



US Army Corps
of Engineers®
Tulsa District

TULSA

DISTRICT RECORD

December 1997
Vol. 20, No. 12

**PLEASE
JOIN
US**

AS WE REVIEW THE
SUCCESSSES OF FISCAL
YEAR 1997

TURN TO PAGES 4-16
FOR HIGHLIGHTS FROM
EACH OFFICE AND
DIVISION.

**Colonel's
Corner**



Col. Timothy Sanford
District Engineer

**Celebrating
Successes!!**

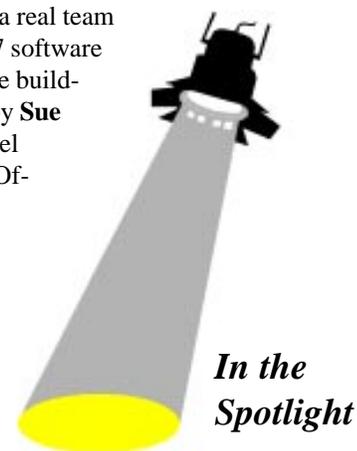
THIS ISSUE OF THE *TDR* CELEBRATES AND SHARES THE MANY SUCCESSES ACHIEVED BY EVERY ELEMENT OF THE DISTRICT DURING **FY97**. Everyone should be very proud of the way you executed our missions last year. I was extremely proud of the professionalism, responsiveness, innovation and strong teamwork I saw throughout the district. We made tremendous progress along with our sister districts in the Southwestern Division in developing a strong regional team, demonstrating to the Corps that a team is stronger and more capable than individual districts. In doing this, we led the way in making the Corps Vision a reality. At the heart of our efforts, I believe each of you took to heart the commitments to **Deliver Quality Products and Services, Create Delighted Customers, Develop an Empowered Workforce, and Develop and Be a Caring Professional Team**. You were the Corps Standard!

I have visited or spoken with several of our customers in the past month. A common theme is at the forefront of their feedback concerning our service to them – *we're listening and delivering what they need*. In just the last few weeks, I have heard this from a diverse group of customers at the Lake Texoma Advisory Committee, from every one of our military installation base civil engineers, directorates of public works and several commanders, from Chief Byrd of the Cherokee Nation, from the director of environmental quality at Fort Sill, from the warden at El Reno Prison, from sister districts, and from our own district personnel concerning internal support. This customer focus, also reflected throughout the "Spotlight" section below, is a great credit to each of you. It is the best advertisement we could ever ask for in developing new work. I commend you for sustaining this kind of performance.

FY98 brings with it some significant challenges dealing with constrained resources. The professionalism and teamwork that

has brought the outstanding customer feedback and satisfaction you and I have been hearing about is what is needed and demanded as we meet these challenges. I am confident that we will meet them successfully and have even more delighted customers if we continue to listen to them, involve them and serve them innovatively. You clearly demonstrated that you were **Responsive, Reliable**, and, in turn, **RESPECTED** in FY97. Let's do it again in FY98!!!

On two days in November, a real team effort took place when Office 97 software was installed in the district office building. The installation team, led by **Sue Patterson**, consisted of personnel from Information Management Office and Operations Division including **Ruth Baer-Daily, Kari Barr, Hayley Barton, Laurel Brown, Tom Freeman, Kris Graves, Willie Grimes, Marge Newcomb, Debbie Reid, Ron Scott, Mary Sullivent, Ed West, David Whiten, Karen Williams and Owetha Wilson**. Careful preparation and a motivated installation team got the job done quickly with a minimum number of customer problems.



Lake Eufaula is in the process of updating the Shoreline Management Plan and has asked for public comment. A creative, "seminar" type approach to public meetings was taken by **Mike Calavan and James Holder** to gather these comments. At the meeting, Mike gave a brief overview of the lake's history and development and listed some changes in the new plan. People were then asked to visit with rangers to have their questions answered and suggestions recorded. The overview and one-on-one answer sessions were repeated several times throughout the meeting in an effort to meet visitors' schedules and demonstrate the Corps desire to gather public comment to be used in formulating policy.

Thanks to the outstanding efforts of **Jim Inman, David Tighe and Maj. Bud Jones** of the Altus Resident Office, the KC 135 Apron Hydrant Project was completed on time and turned over to the Air Force on Oct. 20. This state of the art fueling system allows 18 KC 135 aircraft to be fueled via a closed loop pipeline from a large fuel farm. Great job!

Our Resident Office team at Altus Air Force Base is also just finishing construction of a Visiting Officers Quarters. This is a

See Column, page 17

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

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Former District Engineer, General Officer Dies

ONE-HUNDRED-YEAR-OLD RETIRED
MAJ. GEN. CLAUDE HENRY
CHORPENING PASSED AWAY NOV.

21. He was the third district engineer for Tulsa District and later served as assistant chief of engineers for civil works in the office of the chief of engineers.

Chorpening served as district engineer for Tulsa District from April 1946 to May 1949. He was born Oct. 14, 1897, and was a graduate of the West Point class of November 1918. Prior to West Point, Chorpening received most of his education in one-room schoolhouses with three to four classes all going on at once.

He entered West Point as a cadet in 1916. His active duty included assignment with the New Orleans and Fort Peck Districts. He directed dam construction at Fort Peck with 2,500 men under him. Between 1940 and 1943, he served in the Office of the Chief of Engineers in both supply and research and development. He then served in both the European and Pacific Theaters before being assigned to Tulsa.

While in Tulsa, Chorpening was involved in a controversy over the proposed construction of Eufaula Dam and over moving district headquarters from the Wright Building in downtown Tulsa to the Bomber Plant. The district's well-known "Beefeaters Association" got its start at his farewell party. He also helped set the district on a course continued to this day. According to "The Dawning – A New Day for the Southwest," the official history of Tulsa District from 1939-1971, "One of the most far-sighted policies of the Tulsa District, that of coordinating its activities closely with conservation and fish and wildlife interests, was begun by Col. Wilson, nurtured by Col. Chorpening, and emphasized by the district ever since."

Chorpening's impact on the district's program didn't end when he left Tulsa. He was Assistant Chief of Engineers, first for Personnel and then for a full tour for Civil



Col. Claude Chorpening, district engineer, 1946-1949. He was born Oct. 14, 1897, and passed away Nov. 21, 1997. He retired as a major general and served in the Office of the Chief of Engineers.

Works, until 1954. His final assignment prior to retirement was at Camp Zama, Japan, following the end of the Korean War. While there, his major responsibility was to disperse the massive buildup of supplies, equipment, depots and ammunition.

Copies of an article, "A Conversation With an Engineer Legend," from the September 1992 edition of West Point's publication, *Assembly*, are available in Public Affairs Office. This very interesting four-page interview with Chorpening is filled with fascinating Corps and Army history and peppered with references to history-makers such as Huey Long, Gerald Ford, Gen. Omar Bradley, Gen. Lucius Clay, Winston Churchill and one of Churchill's daughters (whom Chorpening dated). Call 7366 to receive a copy.

