <i>Tulsa District Record</i> is an unofficial publication authorized by AR 360-1. Contents are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or Tulsa District, U.S. Army Corps of Engineers. It is published monthly using offset lithography. Contributions of articles, graphics and photographs are encouraged. All manuscripts are subject to editing. Printed circulation: 1,700.</p>			
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## Team Wraps Up Service

The 2000-2001 Self-Assessment Team presented its findings on April 20 at the Senior Leaders' Conference. The team identified areas of improvement, or gaps, around the seven Army Performance Improvement Criteria of leadership, strategic planning, customer focus, information and analysis, human resources, process management, and business results.

The team also presented highlights related to the seven criteria that describe some of the many district strengths. (The briefing slides are on the team's home page.)

In preparation for the briefing, the team also identified seven gaps that from their perspective were high priority for the leadership's focus. These were related to workload, strategic planning, communication, the CEFMS reporting process, customer relations, and nationwide contracts to support the "one door to the Corps" philosophy.

The Self-Assessment Team Committee is one of 33 committees in the district. It is composed of 16 volunteer members representing the district's divisions and offices.

New volunteer members will be needed for the committee by June.

The committee's purpose is to assess the strengths and weaknesses of the district and present the findings to senior leaders. They in turn use the information as part of the data they analyze in preparing annual revisions to the district's strategic plan. With the Senior Leaders' Conference of April 20, strategic planning is underway to prepare new goals and objectives for the district's Implementation Plan 01-05. The goals and objectives are aligned with the Headquarters' USACE Vision and Campaign Plan and the Southwestern Division Campaign Plan. (These documents are available on the district's team page.)

In May, the team prepared a written report in the format of a preliminary application for a quality award. Next year's team will emphasize preparing a President's Quality Award submittal.

## Several Projects Underway at Altus Air Force Base

Clif Warren  
Programs and Project Management Division

A new air traffic control tower is almost complete at Altus Air Force Base. The tower is part of the New Control Tower and Ramp/Airfield Lighting Project being constructed by the Tulsa District.

The new tower will allow air traffic controllers to see the entire airfield flightline. This is not possible with the current tower, especially with the mid 1990s addition of an outside runway and new assault strip.

An added benefit to the new tower will be training for air traffic controllers. The new 11-story, 7,642-square-foot tower will house training rooms where air traffic controllers will be able to train in a virtual reality simulator.

Construction began in late 1999. McMaster Construction Company is constructing the tower for \$3,987,341. The architect-engineer firm of Cromwell and Associates, under contract to Little Rock District, designed the tower. The Little Rock District is the design agent for all air traffic control towers being built within the Air Force Air Education and Training Command.

The Altus Resident Office staff and resident engineer manage the construction for the Corps and work with the Air Force to coordinate turning over the facility to the base. An incredible amount of coordination has been required to have the tower ready for the Air Force to install new communications equipment and to switch their control operations from the old tower to the new without impacting flight operations. There have been tremendous efforts by the resident engineer, Gary Mezger, and staff to successfully bring everything together while not interrupting the base's flying mission.

To complicate the issue, new ramp and airfield lights, new lighted taxiway and runway signs, and a new precision approach path indicator system are being added to the airfield and hooked up to the new tower at the same time. These efforts are included in three separate projects underway simultaneously on the airfield under the management of the Altus Resident Office. Mezger routinely holds coordination meetings with the contractor, base civil engineer, airfield operations flight, communications squadron, and others to bring all the pieces together.

The new tower was given to the Air Force for beneficial occupancy on April 24. However, the Corps is not done yet. Once the Air Force makes the switchover of equipment and people and begins operating out of the new tower, the same Corps contractor that built the new tower will demolish the old one. The completion of the switchover and demolition is estimated to be in late summer.

### *Butterfly Bench Takes Wing*



**Bonnie Moore, Resource Management Office, reports that the Butterfly Bench campaign was successful. A \$750 donation was made to Tulsa Zoo Friends, and the Corps memorial bench is now located in the recently opened "Butterflies . . . Wings of Wonder" exhibit at the Tulsa Zoo.**

**The memorial bench was purchased by employees who made contributions in memory of deceased co-workers, family members, and friends.**

# Army Chief of Staff Personally Honors Canton Worker at Fort Sill Gathering

**Beginning Note:** On April 26 at Fort Sill, Army Chief of Staff Gen. Eric Shinseki personally presented the prestigious Honorable Order of Saint Barbara to Ernie Kingcade, maintenance inspector at Canton Lake. Kingcade was Shinseki's non-commissioned officer when the general was a young lieutenant, first in Hawaii and then in Vietnam.

At the presentation ceremony, Shinseki explained that in 1964 and 1965, slots in the basic Army courses were at a premium and were saved for those officers ordered to combat. His orders were for Hawaii, so he did not get to take the basic artillery course. He reported to Hawaii and discovered that their unit had been alerted and was to head to Vietnam in 10 days. Shinseki had tremendous responsibility and credits Kingcade for teaching him, in those 10 days and while on the boat to Vietnam, everything that he would have learned in the basic course.

At the Fort Sill ceremony, Gen. Shinseki repeated what he has said many times throughout his career, "I didn't have the basic course, but I had Ernie Kingcade."

The following is excerpted from the front-page *Fort Sill Cannoneer* article of April 26, "Vet remembers Shinseki," by Tonya Riley. It is printed with permission of the Fort Sill Public Affairs Office.

Most Army officers, especially those who were once young lieutenants headed for battle, can recall an NCO or two showing them the ropes.

Army Chief of Staff Gen. Eric K. Shinseki is no exception.

In speeches, he has often mentioned a sergeant who guided a certain 2nd Lt. Shinseki many years ago.

Shinseki said during his installation as the Army chief of staff, "You see, he had done everything that I would ever do as an artillery forward observer several times over. He trained this soldier, and as much as any officer has in the 35 years since, (he) grew me into a leader."

... When, during his first remarks as Chief of Staff of the Army in mid-1999, Shinseki mentioned young Sgt. Ernie Kingcade, Kingcade couldn't have been more surprised. The now-general and former staff sergeant got reacquainted at the ceremony when Shinseki was installed as Army chief of staff, but haven't since had an opportunity to talk much, said Kingcade.