RIF Authority Requested

In response to budget shortfalls and the Finance and Accounting mission transfer, authority to conduct a Reduction in Force of less than 50 positions in Tulsa District has been requested.

The district has been steadily downsizing, and has conducted four rounds of VSIP/VERA over the past three years. The workforce has been reduced by 246 employees (20 percent) since FY95.

In an e-mail message to all employees, Col. Sanford said, "District leaders have fully considered all income and all potential cost savings we can accomplish. We are deferring some work/actions, eliminating or reducing some services, cutting back on travel and remote training. Personnel reductions, however, are the only way we can get to the point where we are operating within our budget."

Some actions planned to reduce the impact of the RIF are:

- Opening a VSIP window. (VERA is also being sought; no decision as of date of print.)
- Trying to find jobs for the impacted employees at other Corps districts, other federal agencies or with civilian companies.
- Continuing the hiring freeze – barring the need to make unique exceptions – and filling openings through internal moves if at all possible.

An outplacement program is being initiated, and a team of human resource specialists will come to Tulsa District to counsel employees and assist with job hunts, according to Jeff Hair of HRO in Fort Worth. He also says a RIF handbook is being compiled for distribution this month.

Col. Sanford said the decision to request RIF authority was difficult, but necessary. He promised that employees would be kept fully informed throughout the process.

RESOURCE MANAGEMENT OFFICE

F&A functions performed for Little Rock District were transferred back to Little Rock. We are providing support and training.

RMO's performance during the UFC transfer was a superlative example of teamwork and support for the Corps mission

FY97 culminated with a successful close-out – the second with CEFMS and the first with the USACE Finance Center.

We emphasized the importance of ethics in government service by providing ethics training, ensuring compliance with the mandatory filing of the Confidential Financial Disclosure Report, and responding to various ethics questions throughout the year.

THIS WAS A YEAR OF CHANGE FOR THE **RESOURCE MANAGEMENT OFFICE**. One major accomplishment was the successful transfer of finance and accounting functions to the USACE Finance Center in Millington, Tenn. Five employees accepted reassignments to the UFC; other displaced employees were reassigned to positions throughout the district.

The ongoing U.S. Army Audit Agency audit concerning the Corps Financial Statements for Fiscal Year 1997 demonstrated excellent teamwork between RMO, Logistics Management Office and the Real Estate Division. It also illustrated another major accomplishment, real and personal property reconciliation.

The CEFMS Bulletin Board was the primary vehicle for helping customers with CEFMS problems in FY97. We researched, answered questions, and corrected innumerable user problems.

One significant improvement in FY97 from a district and RMO perspective was the formulation of the FY98 District Operating Budget. Resource constraints and declining revenues demanded effective use of the DOB for corporate decision-making regarding manpower and financial resources. The Program Budget Advisory Committee conducted detailed line item reviews of all budget submittals. Unfinanced requirements, identified and prioritized, will be funded as additional funds become available in FY98. The austere and challenging FY98 DOB will be periodically reviewed by the PBAC. It is designed to accomplish the district's mission effectively and minimize adverse impacts. We are proud to have provided leadership in this enhancement of the DOB process.

OFFICE OF COUNSEL

OFFICE OF COUNSEL HAS BEEN A LEADER IN PROMOTING THE REGIONAL TEAM. We prepared a Southwestern Division Legal Directory and distributed it within the Southwestern Division and at Headquarters. Members of the counsel staff have been supportive of other districts in the environmental law arena.

We defended various contract claims and appeals matters before the Boards of Contract Appeals and/or Federal Courts. Of particular note were the victories in the appeals of Rhoades and Schluneger, Buckner and Moore, and Midland Maintenance. The use of Alternative Dispute Resolution in all appropriate cases was promoted in both the contract arena and non-contractual disputes. For example, Counsel continued to promote the resolution of the Potentially Responsible Party actions at former Laredo Air Force Base and former Walker Air Force Base. In the civil works arena, Counsel provided the legal support which resulted in the successful resolution for a repayment issue concerning El Dorado Lake with the State of Kansas without litigation. Counsel helped facilitate an agreement with the

State of Oklahoma which will hopefully resolve the dispute over the Sardis Lake repayment issue without litigation.

During FY97, many questions and requests from the general public regarding Freedom of Information Act and tort claims were answered. These actions were handled in a professional, friendly and expeditious manner. Other successes included numerous EEO/Personnel actions that were successfully handled by Office of Counsel to the benefit of the Tulsa District.

CONTRACTING DIVISION

FISCAL YEAR 1997 WAS AN EXCITING AND INNOVATIVE YEAR FOR **CONTRACTING DIVISION** – exciting in that we continued to receive national recognition as one of the Corps top contracting offices, and innovative in that we continued to use new techniques to obtain district supplies and services.

In May, Contracting received the FY96-97 Acquisition Management Survey Award for Leadership and Management from Headquarters. It was presented as a result of the outstanding comments given Tulsa District by the Acquisition Management Survey Team during their inspection of the district's contracting functions. This award was the first of its type ever given and reflects the contracting excellence performed on a regular basis by the professional members of the Contracting Division.

Tinker Air Force Base needed a contract award for design and construction of a Corrosion Control Facility but could not allow Tulsa District to begin the project until late in the fiscal year. With no hope of awarding a conventional contract, we used an innovative technique known as two-phase design build to award this contract on Sept. 29. Tulsa was the very first Corps district to use this technique; Susan Killgore led the district team in establishing the process.

The district was also in need of a contracting tool which would allow simple construction projects to go from inception to construction without the formal design usually required for government projects. To solve this problem, Pam Chronister developed and awarded the Performance Oriented Construction Activity contract which allows the development of work plans and follow-on construction in a shortened, simplified manner. This technique allowed the last-minute award of a demolition project at Altus Air Force Base and will be used in the new fiscal year for other projects.

We developed a performance incentive provision for our contracts in an attempt to entice construction contractors to perform at their best. This allows us to pay our contractors a bonus for performing excellent work on fixed price contracts. Using this provision for the first time in a fixed price, low bid contract, Randy Bratcher awarded the Battery Administration Building contract at Fort Sill.

Operations Division obtained funding for riprap too late in the fiscal year to award a supply contract with conventional techniques. However, using a test program for commercial item contracting, Ivy Canole and Linda Stephens were able to award this \$1.3 million purchase order using simplified acquisition procedures and saving funding for Tulsa District.

All employees were encouraged to take responsibility for promoting solutions to the district's legal challenges.

A Winning Team

Contracting Division personnel executed contracts valued at \$189 million during FY97.

Of that amount:

37 percent were executed in the fourth quarter;

22 percent in September;

9 percent on the last two days of the fiscal year!

John Weatherly, Customer Care Employee of the Quarter and of the Year

Pam Chronister, chosen to instruct the Corps PROSPECT course on O&M contracts.

Randy Bratcher, top graduate, four-week Contracting Fundamentals Class, Army Logistics Management College.

Tulsa District hosted SWD's IRO partnering meeting. It helped determine how the offices will work as a regional team.

We facilitated HTRW Design Center and the Planning, Environmental and Regulatory Division teams.

Tulsa District's Christine Altendorf completed the Women's Executive Leadership Program.

In conjunction with our previous partnering efforts with the Department of Labor, our Labor Relations personnel were selected to help DOL conduct a labor conference to educate service and construction contractors. This conference provides valuable information to our contractors which results in fewer labor problems and underpayments.

Expiring funds at the usual and at unusual times of the year placed a great burden on our procurement technicians and contract specialists to prepare contract documents and award contracts. Projects for Sheppard AFB, Fort Sill, Altus AFB, Arkansas City, Kan., and for the Total Environmental Restoration Contracts provided many opportunities for failure. However, DeeDee Hurd, Susie Mall, Brenda Anderson, Zane Harding, John Weatherly, Arlene Smith Diane cianci and Tammy Moreno met the challenge despite numerous SAACONS and CEFMS challenges and problems. Thanks to their efforts, all contracts were awarded.

The large BRAC workload of the past few years resulted in a multitude of contracts. As these contracts are completed, contract closeout becomes a high priority to clear the database and make file space for new contracts. Nancy Harris accepted and met this challenge by tirelessly working to send a record number of contracts to our records holding area and properly document the closeouts in our database.

INTERNAL REVIEW OFFICE

INTERNAL REVIEW OFFICE CONTINUES TO PROVIDE A VARIETY OF SERVICES TO THE ENTIRE DISTRICT. In 1997, we acted as team facilitators, conducted assist visits, and coordinated the Chief Financial Officers Act audit requirements. We also helped the Logistics Management Office in personal property inventories. At the request of Sacramento District's commander, we helped in the review of several CFO Act issues.

In FY97, we completed several audits in mission and support areas. They reviewed project closeout procedures for Programs and Project Management Division and verified that the district was in compliance with the CFO Act on a variety of issues.

EQUAL EMPLOYMENT OPPORTUNITY OFFICE

DURING WOMEN'S HISTORY MONTH IN MARCH, SEVERAL DISTRICT WOMEN WERE HONORED. Two, Jonna Polk of Programs and Project Management Division and Janet McCormick of Engineering and Construction Division, were named Women of the Year. They were honored for their work accomplishments, for assisting and mentoring other women and for successful efforts at home and in their communities.

Lori Hunninghake, PPMD, and Brenda Kinion, Operations Division, were honored as Administrative/Clerical Support Employees of the Year.

Women's Equality Day was celebrated on Aug. 26 with a panel of five women who discussed their individual journeys of success, then answered questions from the audience. They were Kathy Carlson, park manager; Pamela Chronister, contract specialist; Kay Hoover, general attorney; Ruth Norris, secretary to the commander; and Lisa Samilton, electrical engineer.

About 250 people received training sponsored by the EEO Office Special Emphasis Programs in FY97.

OPERATIONS DIVISION



MAJOR THEME IN OPERATIONS DIVISION THIS YEAR WAS TRYING TO REDUCE OPERATING COSTS AND STILL GIVE OUR CUSTOMERS WHAT THEY WANT. The diverse actions taken show just how creative our people really are.

Copan Lake changed over from using trash cans to dumpsters and modified their cleaning contract to better suit the visiting public. Fort Gibson Lake partnered with the City of Fort Gibson to repair the Damsite North boat ramp and parking area; the city supplied 600 tons of riprap material. Tenkiller Lake Office is now using the vacation guide brochure from the Lake Tenkiller Association in place of printing a lake map; the water safety ad placed in the publication costs far less than printing maps,

and new guides are printed each year. Oologah Lake personnel and Physical Support staff saved a substantial amount of contract costs by replacing eight roller chains in the gate tower. Oologah also eliminated contract winter cleaning of parks; the work is being done by volunteers – a savings of more than \$10,000. The spillway bridge at Skiatook Lake is now being inspected and maintained by Osage County – an annual savings to the Corps of \$10,000. The decision was made to use surveying

equipment to inspect the stilling basin at Wister Lake instead of dewatering as was used in the past; this saved much time and money. Canton Lake connected two major parks to rural water, thus eliminating operation and maintenance of two water treatment plants. Volunteers were used on a bank stabilization fix at the Big Hill

Volunteers Help Take Sting Out of Budget Cuts – The Men's Ministries of the Porum (Okla.) Assembly of God Church camped at Dam Site South on Eufaula Lake. Dur-



Mike Dumford

ing their stay, they planted several donated redbud trees. Pictured is Gary McNeely who also is a Power Plant Mechanic A at Webbers Falls Power Plant.

The dissolved oxygen level needed to be raised in the trout stream below the powerhouse at Tenkiller Ferry Lake. A labyrinth-type weir had been proposed which would have cost more than \$1 million. Powehouse and district personnel collaborated in installing baffles on the generator turbines. This raised the oxygen level and did away with the necessity of the costly weir.

Accident prevention remains Safety Office's primary goal.

Overlook. Maintenance of hiking trails at Elk City Lake was helped tremendously with 450 hours of volunteer work. To save time and money, a sewer lagoon was constructed at a Sardis Lake dump station. The station previously had only a septic tank which had to be pumped several times each year.

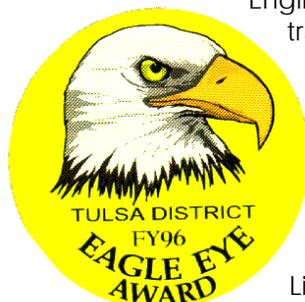
Of course, when you have water impounded for the purposes of flood control, some damage to your facilities is to be expected. Personnel throughout the district must contend with this on a regular basis. The most popular sites in the Potato Hills Central Campground on Sardis Lake had to be redone with landscape timbers and fresh screenings. The Hartford Levee on John Redmond Lake had been suffering with problems for some time during periods of high water; repair on the levee was completed during FY97. Canton Lake has three popular fishing jetties which required periodic restoration; grout was added to stabilize the riprap and provide a smooth surface for the public. Fort Gibson Lake placed 175 tons of rock and 100 cubic yards in the repair and extension of ten boat ramps in public use areas. Council Grove Lake continued with repair of flood damage from 1993 and 1995; several campsites in Canning Creek were replaced with sites with improved facilities built higher in the flood pool.

Recreation facility improvement is always on the minds of the people who meet the public on a regular basis. Skiatook and Birch Lakes modified four campsites to improve accessibility for the physically disabled. The facilities, which were designated as physically disabled sites, were adjusted to the appropriate standards, and a level asphalt surface was laid. Fort Supply Lake greatly improved the parking facilities in Supply Park; this has been a public relations boon for the Corps in that area. Waurika Lake made their most-used courtesy fishing dock more accessible by adding a fully railed, concrete ramp from the parking lot to the dock; half of the dock is used for fishing and the other half is used for loading and unloading. Kerr Lake installed individual water hookups and 12 additional camping pullouts at Cowlington Point. A foyer/entrance was added to the office at Marion Lake so visitors could get informational materials after hours and be protected from the weather.