Kingcade is today a civilian employee with the Army Corps of Engineers, Tulsa District. He said, during a telephone interview with the *Cannoneer*, that he is very excited to see Shinseki again. Kingcade remains surprised that he made such an impact on the general.

## First meeting

The first time the two met was in Hawaii – just before Christmas in 1965 – and both were headed for war, Kingcade said.

"He was new, out of West Point. I don't think he had the artillery Officer Basic Course. First time I met him was right there at Schofield when we were fixing to deploy to Vietnam," said Kingcade. . .

Kingcade said he didn't think he did anything out of the ordinary. He simply had a young second lieutenant who was without the benefit of artillery training. "He was going to need to know everything we knew, especially being artillery and being attached to infantry. . .

Kingcade met Shinseki again a war or two, and seemingly, a lifetime later.



Linda Young

**Army Chief of Staff Gen. Eric Shinseki presents Ernie Kingcade a framed photo in remembrance of the pair's time in Vietnam. Kingcade is wearing the Honorable Order of Saint Barbara medal around his neck.**

"They got ahold of me for his arrival ceremony when he was installed as the chief of staff," said Kingcade. "We were in the receiving line, and we were supposed to give our names ahead of time. Instead, I just told that colonel to tell him it is a heck of a long ways from Oklahoma to here. Gen. Shinseki stepped right in front of me and said, 'Ernie Kingcade!' He hugged me. I don't know how he recognized me, but he did."

Back in 1965, Kingcade had no idea he had made such an impact on the young lieutenant.

"I just happened to be there. I hoped I helped at that point in his life," Kingcade said. "Only thing I knew was that we were going into a combat area, and it was best that we both knew as much as we

could to help one another out. It takes a team. Don't get me wrong, I was scared. But I was two years older than he was. I'd already had six years in. We had training and experience. We had some guys in our firing batteries that were in the Korean War."

Kingcade remembers Shinseki's demeanor as they prepared to deploy. "He listened. Maybe I shouldn't say it, but this is what surprised me about him. He was West Point, you know. You'll find a lot of West Pointers – well, they had already selected their branches and thought I couldn't teach them anything. But he listened, and he was very easy to get along with. I think what we had to say made a difference with 2nd Lt. Shinseki. I'm not saying this now because of what he turned out to be – but you don't get where he is today by not listening to other people. . .

. . . Kingcade said he was surprised to hear Shinseki tell the crowd at the CSA arrival ceremony, ". . . two NCOs to whom I owe my early growth as an officer (are) Sgt. Ernie Kingcade, my very first trainer who taught me how to shoot artillery while underway on board a ship headed to Vietnam 33 years ago; and sergeant – now sheriff – Les Cotton of Navarro County, Texas. . . They will probably tell you that I was the greenest of the green, but I am here today because they were the very best of the best – professional noncommissioned officers who knew their jobs, cared for their soldiers, and took the time to develop their officers. . ."

Both former NCOs were at the ceremony.

Kingcade said, "It was shocking to me and Leslie Cotton. . . We both kind of had tears in our eyes because he went to so much trouble to mention our names when there were so many people who had meant so much in his life."

. . . Shinseki never forgot the NCOs who were with him in those early years. In another speech, Shinseki told a story of Kingcade readying the section for inspection.

According to Shinseki's talk, Kingcade had asked the young lieutenant to meet him before he looked at the troops.

"He said, 'Okay, sir, there are three folks I want you to look hard at – Smith, Jones and Brown. They have some discrepancies I want you to point out.' And then he explained what those were," Shinseki said. "I went through and picked out Jones, Smith and Brown. I turned the unit back over to him. As I moved out of the area, I could hear Ernie Kingcade, in an elevated voice so I could hear, saying, 'I told you that lieutenant has got the eyes of an eagle, Now the next time he comes down here, we are going to be straight!'"

"He established a standard. He established his standard. He identified those who hadn't met it. He also educated me in what the expectations were so that I could reinforce the standard. That was a great partnership, NCO and officer, a great partnership that we shared together there, living side by side in the jungles of Vietnam," Shinseki said.

### Learning to forget

Kingcade said the war was, well, war. He said sometimes he wanted to find out what happened to people he knew, but sometimes he just didn't want to think about it. Shinseki was injured in battle, but by then, Kingcade was no longer beside him, he said.

"He went down after I left him. It was bad, I heard. I didn't know when I got the reports if he was gonna live or not. I didn't get to see him when he got hurt," Kingcade said.

"I looked at the records for a while, and I didn't see in the records that he had died. Years later, I didn't see his name on the memorial. He wasn't on the wall. I thought he was alive somewhere, but I didn't know what kind of shape he was in. Matter of fact, I thought about dropping through Hawaii and seeing him on my way back home once," Kingcade said. "I



Staff Sgt. Ernie Kingcade in a tent in Vietnam in a 1966 photo.

Courtesy of LaWanna Kingcade

didn't know if he had recovered, if he had continued his Army career."

### Familiar face

Kingcade was surprised one day while relaxing at home, far away from Vietnam and long out of uniform. "One day I was watching CNN and Bosnia had started up," Kingcade said. "I saw they were interviewing a Gen. Shinseki, and I thought, 'It couldn't be!' His face popped up right then on the newsreel."

Kingcade said he rushed through his house to find a box he didn't open much.

"I dug out some pictures. Right then I knew. It was **my** 2nd Lt. Shinseki on TV, but he was a general!"

When they finally met again, he said Shinseki told him he would visit Oklahoma someday, and they would talk more. "He said he'd let me know when he got here. That was two years ago, and he didn't forget," Kingcade said. . .

**Ending Note:** A couple of weeks after the visit to Fort Sill, Kingcade talked about the honor he had received and that time so many years ago preparing for and serving in combat, "At the time I didn't think I was that good. I was a normal noncom doing my job, and that's all it was. It made an impression on someone. It just so happened he turned out to be the chief of staff of the army thirty years later."

He explains the impact of their relationship with, "We were together five months, 24 hours a day, seven days a week. We did everything together. We walked together, stayed in the same foxhole, took a bath in the same river. You learn to know what one another's doing and just about what they're thinking in a very short time."