SAFETY OFFICE

THIS HAS BEEN A GREAT YEAR FOR THE **SAFETY AND OCCUPATIONAL HEALTH OFFICE**. For the first time in years, Tulsa District was below USACE-imposed lost time accident rates for civilian employee accidents, contractor accidents and public fatalities. This is a remarkable achievement that reflects a commitment to excellence on the part of the entire district work force, our contractors and members of the public.

The "Eagle Eye" construction safety program fosters competition among our Engineering and Construction Division field offices and our contractors to win quarterly safety awards and the district award for "Eagle Eye" Contractor of the Year. The Operations Division Safety Coordinating Council sponsored a meeting with federal OSHA in July to discuss membership in OSHA's Voluntary Protection Program. Some of the other awards programs that recognize our outstanding employees and members of the public we serve are the Corps Day Awards, the Safe Driver Award Program and the Lifesaving Award Program.



REAL ESTATE DIVISION

ONCE AGAIN, REAL ESTATE DIVISION ACCOMPLISHED 100 PERCENT OF THE RECRUITING FACILITIES PROGRAM FOR THE ARMED SERVICES. The program locates new offices and remodels existing recruiting facilities across the State of Oklahoma.

We served as real estate coordinators for cost-shared local flood protection projects. We monitored sponsors' progress and helped with acquisition and relocation assistance issues. This day-to-day activity, for projects such as Arkansas City and Mingo Creek, insured that real estate was acquired in time to meet construction schedules.

Altus Air Force Base looked to the Corps to find a long-term solution to mission-threatening complaints by landowners under the Altus AFB flight path. In partnership with the Air Force, we provided planning and legislative support to identify potential solutions to their problems. President Clinton recently signed legislation appropriating \$11 million to compensate and relocate individuals adversely impacted by the base's flight training mission.

The Oklahoma City Federal Campus Project, which is the federal facility designed to replace the bomb-destroyed Murrah Federal Building, required participation by Real Estate personnel. We represented the Army and Marine Corps Recruiting Facilities Main Stations for their space requirements on the new campus.

Real Estate Division has undergone a strenuous audit performed by the U.S. Army Audit Agency this year. The division's database is used as a subsidiary ledger to the general ledger. In AAA's process, they audited more than \$900 million worth of buildings and improvements and found that they balanced to the penny. In addition to buildings and improvements, many samples of land tracts and their accompanying deeds were verified. This accomplishment helped Tulsa District attain an overall good rating by AAA.

The district's real estate administration and management of the \$52 million in assets at Air Force Plant No. 3 in Tulsa, Okla., is expected to end in 1998 when the plant is scheduled to be conveyed by deed to the City of Tulsa. Our award-winning support for the Air Force in the takeover and operation of the installation from the former McDonnell Douglas Corporation and subsequent lease to Rockwell International and Tulsa Airport Trust Authority has been a win-win for all parties.

Lanny Pricer is serving his second tour in support of Operation Joint Endeavor. He provides real estate support for the troops in Bosnia.

This year, we turned over 70 percent of 1.2 million acres of land base for recreation, agriculture, wildlife, industry and oil and gas uses. This provided rent in excess of \$1.5 million – 75 percent of which is returned to the counties for school and road purposes.



PROGRAMS AND PROJECT MANAGEMENT DIVISION

Woman of the Year
Jonna Polk

Administrative/
Clerical Support
Employee of the
Year

Lori Hunninghake

Technical Em-
ployee of the Year
Shirley Rolison

Tulsa Federal Ex-
ecutive Board Em-
ployee of the Year
Lori Hunninghake

The Red River Chloride Control project remains a challenge. The Assistant Secretary of the Army for Civil Works recently recommended we do a Limited Reevaluation Report preparatory to completing the Wichita River Basin portion of the project.

A conscientious effort was made to ensure that PPMD employees are a well trained, highly effective team with potential for career development. Tulsa District PPMD led a Southwestern Division effort to ensure that career plans were developed for all PPMD employees.

MOST NOTEWORTHY FOR PROGRAMS AND PROJECT MANAGEMENT DIVISION WAS THAT – FOR THE FIRST TIME IN SEVERAL YEARS – NO ORGANIZATIONAL CHANGES WERE REQUIRED. This year, our workforce remained relatively stable at 44 employees. We have been consistently downsized over the past three years from a FY94 high of 73 people.

One of the primary goals of PPMD this fiscal year has been to foster regional relationships within the Corps. Project managers led highly successful design teams for the McAlester Army Ammunition Plant USADACS Administrative Complex and the Fort Sill Defense Finance and Accounting Service Center using team members from Tulsa, Little Rock and Fort Worth Districts. We led the SWD initiative to make the Hazardous, Toxic and Radiological Waste Design District an effective example of regional teamwork. Successful partnering meetings were held with both Fort Worth and Little Rock Districts. A Memorandum of Understanding was signed between Col. Madsen of Fort Worth and Col. Sanford which included an HTRW filter process for most effective use of contract and in-house resources in the two districts. The geographic project manager principal was highlighted as a key to regional success, and great strides are being made to transfer project management responsibilities from Tulsa environmental project managers to geographic districts; this eliminates an unnecessary management layer.

In accordance with an initiative to provide better support to our military customers, project managers were located at the installations. Tinker project manager, Bob McCollum, and Fort Sill project manager, Burl Ragland, have built relationships and learned more about installation support. Another project manager, Hal Capshaw, spent a year on detail at Fort Chaffee as the installation's environmental compliance manager. Closer, more effective work relationships are constantly being developed between the project manager/resident engineer and base civil engineer/directorate of public works. During his July visit, Lt. Gen. Ballard was very impressed with those efforts.

Our Support for Others marketing efforts have started to show positive results. The SFO program exceeded its FY97 scheduled expenditures of \$5.5 million by more than \$1.2 million, ending the year at \$6.7 million. Our major SFO customers include the Environmental Protection Agency, the Federal Correction Institute at El Reno, the Department of Housing and Urban Development, the Federal Emergency Management Authority, and the Cherokee, Seneca-Cayuga and Quapaw Indian Tribes.

A Memorandum of Agreement was signed by the chiefs of Operations Division and PPMD to transfer the responsibility for management of the district's Operations and Maintenance budget to the Civil Works Branch. An agreement with Planning Division was also made for Continuing Authority Program funds to be managed by Civil Works Branch. These changes fulfill the district's objective of having all district funds received and managed by PPMD.

Of primary importance to PPMD, as our name implies, is the successful performance of programs and projects. In Civil Works, the district expended \$17.3 million in construction general (103%), \$521,900 in general investigation (114%), and \$ 63.3 million in O&M (103%). New construction contracts were awarded at Arkansas City and Mingo Creek, and work continues at Fry and McGrath Creeks.

In FY97, more than \$7 million of construction placement was accomplished on the Mingo Creek Local Protection Project through six separate construction contracts. Three new construction contracts, totaling more than \$11.9 million were awarded during the fiscal year, and the last set of project plans and specifications were completed on the design of this \$138.5 million project. During this fiscal year, the final reimbursement of \$4.3 million (of about \$19 million reimbursed to date) was made to the City of Tulsa. This project continues to receive high marks from its sponsor, the City of Tulsa, on project execution and customer care.

In the Military Program, 100 percent of the district's MILCON and BRAC projects were awarded. In our Environmental Program, we expended 100 percent for the Installation Restoration Program and 93 percent for our Formerly Used Defense Site programs.

LOGISTICS MANAGEMENT OFFICE

THIS PAST YEAR, THE **ARMY AUDIT AGENCY** FOCUSED THEIR ATTENTION ON ISSUES RELATING TO THE **CHIEF FINANCIAL OFFICER'S ACT**. Among the issues was Property Accountability and Reconciliation with Financial Records, which had been classified as a Corps Material Weakness since 1988. Logistics Offices throughout SWD were selected to be audited based on the fact that CEFMS was fully implemented.

Through several visits and demonstrations, the AAA's final conclusion was that the validation process had proven to be acceptable. Headquarters was charged with acknowledging the success of this program and publishing guidance for all other Logistics Offices to use. The success of the process was contingent on the ability of the logistics community to execute. The challenge was accepted and met. We became the first element within DOD to obtain certification in this area by an audit agency.

This past year, we conducted monthly meetings with emphasis on supporting the Strategic Plan and the district's goals. All employees were challenged to do process mapping on all functions within Logistics. These maps will be used to cross train employees as well as help develop the regional concept within all of SWD Logistics.

PUBLIC AFFAIRS OFFICE

THE **PUBLIC AFFAIRS OFFICE** TOOK THE **INTERNET WEB BY STORM IN 1997**. The district's presence on the web nearly doubled in size. Detailed descriptions of Corps capabilities in terms of technical services; infrastructure development; hazardous, toxic, and radiological waste services; environmental services; and cultural resource services are now presented.

Tulsa District was the first to make the conversion from Corps-owned vehicles to GSA-leased vehicles. As a result, the district no longer has to budget for replacement vehicles, and the replacement time is every three years. We also helped other districts make their conversion.

The "We're Here to Help" section was added to the district's Home page. It provides fact sheets on various mission programs.

We conducted two classes on How To Be "User Friendly" for the news media. Along with district personnel, public affairs practitioners of other federal agencies attended.

Our new Internet site features are designed to help customers find out how the Corps can help them and who to contact for assistance. This, in the truest sense, reflects the desire to present "One Door to the Corps."

For the second year in a row, Tulsa District managed design for all the Altus Air Force Base O&M projects.

All military designs to include late-starting FY99 Code 3 designs were completed on time.

All MILCON projects were awarded either on time or early.

During the fiscal year, organizational pagemasters working with Ed Engelke of PAO began to develop pages specific to their organizations. For example, guide specifications, under the supervision of John Horner, are now available on the district's web site. Other organizational pagemasters currently include Pam Wellman, Tom Verdel, Marc Masnor, John Blackwell, Rick Gardner and Pete Navesky. A section has been developed called "Study and Project Information" which gives project managers the opportunity to present information on current studies, current construction projects and completed projects.

The district's Internet version of the Water Control Data System, created and maintained by Andy Miller in Hydrology and Hydraulics Branch continues to lead the Corps by presenting real-time streamflow and reservoir information fed to the web by satellite. Our customers can now receive information which is minutes old, whenever they need it, day or night.

Barbara Cravens volunteered and spent three weeks in and around Reno, Nev., helping Sacramento District during the floods in California. The Sacramento district engineer was very complimentary of her expertise and grateful for her help.

The *Tulsa District Record's* editor, Mary Beth Hudson, was again an award winner. She took third place for editorial writing in the Corps prestigious Herbert A. Kassner competition. The *TDR* appeared for the first time on the district's home page.

In trying to save lives, extra efforts were made by park rangers and public affairs personnel to get our water safety messages to the public. Interviews and news stories were carried on every network affiliate TV station and many local radio stations around our lakes in all three states. The newspapers were very generous with lengthy water safety articles. Ross Adkins, chief, was recognized by the National Water Safety Congress for his water safety efforts.

ENGINEERING AND CONSTRUCTION DIVISION



ENGINEERING AND CONSTRUCTION DIVISION EMPLOYEES CONSTANTLY DELIVER QUALITY PRODUCTS AND SERVICE. In the past fiscal year, the division turned over 13 different facilities totaling \$32.7 million to military and civil customers. The division also performed oversight on construction totaling \$137 million. Behind those dollar signs are the accomplishments of many dedicated employees, as well as a number of FY97 success stories.

The Fort Sill Defense Finance and Accounting Service design was carried successfully to the 60 percent completion stage this year, using a multi-district design team. The team's "virtual resource" approach was recognized by nomination for a Hammer Award.

Tulsa District helped the Fort Sill Directorate of Public Works advertise and award one of the first major barracks upgrade projects in the Army. The award price was significantly below the funds programmed. Fort Sill and the district's

success with this large and complex project resulted in additional O&M funds being programmed for Fort Sill to continue the program in FY98.

The Stream Gage O&M Team from Hydrology and Hydraulics Branch was nominated for a Hammer Award in 1997 for savings resulting from improvements to the stream gage process and equipment.

In response to a recognized need to improve accessibility and execution accountability for Hazardous, Toxic, and Radiologic Waste work, the division reorganized internally to create an HTRW Design Center. The new Design Center is intended to serve not only the project managers in Tulsa District, but in all the districts within Southwestern Division.

The E&C Division conducted numerous remedial investigations at sites throughout SWD. Of particular note was the use of the Corps Site Characterization and Penetrometer System rig for use in gathering real-time subsurface environmental data to facilitate decision-making during field activities. Three major projects where the SCAPS was successfully used were:

- ◆ at the Popile Superfund Site, El Dorado, Ark., Tulsa District worked closely with New Orleans District to delineate subsurface creosote contamination.
- ◆ at Vance Air Force Base the SCAPS unit and deployed field analytical capabilities determined the extent of solvent contamination in the groundwater. This rapid site assessment enabled the Corps Total Environmental Restoration Contractor to site and install monitoring well locations in a fraction of the time and cost it would have taken under conventional drilling methods. More than 100 direct push wells were installed, sampled and analyzed in 25 working days for less than \$100,000. The same scope executed using conventional methods would have taken 81 working days and cost more than \$500,000.
- ◆ at a Formerly Used Defense Site landfill in Laredo, Texas, SCAPS technology proved useful because of its non-intrusive nature. The landfill is now beneath an established neighborhood. SCAPS ability to characterize the subsurface without creating large boreholes or significant waste was a major asset to its deployment on this job.

Some successful environmental restoration projects:

- ◆ At Fort Sill, more than 200 tanks which had contained various fuel products or waste oils were removed, and the sites were closed or are in the process of being closed under state requirements.
- ◆ At Tinker AFB, Tulsa District coordinated the excavation and disposal of 2,250 cubic yards of low-level radiological waste and the construction of interim clay caps over two landfills totaling 40 acres.
- ◆ At Longhorn Army Ammunition Plant, 82 sumps were removed and the concrete decontaminated prior to disposal.
- ◆ At the Tar Creek Superfund Site, the Corps, working for the EPA, conducted residential yard restorations for about 300 residences in the Ottawa County, Okla., area. For most homes, between 6 and 18 inches of lead-contaminated soil and all lead-contaminated driveway gravel was removed and replaced with clean topsoil or limestone.