Kingcade was the personal guest of the general while at the base. He was treated to a tour of the base, got a look at the new weapons systems for artillery, and was the general's guest at a leisurely dinner.

# District Leads in Treating Perchlorate

**Jonna Polk**  
Programs and Project Management  
Division

As contaminant lists are revised and technology and techniques advance, the environmental clean-up arena constantly changes. Tulsa District and the Army Operations Support Command are leading the Department of Defense in one new clean-up category. The regulatory community's most recently identified contaminant of concern, perchlorate, is being successfully tackled at Longhorn Army Ammunition Plant in Texas. The plant is the first DoD facility to install perchlorate removal treatment.

"The Army has aggressively addressed the perchlorate issue at Longhorn," said David Tolbert, commander's representative for Louisiana and Longhorn ammunition plants.

## ABIT OF HISTORY

The Longhorn plant was listed on the Environmental Protection Agency's National Priorities List in 1990, and has been inactive since 1997. Last fall, the Army signed a Memorandum of Agreement with U.S. Fish and Wildlife Service to transfer the majority of the plant's 8,493 acres to establish a wildlife refuge.

Ammonium perchlorate was used at the plant as the primary ingredient in solid propellant for rockets and missiles. The area surrounding the Perchlorate Grinding Building in the production area of the plant was originally investigated. The presence of perchlorate there led to concerns that groundwater being extracted from another site, the Burning Ground, might also contain perchlorate, since wastes from the production area were historically disposed at the Burning Ground.

Shallow groundwater extracted from the Burning Ground and treated at the groundwater treatment plant is discharged into surface water approximately one mile upstream of the plant boundary at the edge of Caddo Lake. The lake is a source for drinking water for several communities in Texas and Louisiana.

The groundwater treatment plant, which began treating water in 1997, was not designed to treat perchlorate. The contaminant is of concern because of potential health effects at low concentrations and the effects it may have on ecosystems. It was identified as a contaminant at Longhorn in 1998 when tests confirmed that the groundwater being extracted and treated for removal of metals and volatile organics contained perchlorate at an average concentration of



**This shot shows the Fluidized Bed Reactor being lifted into place. It is five feet in diameter and 21 feet tall. All chemical feed rates, influent and effluent rates, pH, and control valves are viewable and adjustable from the computer in the groundwater plant office. It is designed to run 24-hours a day, seven days a week.**

approximately 14,000 parts per billion. Surface water samples collected at the plant boundary have contained detectable quantities of perchlorate.

In December 1999, the Texas Natural Resources Conservation Commission invoked Dispute Resolution under the Federal Facilities Agreement to require the Army to address the perchlorate discharge from the treatment plant. A three-year schedule was developed for the Army to identify and implement a technology to treat perchlorate.

## THE SOLUTION

Operations Support Command and Tulsa District identified a technology for bioremediation of perchlorate, and were able to execute nearly two years ahead of the regulatory schedule.

"The construction portion of the project has gone from civil design and civil engineering to finished construction in five months," said Bill Corrigan, groundwater treatment plant manager.

This February, a biological fluidized bed reactor, designed by Envirogen, Inc., was installed at LHAAP. At a cost of about \$650,000, the reactor was much less expensive than alternative treatment technologies considered. It contains microbes which convert the perchlorate ion ( $\text{ClO}_4^-$ ) to oxygen and chloride. Acetic acid is added as a nutrient for the microbes. The result is added to the treatment train following metals precipitation and air stripping.

The technology is already removing perchlorate from extracted groundwater. "It's definitely working," said Corrigan. "When we began treating water, it had an average concentration of 14,000 parts per billion. In less than a month, the concentration was below the detection limit of 4 ppb. The TNRCC requires that the effluent discharge not exceed a daily average concentration of 375 ppb.

The communities near the ammunition plant, EPA, and TNRCC are all pleased with the proactive approach the Army has taken to address the perchlorate discharge from LHAAP. "We have appreciated the efforts of the Tulsa District to be responsive to the regulatory community and the public's concerns," said Tolbert. Perchlorate concentrations are being reduced significantly below required levels; the project was completed ahead of schedule at a reasonable cost; and it will have low annual operation and maintenance costs.

The project's success has already been noted. The State of Texas invited the Army to present perchlorate investigation and treatment information to their technical staff in April.

# Federal Board Recognizes District Employees

Four Tulsa District employees were recently honored by the Federal Executive Board at the 2001 Public Service Recognition Banquet. This year's banquet was held at the Officers' Club at Tinker Air Force Base on May 7.

Joyce Yarbrough, Programs and Project Management Division, was recognized for "Outstanding Community Service." She serves on the Black Employment Program Committee, Wellness Committee, and served three years as treasurer for the Civilian Recreation Advisory Committee. She is also very active in her church and



**Joyce Yarbrough**

devotes numerous hours to elementary and middle school children to train and teach basketball.

In the "Outstanding Customer Service" division, Burl Ragland, also of PPMD, was recognized. According to his nomination, Ragland "has been an integral part of the engineer community at Fort Sill. . . He has truly excelled in providing quality support and service to our customers."



**Burl Ragland**

Larry Dearing of Engineering and Construction Division was honored in the "Supervisory - Department of Defense"

category. His nomination stated, in part, "The level of trust Larry inspires in employees and customers is exceptional. . . Recognizing that people are our most precious resource, he treats all employees fairly and with respect."



**Larry Dearing**

Gregory Williams, also of E&C, was recognized in the "Technical, Professional and Administrative, GS-9 and Above - DoD" area. He was the author of the Corps Quality Management Plan, submitted to the Environmental Protection Agency. This task was accomplished in addition to performing his normal chemist duties.



**Greg Williams**

## Personnel Notes

**Editor's Note:** For years, the *Tulsa District Record* has included personnel information - who came on board, who left, and who got promoted. When Personnel Office left Tulsa, CPAC provided the information for a time. When they no longer could, EEO Office stepped in. Now, thanks to changes in the personnel tracking system, the information is not currently available.

Nancy Crenshaw of Engineering and Construction Division is working with CPOC in hopes of devising a report which will provide the information. When one is created, the column will be reinstated.