Facilities Turned Over in FY97

Sheppard AFB:

3 at \$10 million

Fort Sill:

3 at \$30.9 million

Tinker AFB:

1 at \$11.3 million

Altus AFB:

4 at \$25.6 million

Civil:

2 at \$4.9 million

We exceeded the contracting-out percentage assigned to the Corps for civil works projects. We achieved a 47 percent rate versus the 40 percent mandated average.

Hammer Material

Stream Gage O&M Team:

- system reliability increased from 90 to 95 percent
- scheduled maintenance eliminated
- one-time \$150,000 equipment cost savings
- \$100,000 annual labor savings

We completed environmental restoration projects totaling \$35 million. Many of the projects were completed in partnership with other SWD districts.

PLANNING, ENVIRONMENTAL, REGULATORY DIVISION

The Cultural Resources Program:
– conducted salvage work at Haley's Point, Lake Texoma, and at two mammoth fossil sites at Truscott and Canton lakes;
– discovered a historic Muscogee (Creek) town site dating to the late 1820s-early 1830s near Chouteau Lock and Dam.

In Dec. 1996, we initiated an evaluation of the adequacy of existing flood control easements at Grand Lake. Easements were originally acquired in the 1940s by what became the Southwestern Power Administration. They were thought by the Corps to be inadequate at that time. The study, scheduled to be completed in March 1998, will establish whether additional easements are required.

On Nov. 1, 1997, Planning Division officially became the Planning, Environmental, Regulatory Division. The name change reflects several organizational changes: Regulatory Branch moved from Operations division to the newly-formed division; Basin Planning, General Planning, and Economics and Social Analysis Branches were consolidated into the present Planning Branch; and the former Environmental Analysis and Support Branch was renamed Environmental Analysis and Compliance Branch.

Through long-term marketing efforts by the Flood Plain Management Services program manager and the Continuing Authorities Projects project manager, both programs experienced growth during a time when many federal programs were shrinking.

During FY97, the FPMS group provided 8,000 flood plain assistance responses to local homeowners, mortgage companies and other interests. Eight Special Flood Study Reports were completed, including one for Hazard Mitigation Buyouts of repetitively flooded homes in Skiatook, Okla. More than 20 studies are on backlog awaiting funds for new studies.

The FY97 CAP program included planning, engineering and construction activities for three streambank protection projects, three small flood control projects and five environmental restoration projects in Kansas, Oklahoma and Texas. The Planning Assistance to States program benefitted from district marketing efforts and grew from the previous year's two to three studies to six active studies. This included our first study ever with the Cherokee Nation.

The Environmental Branch had a very productive fiscal year with a resurgence in the visibility of several historical functional roles. These included water quality and cultural resources, the continued development of the Geographic Information System and the confirmation of an additional program in environmental compliance being added to the functional responsibilities with the development of the new Planning, Environmental, and Regulatory Division.

The Water Quality program reached a pivotal point during 1997 with resurgence of interest in the quality of water stored by the district and in maintaining a quality suitable for project purposes. The water quality program completed field studies at Marion, John Redmond and Council Grove lakes in Kansas to obtain baseline data to describe existing water quality conditions and to provide a basis for future studies. Water quality reports were completed for Big Hill and Elk City lakes in Kansas; and Hugo, Sardis, Waurika, Fort Supply, Copan, and Hulah lakes in Oklahoma. Monitoring of water quality and biological parameters was continued on Broken Bow during FY97 to monitor the trend in water quality degradation that has been observed by locals and through previous studies. In addition to baseline studies, a water quality monitoring program was continued at Lake Texoma, Lake Kemp, and Truscott Lake as part of environmental studies relating to the Red River Chloride Control Project.

The Cultural Resource program continued to provide support to the district through cultural resource surveys, reviews and clearance of nearly 500 outgrants,

leases, pre-construction surveys, and permit actions. About 20 Historic Properties Management Plans have been completed for Tulsa District lakes in support of the operating projects with more than 3,000 sites input on a new cultural resource database. Native American Graves Protection and Repatriation Act activities continued this year with historic cemetery identification and rehabilitation at Fort Gibson, Eufaula, Kaw, Texoma and Robert S. Kerr lakes. Two Notices of Inventory Completion were also published in the Federal Register this year, bringing the total published to four. This initiates the process of repatriation of human remains and artifacts.

GIS support continues to develop with demonstrations provided to many potential military customers, oversight of several aerial mapping/GIS integration projects, and participation in the first Corps GIS Exposition developed by the district. Of notable success was the development of the facilities management GIS for Vance Air Force Base and the Broken Bow Lake Cultural Resources Site Inventory GIS.

INFORMATION MANAGEMENT OFFICE

One of the district's biggest 1997 information technology accomplishments was the installation and implementation of new platforms and communications to support the migration from DOS/Windows 3.X to the Windows 95/Windows NT environment. This move has impacted every piece of information technology in the district. In supporting our customers, IMO had to coordinate and work with the entire district to minimize the impacts.

We completed installation of communications networks with the field offices. Ways were found to install dedicated 56 kilobyte circuits to 37 field offices and a T-1 line to the Fort Sill Directorate of Public Works. This included the installation of local networks and external dial-up communications to the district office as a backup. All of this work had to be completed while maintaining the old communications links.

With the installation of Windows NT Server, the number of servers in the district office was reduced from 38 to 19. Several of those servers were placed in field offices to support the local LAN and communications needs of the field.

As part of the infrastructure modernization initiative, Windows NT Workstation software upgrades were installed on about 90 CADD workstations replacing the Integraph Microstation operating system.

Early in FY97, we replaced our telephone system with a new Meridian switch to increase in-house capabilities to the district. The new system enhanced intercom, conference call and voice-mail capabilities. The entire phone system replacement was managed in-house. Implementation of FTS 2000 service to the field has resulted in reducing long distance charges

Our Graphics Department has continued to provide software training on PowerPoint and Harvard Graphics.

We completed the planning and acquisition of the central processing equipment for the Corps Electronic Records Information System. This system will provide the capability to record records in CD-ROM format, make those records available on-line to district personnel, and allow the early destruction of non-permanent records.

An automated telephone directory system was developed. It can be updated on-line by the employee as changes to locations or telephone numbers occur.

Minutes of the TQSC meeting are sent electronically to all employees and to Southwestern Division.

Some District Improvements

New Employee Orientation
Navigation Chart Update

In support of the district's goal to develop a caring, professional team, we are continuing active participation in the Leadership Development Program by providing a study area in the Library and a place for the program's tapes, videos and books.

Installation of PROMIS was completed for Programs and Project Management Division. The start up PERSACT and an upgrade of PERSACT was completed on very short notice. IMO gave technical support for the initiative to put project specifications on CD-ROM media.