Christine Altendorf

**Congressman Carson Visits District - From left, Rex Ostrander, Engineering and Construction Division; Oklahoma Second-District Congressman Brad Carson (D); and congressional staffers, Jeff Jaynes (hidden) and Don Eckhoff; look over construction activities at the Tenkiller Spillway construction site. The April 23 visit also included a tour of the Tenkiller Powerhouse, down-stream fisheries, and the Tulsa headquarters building where they received briefings on water control procedures, forecasting, and the Grand Lake Feasibility Study.**

# Challenges Face Environmental Crews

Chris Kennedy  
HTRW Design Center

**D**id you know that the Corps maintains a relatively small and select group of individuals dedicated to supporting various federal environmental programs requiring sampling and analysis activities? These duties are conducted daily throughout the year during all seasons and occasionally under difficult weather and site conditions.

Tulsa District is one such district that provides environmental support to dozens of Department of Defense installations, facilities, and other federal agencies.

## HTRW Design Center

For more than a decade, environmental samplers employed by the Tulsa District's Hazardous Toxic and Radiological Waste Design Center have provided dependable sampling and analysis services to numerous air force and army installations throughout Southwestern Division. In addition to these active installations, design center personnel are routinely called upon to support site investigations and long-term monitoring events at a number of Formerly Used Defense sites and superfund sites scattered throughout Oklahoma, Texas, Louisiana, Arkansas, New Mexico, Kansas, and Missouri.



**Taking all necessary precautions, sampling continues after a storm.**

Environmental field services include groundwater monitoring, well rehabilitation, dedication and pump retrofits, guard post/pad maintenance, sediment/soil characterization, waste characterization, and on-site analysis.

## Wicked Weather

One of the strengths of the center's service lies in the fact that the staff has learned to readily adapt to rapidly changing

weather conditions. Sample crews pack an assortment of gear and protective equipment. One week, crews may be trying to



**At Little Rock Air Force Base, David Jones stands in the path to the sampling location blocked by ice-covered trees.**

stay dry in a "toad strangler" of a rain out on the high plains of Texas while another crew navigates the icy road conditions and falling tree limbs in the rolling hills of the Arkansas Ozarks.

## Site Situations

Site conditions can also present the environmental sampler with challenges. Crews maintain site awareness regarding possible difficulties and dangers. These may be due to former operations or environmental hazards such as humidity and poisonous plants and reptiles.

Participation in environmental sampling operations can provide invaluable field experience and a sincere appreciation for the efforts required to complete field assignments in the midst of challenging weather and site conditions.



**Doing sediment sampling in east Texas' Caddo Lake.**

# Let's Look at Career Development

**Editor's Note:** An Operations Division task force was formed to develop a short course on career development. Members were Brande Serner, Janet Patterson, Vicki Yoder, Cheri Fowler, Patricia Smith, Joan Winters, Jeff Hair, David Stewart, Kenny Whitehead, Wayne Peck, and Earl Groves. Dan Bentley, chairperson of the task force, wrote this article.

Most employees are interested in advancement at some point during their career; however, they often don't know how to achieve career goals. The promotion process has changed over the last few years and has become unknown territory which employees need to navigate. Operations Division's Career Development Course helps them do just that. It provides employees with a map and the proper tools to better package themselves for selection.

Although an employee may have started working for an organization almost by chance, from that point on, career development should be a matter of choice. The course gives this message to participants:

*"Let go of the old Cinderella Complex. There is no Fairy Godmother or Prince Charming in the work place who will develop your careers for you. The burden of career development rests with you, and it could not be in more capable hands. No one knows better when or where you want to go."*

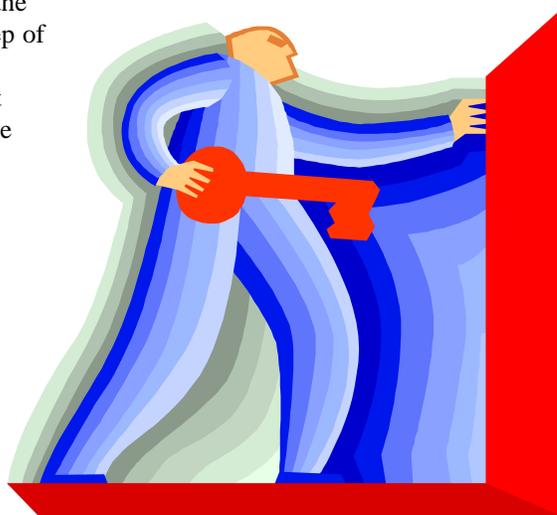
The value and limitations of various types of are discussed in the course. Essential Individual Training makes employees more proficient in their current jobs; however, in most cases, it does not enhance chances for promotion. That's where Individual Development Plans come in. Employees need to discuss their training desires with supervisors and request that their IDPs accurately reflect their career goals. The course also includes information on the Leadership Development Program and development assignments – many of which require employees to be mobile.

Some "at home" employees don't see the need to consider career development. Their family and community ties keep them comfortable where they are, and they are relatively satisfied with their surroundings, job, and position in the organization. The course points out that change visits everyone at some point. One day, when their children are all grown, those "at home" employees might decide to pursue the next level along their career ladder. They are encouraged to participate in developmental assignments and training today to be better prepared for tomorrow's changes.

Throughout the short course, facilitators share portions of the book, "Who Moved My Cheese?" by Dr. Spencer Johnson, a story about change and how it impacts our human condition.

Resumix and the Army's Resume Builder are discussed. Participants are given tips on how to write a powerful resume using action verbs, how to submit the resume, and how to apply for jobs using Resumix. They are taken through the job interview process, and each step of the panel interview process is discussed. Sample questions and best answers are shared. Employees see how uncomfortable and intimidating such an interview can be; they also see the importance of this step in the selection process.

More than 270 Operations Division employees have taken the Career Development Course. Using it as a model, both Engineering and Construction Division and Little Rock District are developing versions.



## Women Honored With Annual Awards

**Shirley Rolison  
Federal Womens Committee**

The Federal Women's Program was held March 14, with the theme, "Celebrating Women of Courage, Vision and Determination." It was a joint program with the Internal Revenue Service.

Nominees for Woman of the Year were Christina Ostrander, Engineering and Construction Division, and Sandra Stiles, Fort Gibson Area Office.

Administrative/Clerical Support Employee of the Year nominees were Mary Samuel, Robert S. Kerr Area Office; Gloria Lowe, Resource Management Office; Joan Winters, Marion Lake Project Office; and Sue Crane, Pine Creek Project Office.

Sue Crane was named Administrative/Clerical Employee of the Year. Ostrander and Stiles shared Woman of the Year honors.

The program featured women of the Corps and the IRS who shared their stories of courage and determination. Corps speakers were Yolane Hartsfield, Charlotte Stockwell, and Janet Holsomback. Kathy Beckner spoke from the IRS. The speakers did an outstanding job, and each one was very well received by the audience.

# Malone Memorial Complex Continues Its Mission

Chris Lynch, Lead Ranger  
Texoma Project Office



Dwaine McBee, Texoma ranger, shows a fourth grade girl the different types of personal floatation devices. Texoma's summer program has helped educate more than 14,000 students since it began in 1993.

With the weather warming up and children thinking about going to the lake, rangers are thinking about water safety. At Lake Texoma, the Hal D. Malone Water Safety Complex is once again in full swing.

Since 1993, the complex has been used to educate area fourth graders and save lives. Each year, 32 area schools participate; about 14,000 students have attended since it began.

"I enjoy it immensely and look forward to this time of year. I know it has saved lives," said Phil Newton, ranger.

Although the scripts for the courses have not changed since the program first began, each individual instructor adds his or her own personality. The children are entertained and educated.

"It gives us an opportunity to mold young minds," said Ron Crank, ranger.

To keep the children interested, the course is broken into four outdoor classrooms, and the students move quickly from one to the next. They spend their day learning buoy identification, hypothermia prevention, johnboat operation, water rescue, and the dangers of alcohol.

For the children, the highlight of the day is the hands-on operation of small boats through a watercourse.

Each child leaves smiling and knowing the importance of being safe. We at Texoma are convinced the program has saved lives.

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## . . . Spotlight

from page 2

The SWD Command Inspection of the district was April 16-18. The district met or exceeded standards in 128 of 132 areas inspected. This 97 percent success rate is a significant improvement over the outstanding 92 percent rate we achieved in the 1999 CI. Needless to say, our success comes from a joint effort by everyone in the district. Well done!

The Quarterly Total Quality Briefing and Senior Leaders' Conference was held April 19-20. The members of the Board of Directors gave their quarterly updates, the **Self-Assessment Team** presented a report on their findings, and preparation began for the annual revision of the Implementation Plan. I encourage all of you to view the materials presented; they are available on the intranet.

Our Annual Take Your Daughters/Sons to Work Day held on April 26 was a success because of the participation of

you and your family and the efforts of the following individuals: **Russell Holeman, Don Dixon, Rex Ostrander, James Patterson, Lucy Spaulding, Cathey Williams, Jean Wilkins, Kathy Riggle, Dan Bentley, Mary Dukes, William Mobly, Mary Beth Hudson, Connie White, Sally Van Winkle, Terry Hickerson, Steve Mills, and France Reitz.**

The first week in June, the chief of engineers will visit with us. Lt. Gen. Flowers sees his most important purpose during his visits to districts to be two-way communication with employees. We will have a town hall with him, and this is your chance to ask him questions. Of course, it is also his chance to ask you questions. Come prepared. Review your "30-second infomercial." Know his philosophy and what the "Do-It Card" says. Study the recently published USACE Strategic Vision. Let us show him why the people of this district make it the best in the Corps.

ESSAYONS!



### **From the Security Office**

#### **Foreign Visitors**

All visits of foreign nationals to Corps facilities must be approved. The procedure normally takes about 30 days. Steps are:

- ✍ Visitor goes through their embassy to get clearance to Corps facility;
- ✍ Visitor submits a visit request through the military attache at his/her country's embassy in Washington, D.C.
- ✍ Tulsa Security Office receives notification of the visit, and the foreign national is informed of the status of the request.

# Fishing Clinic Nets Good Times



Photos by Dorinda Young

**Above – Children listen intently at one of the stations.**

**Right – After the lessons and the lunch, the real fun begins!**

**Chad Ford, Park Ranger  
McClellan Kerr Lake Office**

It's springtime again and the first thought that comes to mind is . . . FISHING! I can remember the days of junior high, sitting in the back of the class, and staring out the window at the beautiful spring weather and anticipating going home to have dad take me fishing.

Some kids aren't lucky enough to have someone take them fishing all the time, and others have never had a fishing pole in their hands. So the McClellan-Kerr Lake Office, the Oklahoma Department of Wildlife Conservation, and U.S. Fish & Wildlife Service teamed up to sponsor the 2001 Brushy Lake Fishing Clinic. This event played host to 156 fifth graders from Gore, Vian, Gans, and Brushy Public Schools, and gave them a chance to learn interesting facts about fishing and the outdoors.

The day started with students rotating through a series of seven stations, all with different themes. The ODWC conducted three stations. One was how to cast, the second was on fish identification, and the third taught the students ethics and how to stay out of trouble.

Knot tying was taught by the USFWS. McClellan-Kerr Lake rangers helped with two other stations. Larry Fears brought his boat and demonstrated his superior casting skills; Terrie Broomhall asked water safety questions, gave prizes for

the correct answers, and took pictures of the students.

Snake identification appeared to be one of the students' favorites. It was taught by Debbie Christie's son, Nathan. Debbie works at the Tenkiller Lake Office.

A lunch break was taken after all stations were complete. Todd Carr, chef for the day, grilled burgers and hot dogs to perfection. They were enjoyed by all the workers. After squeezing down one too many desserts, it was time for the fishing to begin. Poles and worms, donated by Jack McMurtery, were given to each student, and the afternoon was spent fishing. With minor help from all the workers, the students enjoyed a safe and successful day of fishing.

When the students were gone, fishing poles put away, and all stations taken down, all of us who helped put on the clinic enjoyed feelings of satisfaction and inspiration. These feelings already have me anticipating the next Brushy Lake Fishing Clinic.

So the next time a child looks at you and says, "Let's go fishing," take them, and pass on all the knowledge you can. The feeling you will get at the end of the day will put a childlike spark in your heart and have you suggesting, "Let's go fishing!"