With the large amount of changes in computer equipment, IMO has been re-using any excess equipment or components to eliminate the need for new. Re-use of CPUs, servers, memory, CD-ROM and hard drives has saved a substantial amount of money for the district.

TOTAL QUALITY PROGRAM

THE HEARTBEAT OF TULSA'S TOTAL QUALITY PROGRAM IS THE TQ STEERING COMMITTEE. During FY97, the TQSC began *leading* the district instead of being merely a study and approving team. The steering committee also has oversight responsibilities for accomplishing the district's OPLAN Initiatives which support the Corps Vision.

One of the issues the TQSC committed to was identifying their key business processes, mapping or flowcharting at least one of these, identifying any steps that are no longer productive, and finally, figuring out how to improve the processes. TQSC members presented at least one of their completed maps at the end of the fiscal year.

The TQSC met monthly:

- ◆ To provide corporate direction and a clearing house for good ideas.
- ◆ To celebrate successes in quality improvement.
- ◆ To provide feedback to the workforce.
- ◆ To ensure good ideas don't get studied to death.
- ◆ To support and reward bureaucracy-killing actions throughout the district.
- ◆ To expand the depth of knowledge of quality principles across the district.
- ◆ To monitor implementation of new process improvements.

The district's objective is to use the quality process to make value-added improvements to business processes, thus encouraging our division and office chiefs to take any required action to improve service to the customer. The action taken is reported back to the TQSC as a way for others to learn of the changes and, where possible, to duplicate good ideas and changes. If an action requires command approval, the issue is placed on the TQSC agenda, discussed, and the necessary action taken at the TQSC meeting.

The continued success of Tulsa District depends upon all of us remaining committed and focused on "delighting our customer." Each of us must remain dedicated to excellence and participate in the continuing quality improvement initiatives.

... Column

from page 2

superb facility that meets a critical need for the installation. Our in-house engineers led by **George Aldeen** designed the VOQ. When I was at Altus just before Thanksgiving, the BCE's design chief told me that the VOQ was the finest in-house design he has ever seen from the Corps of Engineers! That is a tremendous compliment coming from a man with extremely high standards and expectations. My commendations to all who have delivered this superb facility to Altus!

Dennis Thomas, PPMD, has been selected to attend the Army Management Staff College in January. Congratulations, Dennis.

The critical repairs to the Keystone tainter gates are completed. The work ad-

ressed the structural deterioration on the gates. **Sam Patterson, Sherman Jones, Curtis Pendergraft, Curtis Parker, Marcus Harbert, Stan Robison, Don Miles, Ron Ward and Charles Hurst** handled this large, very visible project with professionalism. Great work!

Employees of the Technical Support Branch, Operations Division, helped Copan/Hulah Lake Office recently on a project to locate and repair faults in the underground primary power feeding structure and install secondary power. **Jim Wilson and Lance Perdue** worked many long, hard hours often under less than desirable circumstances. **Jeff Miller** took time from his busy schedule to help with this work so the office could purchase materials and get a contract issued before the end of the fiscal year.

In November, the Fort Gibson Lake Office ranger staff and the Oklahoma De-

partment of Wildlife conducted a special handicapped deer hunt in the Whitehorn Cove wildlife management area. Park rangers, **Cheri Randall, Kirt Curell and Darvin McClellan**, worked from before daylight to after dark to make sure the hunt was a success. Great job!

Jim Snyder of Fort Sill Area Office was chosen as the recipient of the first Construction Excellence Award given by E&C Division. The award was established earlier this year to recognize individuals displaying exemplary initiative and excellence in the construction area. Jim was cited for his crucial role in the testing and help in completing the mechanical systems for the Corrosion Control/Fuel Cell Maintenance Project at Altus Air Force Base.

Essays!!

Virtual Technology = Virtual Testimony

THANKS TO TECHNOLOGICAL ADVANCES, THIS YEAR'S BUDGET TESTIMONY BRIEFING WAS CONDUCTED IN A PRACTICAL, COST-SAVING MANNER – VIRTUALLY.

Usually, either the Southwestern Division Commander, along with a complement of experts, visits each district or the district commander and his experts go to division headquarters for the briefings. Either way, it costs a great deal of time and money. Costly, but important, as the information in the briefings is used during congressional budget hearings.

This year a change was made, and a teleconference was held in lieu of the annual trip. Participants gathered before television cameras in their respective headquarters and shared information electronically.

The newest feature of the video teleconferencing was the addition, at no cost,

of a computer link. The district provided its graphic information using "electronic" slides. Both sides could view the graphics on high resolution computer monitors.

Video teleconferencing saved time and travel money for nearly a dozen people. As an added plus, a person giving testimony on a specific project only needed to be in the teleconference room during the time required to present his or her information.

Following the electronic budget briefing, Col. Sanford said he felt there was general agreement by participants that the teleconferencing concept was very successful. SWD Commander, Col. Donald R. Holzwarth, said, "This provides an added plus for persons who have expert knowledge. They have a chance to participate and provide information."

Recycling Results



October 1997 Savings

			29,130.50
			49,497.25
			39.84
			724.35
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
<u>Oct.</u>	<u>205</u>	<u>12.07</u>	<u>193.69</u>
Totals	1345	79.08	1,248.01

Notice

The Taxpayer Relief Act of 1997 changed the method of computing federal income taxes on federal annuities when a survivor annuity has been provided. This

change will increase the amount of the annuity that is taxable.

Federal Employees Retirement System employees who retired after Nov. 30 and Civil Service Retirement System employees

who retired after Dec. 3 come under the new rules.

Contact the Internal Revenue Service for more information. Their number is Dallas is (214) 742-2440.



David Epperly
Customer Care Employee

Customer Care Employee Named

David Epperly, environmental engineer in Design Branch, Engineering and Construction Division, was named Customer Care Employee of the Quarter for the fourth quarter, FY97.

Epperly was nominated by Gregory Prudhomme, chief, Compliance Management Branch, Fort Polk, La., for his work with the installation.

The nomination letter states, in part, "David has been assisting Fort Polk for the last three years. He recognizes our value as a client and, as a result, he is always looking out for our best interests."

Congratulations, Dr. Dave!

Personnel Notes

October Hello

Megan Gibson, RM, Finance and Accounting
Danielle Sainer, OD, Robert S. Kerr Project
Deana Scott, OD, Fort Gibson Project

Promotions

Darrell Coffey, OD, Robert S. Kerr Project
Janice Coy, IM, Automation & Communication
Mark Ernst, OD, Robert S. Kerr Project
Scottie Fiehler, EC, HTRW Resident Office
Terry Murphree, EC, HTRW Resident Office
Connie White, OD
David Whiten, IM, Automation & Comm.

Capshaw is IMO Chief



Hal Capshaw, Chief
Information Management Office

HAL CAPSHAW HAS, ONCE AGAIN, BEEN NAMED CHIEF OF INFORMATION MANAGEMENT OFFICE.