# Our Kids Came to Work

**Kathy Riggle**  
Equal Employment Opportunity Office

The "Take Your Daughters/Sons to Work Day" was very successful this year. About 30 children and adults attended. Following the program in the Tulsa District Office, a picnic lunch was held at Tenkiller Lake.

After lunch, participants visited the construction site to see what progress had been made since last year. Next came a tour of the powerhouse.

Fun was had by all!



Dan Bentley

Children and adults who participated in this year's "Take Your Daughters/Sons to Work Day" looked over the construction at Tenkiller to see the progress made since last year's outing.

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## New Card Keys Change Procedures at Tulsa Office

Employees in the Tulsa District Office building recently received new card keys to go along with the new readers. Motion detectors have been installed on access doors. Here are a couple of facts to remember:

1. You no longer have to push a button to exit a secure area.
2. You should always present your card to a reader even if the door is already open.

Some doors have been equipped with reminders to close them. The reader will beep several times to remind you that the door has been open too long and the system is about to send an alarm to the administrator.

# Science Fair Projects Judged by Corps Team

The 2001 Tulsa Regional Science Fair was held in March at Tulsa Community College. The Department of the Army, through the U.S. Army Research Office, has been sponsoring special awards in Science and Engineering Fairs across the United States since 1960. Tulsa District continues this tradition locally. High school students are eligible for the awards which are presented in five categories.

Dawn Knight led a team of Corps judges made up of Glenna Wheatley, Mary Meeker, Michelle Wilson, Kelly Longfellow, and Rita Anderson. Criteria was based on demonstrated overall creative ability, thoroughness, scientific thought or engineering goals, demonstrated skills, and clarity of information presented. The judges scanned research logs, questioned students, and thoroughly evaluated each project. After three hours of critical assessment, the judges turned their scored cards over to Knight for compilation.

Col. Leonardo Flor and Mary Meeker honored the winners at the awards ceremony. Their awards consisted of a certificate signed by Secretary of the Army Louis Caldera and an "Ultimate Dayback" backpack. Categories and winners were:

- Earth Science: Ed C. Vogt, sophomore, "What is the Correct Type of Soil for a Building to be Able to Stand Firmly?"
- Environmental Science: Halley Curlis, freshman, "Soapy Poison;"
- Physical Science: Will Geier, freshman, "Ballistic Performance;"
- Engineering: Susan Ham, sophomore, "What Insulates the Best?"
- Team Project: Hannah Skocik, Christa Burks, and Ryan Morgan, freshmen, "It Hurts My Brain;"
- Overall Award, Engineering: Kent Shaffer, junior, "Metal Vaporization, Phase III."



From left, judges Rita Anderson, Michelle Wilson, Kelly Longfellow, Mary Meeker and Glenna Wheatley examine one of the science fair projects.

## From the Mailbox



**To Ray Harrison, Fort Gibson Powerhouse, from Cathi Owens, vocational counselor, Muskogee High School:**

Thank you so much for allowing Muskogee High School students to tour the powerhouse. Our tour guide was very knowledgeable and friendly to the students. The students gained a lot of information on the levels of educational opportunities that are available with the Corps of Engineers. Plus, the operation of the plant and being 'under water' was quite an experience for them.

It is wonderful to know that you support education and an opportunity to enhance a student's experience in the world of work. . . Thanks again.

**To Bernd Koerber and John Sparlin from the MODOC Tribe, Miami, Okla.:**

You have gone above and beyond expectations in helping us develop the master plan for 144A low income homeownership. From all of us, thank you.

You all made our job here easier and made us all look good.

**Editor's Note: Tulsa District has provided governmental services to the tribe for the completion of a master plan for a 160-acre subdivision being developed on tribal trust land. Many tribal members will have a chance for first-time homeownership. The project was funded by the Department of Housing and Urban Development.**



**American  
Red Cross**

**Results of May Drive**  
Donors Presenting – 52  
First-Time Donors – 1  
Units Collected – 47

**Drives scheduled**

**August 24**

**October 19**

**January 25, 2002**



## Family Member Signs Letter of Intent

**Carla Carrico  
Pat Mayse Project Office**

Paul Gray, lake manager at Pat Mayse Lake, Texas, was a proud father April 24 as he watched his daughter, Becky, sign a letter of intent to attend Oklahoma Christian University in Edmond, Okla.

Becky is a senior at North Lamar High School, Paris, Texas, the All-District 14-4A Most Valuable Player, and co-MVP in the Red River Valley. She guided the Pantherettes to back-to-back regional semifinal berths in basketball. Though she received many offers, Becky decided to accept the full four-year OCU scholarship.

## Condolences

Lee Hogue, former chief of Real Estate Division and of Appraisal Branch died Feb. 28. He was 95 years old, and retired in 1965.

Faye Kanada, sister of Lloyd Isley, Robert S. Kerr Area Office, passed away March 12.

David Gilligan's mother, Alice Gilligan, passed away March 19. David is a lock and dam equipment mechanic leader at Lock 17 on the navigation system.

Norma Brewer's mother, Ruth C. Brewer, passed away March 25. Norma was a long-time Tulsa District Office employee. She retired from Quality Assurance Branch in 1995.

Todd Carr's mother, Patricia Louise Carr Hart, passed away March 25. Todd is the civil engineering technician at Robert S. Kerr Area Office.

Everett J. Headrick, retiree from Great Salt Plains, passed away March 29.

Frankie Wilhite, retiree, passed away April 2.

On April 4, Benjamin Morris Danford, Tulsa District's first value engineer, died. He served as value engineer here from 1964-1966 and then went to Headquarters as the Value Engineer Officer.

John English passed away April 22. He was the father of Blake English, mechanical engineering technician in Design Branch.

James Doakes, retiree, died April 28.

On May 2, Raymond M. Hamby, father of Raymond D. Hamby, lock and dam operator at W. D. Mayo Lock and Dam passed away.

Bill Dunlap, father of Kent Dunlap, lake manager at Keystone Lake, passed away May 7.

## Congratulations

To John Sturges, Office of Counsel, on his recent promotion.

## Family Additions



**Luke Allen Bays, born March 22** — brother of Lydia Claire Bays, son of Sharon and Brad Bays, and grandson of Marie Buster. Marie is a program assistant in Resource Management Office.

**Andres James Reich, born March 14** — son of Randy and Athena Reich and grandson of Jimmy Reich, civil engineering technician in Civil Design Section, Engineering and Construction Division.

# Retiree Roundup

**Editor's Note: Public Affairs Office recently conducted a mailing list update. In conjunction, we asked retirees to tell us about their current activities or share memories of their time with the district. Here are some of their responses:**

I like fishing and hunting, and enjoy being with my Corps friends. Have some trips planned to see our grandchildren and our sons, both, stationed in Washington and Aberdeen Proving Grounds. Also, a trip to Florida to attend the wedding of our oldest son, Maj. Merle London, and Miss Kyle Lambert in November.

*Merle London, Tulsa*

Current Activities: Working on race cars...

Future Plans: See above...

Memories: Huh??

*Jerry VanHoozer, Tulsa*

Sure is tough to visit old friends at the Corps with all the security. I still play golf and do some bowling. Going down to Lampassas, Texas, to play in a golf tournament with mostly Corps employees. I know that I will also be playing with Paul Parker, Jim McCoy, and probably a few other retirees from this district.

On the bowling side, I finished in fourth place in the Seniors Bracket at a tournament in Chicago this past season. Got \$200 for it. Also was on the first-place team for seniors at Sahoma Lanes in Sapulpa. Our team consisted of an 88-year-old and 72-year-old gals, a 65-year-old guy and myself (66).

Take care and tell all I said hi.

*Ye Ole PBO, Joe Rolinski, Tulsa*

I am enjoying retirement, although I didn't stay retired too long. I bought a carpet cleaning service and have interest in a garden and tool supply company. These thriving business keep me traveling about three days a week.

My wife Linda is a lay speaker for the First United Methodist Church, and she fills pulpits for vacationing pastors. This keeps us traveling on some weekends, especially during the summer months. We have been blessed with five grandchildren, ages 9 months to 16 years of age. We are very active in our local church and community affairs and still attend the sports events at our local schools. We both enjoy the *TDR* very much and hope that you will continue to do this worthwhile project. Blessings.

*Sammy J. Johnson, Eufaula, Okla.*

I have been diagnosed with cancer and taking treatments for the last six weeks. Since I have been getting a lot of bed rest, I have had a lot of time to think and remember so many good thoughts about my work with the Corps.

I have such good memories of Bill Bishop and Frank Johnson. Bill was the one who kept giving words of encouragement. He was a real fine man. Joe Pane and Don Leverett and myself had some real good experiences working together also. Some we dare not tell.

I would love to hear from any of you that I worked with.

*Raymond J. Jones  
941 Enchanted Valley  
Kerrville, TX 78028*

My wife and I are scheduled for a 15-day tour of the United Kingdom in June.

*Don Holden, Tulsa*

Please keep the *TDR* coming; it's great to know what is happening in the district.

Spring is here and I have my golf clubs cleaned up and ready. Have not got to play this year except in Vegas. I played Angel Fire the first week of April. Great course – just a lot of trouble dragging the clubs along on the plane.

We do a lot of traveling now but don't care much about driving long distances any more. We fly just about anywhere we go now. So much easier and you're not so tired when you get there. We have four trips planned for this summer. Kentucky in June; Ontario, Canada, in July; back to Kentucky in August for a family reunion; and Vegas in October.

Probably a few trips to Tunica, Miss., in between.

Just a suggestion – could you print all the retirees' e-mail addresses in the *TDR*?

Enclosed are several pictures of the dedication at Newt Graham Lock and Dam in December 1970. Since you are running old district pictures, I thought you might be interested in these.

*Walter T. Stone, Inola, Okla.*

**Editor's Response: Thank you so much for the photos. Some will be used in future editions.**

**District retirees are definitely keeping up with advances in technology. We received many responses via e-mail. Privacy issues prevent printing a list of those addresses, but I'd be willing to serve as go-between. Call 918-669-7361, let me know who you want to contact, and I'll see if I can help.**

. . . I was so glad to start getting the *Tulsa District Record*. Kinda still makes me feel like I'm still a part of the family. I always enjoyed coming back to Tulsa and seeing everyone, but the last time I was there I almost felt like a criminal. I thought the guard was going to make me strip. But I guess you have to do what you have to do to protect yourselves from the nuts.

. . . Clinta and I are buying and selling antiques and having a ball, not making any money but having a good time. We take three or four trips a year around the country trying to find a treasure.

Retirement is great. Don't you dare miss a day. . .

*Mike McCoy, Durant, Okla.*

This is Iva, the three-time retiree, and frankly I wish I had never retired, but right now I am enjoying life because I volunteer at two places and do a lot of work at the church. I keep busy, but I will never forget the Corps. All people there are so friendly.

I know when I first started to work there, back in 1962, I lost my father, who died of a heart attack at the age of 86, and even though I didn't really know anyone, all the people working in the accounting section where I was working were so kind, friendly and sympathetic. I still have the card they sent to me with all

their names on it. And the sad part about it so many of them that signed the card have passed away.

*Iva Turinsky, Tulsa*

I enjoy the *Tulsa District Record* – helps me keep up with what’s going on.

*Pat Morris, Tulsa*

Amazingly, I still see some names of the people I worked with during my career with Tulsa District. Of course as resident engineer for Keystone, Kaw, and Heyburn from 1968 to 1978, area engineer for the Kansas Area from 1980 to 1987, and area engineer for Northern Oklahoma from 1987 to 1990 (when I retired), you do work with a lot of people.

During my career I supervised 17 of the Tulsa District projects (Northern Oklahoma, Kansas, and did a temporary tour for Lake Texoma). I always felt I had the best job in the Corps of Engineers and had the best people working with me. The Corps is still the best organization in the federal government, bar none!

After a seven-year career from 1992 to 1997 at the University of Tulsa designing petroleum engineering research facilities, I have totally retired. I now work for the “Real Boss,” my wife, doing things around our home and garden. We have had our garden on a couple of garden tours over the past few years and do enjoy making it better and better. I play a little golf and do some traveling. Sure do recommend retirement!!

Please give my regards to all those wonderful people I worked with from 1967 to 1990.