Capshaw served as chief of IMO in Baltimore District from 1985 to 1987. He then came to Tulsa District in the same position in 1987 and served there until 1990. He began his most recent stint in that position in September.

Capshaw has a bachelor's degree in petroleum refining engineering from Colorado School of Mines. Prior to his federal career, he worked in the private sector for three different firms as a manager and engineer. He began his federal service in 1982 at Aberdeen Proving Ground, serving in the Facility Engineering Directorate and at the U.S. Army Toxic Hazardous and Materials Agency.

He has served the past seven years as a project manager in Geotechnical Branch and in Programs and Project Management Division. He was a lead project manager for the Air Force Program, HQ Air Education and Training Command, and served the last year as environmental compliance manager on the Fort Chaffee Garrison staff.

As chief of IMO, Capshaw is responsible for the Information Resources Management Program including information technology systems, communications, audio graphics, records management, administrative publications and mail. He sees IMO as a nerve center of district and says the office's responsibility is to anticipate the needs of the district, meet those needs at the appropriate time, and keep the current systems functioning. "When the functions we have here such as telephones, the LAN, computers go down, it pretty well shuts down the district," Capshaw says.

IMO, as is true throughout the district, faces the challenge of reducing expenditures to meet the district's operating budget. The office has already reduced staff by two employees through VSIP/VERA and is now looking at cuts "well beyond that," Capshaw says.

"One of the challenges we have in front of us is to try and figure out how we can least impact the mission of the district and still do what needs to be done," Capshaw said. He said the office's mission areas will have to be looked at, and some might be dropped or altered. As an example, he said, the district no longer has a photographer, and the office no longer supplies that service to the district. Other changes will come as further reductions are dictated by the budget.

Challenges aside, Capshaw says IMO has positive things to accomplish. "Our vision here is to try to do a really outstanding job for the district. The better job we can do, the better the district can do." He says the foresight of the IMO staff has placed the district in the lead in Southwestern Division in terms of modernization, regionalization and supporting virtual teams. "We want to stay in the lead. We want to be the best in the division."

Capshaw is affiliated with the Society of American Military Engineers. A native of Tulsa, Okla., he and his wife, Rosemary, have two children, Hal Jr. and Dan. Rosemary is the Federal Women's Program Coordinator in the Equal Employment Opportunity Office.

Software to Change

THE INFORMATION MANAGEMENT OFFICE IS UPGRADING DESKTOP SOFTWARE IN THE DISTRICT AND FIELD OFFICES. Office 97 is replacing Office 95, and the McAfee anti-virus software is replacing IBM. The McAfee software has been acquired for use throughout the Department of Defense. It is unusual to be making upgrades so soon after completion of the Windows 95/Office 95 installation, but Office 97 was not available when the effort was begun. The decision to move to McAfee was made recently by DoD.

Office 97 will eliminate certain compatibility issues with other offices in the division already using Office 97. It is also easier to convert documents from WordPerfect and Quattro Pro in Office 97. Most customers who have been using WordPerfect and Quattro Pro for Windows will not have a difficult transition to the Microsoft Office products. There are no significant operational differences between the Office 95 and Office 97 products; individuals who have been trained in Office 95 won't require any more training.

IMO is working with a local vendor and the training coordinators to provide low-cost, on-site courses in Word 97 and Excel 97. It appears that each course, including a manual, will cost about \$70. Offices may want to send a few representatives and have them help others. In addition, specialists will be available to assist customers through the Help Desk.

All computers must have a minimum of 16MB memory (32MB is preferable) and 35MB of available disk space for this upgrade. Customers should check their computers to determine if space or memory problems exist. IMO will provide specifications and will install equipment upgrades as required. A few spare 486 computers and spare parts have been released by various offices; these can be made available. Some new equipment may be required.

The installation procedures have been completed and will be pilot tested. Each installation can be completed in 45 minutes, and one computer specialist can have multiple installations running at the same time. Installation throughout the district will be completed by mid-January.



Courtesy Fort Gibson Project Office
Participants in this year's handicap hunt at Fort Gibson pose for the camera. Not pictured, the deer.

Agencies Host Successful Hunt

In November, the Fort Gibson Lake Office ranger staff and the Oklahoma Department of Wildlife Conservation conducted a special nonambulatory deer hunt in the Whitehorn Cove wildlife management area. Although the turn out was low, the day was a success.

One of the hunters, Rance Bighorse, took two doe – the first deer taken since his accident eight years earlier.

All the other hunters also had opportunities to take deer but the law of nature prevailed, and most of the deer won out.

This is the hunt's second year, and hunters, once again, had an excellent time. The ranger staff manages the area by planting food plots, burning prescribed areas, and brushhogging trails for access to the blinds. Last year, the blinds were constructed by a local scout as an Eagle Scout project. This year, Paul Bengel, concession owner of Whitehorn Cove, volunteered his restaurant for the pre-hunt meeting and his campground for hunt headquarters. Pizza Hut of Wagoner donated food for all involved. All the rangers at Fort Gibson Lake spent many days preparing for this enjoyable hunt.

WordPerfect and Quattro Pro are no longer available in the Operations Division field offices, and are scheduled to be removed from the district network March 1, 1998. Customers should plan to have documents converted by that date. IMO will be available to help and will provide some conversion guidelines for these products. Special arrangements will be made to provide ongoing WordPerfect and Quattro Pro support for those who need these products to support their customers.

Another computer software upgrade may be required in the third quarter of FY98. The district will be implementing Microsoft Exchange as a replacement for GroupWise, and CEFMS is being changed to operate with graphical user interface (windows) software. There is not much information available yet regarding the CEFMS changes, and the Exchange conversion depends on the availability of funding. Additional information will be provided as planning progresses.

Be the Corps standard in customer care and professionalism.

Flash From the Past



Shots from the field laboratory at Fort Supply Dam, 1937. The men are, left to right, Abby Moore, Harold W. Chandler, Claud L. Pratt and Orval A. Sudderth. They are pictured outside the field lab which is shown above.

(Photos courtesy of Harold W. Chandler)

Retiree Roundup

I am now confined to a wheelchair, crippled from arthritis.
My wife, Mildred, died Sept. 27, which was our 61st wedding anniversary.

She fought emphysema for years and then, at last, cancer of the lung.

**Mervin Clements, Tulsa
Retired 1972 from Management Branch
38 years with Corps**

Attend church, Masonic Lodge, NARFE, AARP, Tarrant County Senior Citizens Alliance, Arlington Men's Garden Club, Senior Men's Club of Arlington, bridge with Encore Club and other duties as assigned.

I think often of "Pearl Harbor." We

had started construction of Tinker Field. We were told to come to work at daylight and stay 'til dark. We did, and no overtime, and raises were almost unknown.

Enjoyed working for George Shepherd, F. M. Newell, P. F. Goodman, John Whipple, W. L. Boland, Dick Palmer, Wade Woodham and Ray Tomasko.

Could talk about experiences for hours.

**Harold W. Chandler
Arlington, Texas
Retired March 10, 1975
30 years with Corps**