*Jerry Wilson, Sand Springs, Okla.*

I still think of Tulsa as my home base even though I transferred to the Ohio River Division Office in 1974 and retired in 1986. I arrived in Tulsa District in 1951 after spending my first two Corps years in the Little Rock District. My TD experience was in Hydrology, Relocations, Design Memoranda, Contract Plans, Flood Plain Management Services and Environmental Resources. I am sure that almost all of my former TD associates are now retired or grazing in heavenly pastures.

Although we are native Oklahomans, my wife, Hope, and I chose to remain in Cincinnati after retirement because our children formed their roots in this area and in New England. Most of our local extracurricular activities are centered around the church. We still enjoy good health and travel quite a lot, especially to visit with family and attend annual reunions of the 102nd Infantry Division. We get back to the Tulsa area about once a year and enjoy hearing about the Tulsa District.

*Jerry Greer, Cincinnati, Ohio*

I am 77 years old and have lost 95 percent of my hearing, but I do enjoy reading about the Corps of Engineers, Tulsa District. I have six great-grandchildren that I enjoy very much.

*Robert Rowe, Gore, Okla.*

I encourage all retirees to join NARFE. They do so much to assist us and at such a small cost.

*Leo Robbins, Mannford, Okla.*

Enjoying retirement. Staying busy mowing grass and painting pictures. Like to paint one for Tenkiller Powerhouse since I have one at Lock and Dam 17 and 18, also Eufaula Powerhouse and Robert S. Kerr Powerhouse.

*Roy Moore, Gore, Okla.*

I still work for the Corps five months in the summertime – 1991-'92 out of the St. Paul District on the Minnedota River at Big Stone, Marsh, and Lac Qui Parle Lakes; 1996-1999 out of the Albuquerque District on Conchas Lake 35 miles northwest of Tucumcari, N.M.; 2000-2001 out of the Omaha District, Bismarck Project Office, on the Missouri River at Oahe Lake, Beaver Creek Campground.

Working for the Corps, especially the Tulsa District, has been one of the most pleasant work experiences I have ever been in contact with. Thanks for the great memories.

*Don Hatfield, Ponca City, Okla.*

Good health at 98+. Live in retirement community.

*Roy Long, Anderson, Ind.*

Please keep me on the mailing list. I enjoy reading what you all are doing. I’m living in the backwoods of Arkansas (near Mountain View) where I work part-time doing cost estimates for a blacksmith shop ([www.stoneiron.com](http://www.stoneiron.com)). We make some pretty nice furniture items and home accessories. It still amazes me what these guys can do with iron.

I also have a small side business producing motorcycle accessories. I started it while I still worked for the Corps. I don’t make a lot of money but it keeps me off the streets some. I ride my motorcycle as often as I can since this is some of the nicest country there is for riding.

*Dave Berkey, Mountain View, Ark.*

Hi to everyone – especially any one of you working on utility relocations. I’m SURE that nobody remembers me since I retired in ’75. However!!!! I “due” follow everything the Corps does and it makes me proud to have done my little bit of writing design memos, etc., to relocate utilities because you still do good work!

*Jim Bruton, Duncan, Okla.*

My career included 11 years with the Department of the Interior, three months with the Agricultural Department, and the remaining years with the Department of Defense with my duties as administrative clerk at Kaw Lake Project, Ponca City, Okla. I enjoyed all the different phases of government service and am proud to have served my country during this time. Each department has given me many happy memories and I got to meet and work with many fine people.

Of course, my highlight of the 27 years of service was being named for Federal Women’s Week “Woman of the Year” with the Tulsa District.

Many of whom I worked with have retired and I am not familiar with the new employees at the Tulsa District, however, I am still interested in the ongoing activities and changes that are constantly being made.

Your newsletter is not only welcomed but an accomplishment from the Public Affairs Department. . .

Keep up the good work everyone. I had a lovely career.

*Mary Cline, Newkirk, Okla.*



## *Flash from the Past* – The Early Days of Corporate Challenge?

Here's a shot of "Huckett's Alleys," the 1939-1940 Tulsa District bowling league. They are, from the left, front row, D. P. Grosshans, head, Engineering Section; Capt. R. K. McDonough, executive officer; H. K. Shane, head, Hydrology and Hydraulic Section; W. L. Kuehnle, chief, Engineering Division; Joe Sterling, head, Supply Section; Kieth Colwill, Design Section; James Fraser, Surveys Section; Raymond Jerome, Hydraulic Section; Robert Garmire, Design Section.

Second row, Harold Feldt, Hydraulic Section; Paul Horn, Surveys Section; Glenn Bowman, Surveys Section; R. W. Stringer, chief administrative assistant; Eugene Kent, head, Contract Sub-Section; George Shepherd, head, Surveys Section; Holger Peterson, Design Section; Burtice Cox, Mapping Section; Sidney Scisson, Hydraulic Section; Glenn Talley, Hydraulic Section; Horace Wilmot, Hydraulic Section; Richard Randolph, head, Power Section.

Third row, Robert Larson, Surveys Section; John Lauderdale, Surveys Section; Arba Smith, head, Specifications Section; Mons Benson, Design Section; Edward Bramlitt, Mapping Section; Claude Waggoner, Supply Section; Glenn Egger, Design

Section; Carson Medearis, Cost Section; John Brown, Mapping Section; W. G. Davis, Cost Section; Maurice Royar, secretary, local Civil Service Board; Clarence Freeman, Hydraulic Section; J. E. Redford, Design Section; Armando Elias, head, Mechanical Section; and an unknown child.

Top row, Oliver Johnson, Hydraulic Section; Frank Albosta, head, Engineering Draft Section; Donald Curtis, Surveys Section; Charles Winch, Supply Section; Edwin Franzen, Design Section; W. A. Hollingsworth, head, Property Section; W. W. Johnston, Finance Section; Carl Powell, head, Estimates Section; E. B. Williams, Geology Section; E. A. Cornell, head, Contract-Construction Section; R. F. Kuechler, Design Section; Carl Brown, Engineering Section; R. W. Kelley, head, Personnel Section; Edward H. Strand, Hydraulic Section.

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**Editor's Note: Does anyone know who the child is?**

**If you have old photos that you're willing to share, please call 669-7366. The photos will be returned quickly.**