



US Army Corps  
of Engineers  
Pittsburgh District

# Headwaters Highlights



Vol 27 No 2

Spring 2003

## FY03 budget increases Lower Mon, security funding

**A** multi-million dollar increase in funding for the Lower Mon Navigation Project, and several Congressional adds for general investigations of community problems are included in budget action for the current fiscal year.

In addition, a commitment of \$923,000 from higher headquarters for security improvements will mean that several Pittsburgh District facilities can be better protected against potential terror attacks or other damage.

These are highlights of a FY03 spending plan totaling \$121,866,000 that has advanced through Congress and the President and is now being used to plan District actions for the rest of the year.

The final appropriation for the Lower Mon work totals \$42 million, up from the \$36 million originally proposed over a year ago in the President's budget for Fiscal Year 2003.

According to Project Manager Hank Edwardo, the money will allow work to continue, particularly with site development contracts at the Locks and Dam 4 at Charleroi.

Work will also continue on the Braddock Dam, where the giant floating concrete dam segments have been firmly attached to the river bottom and much of the gate-control superstructure is in place.

Braddock Dam may be completed by the end of this year, according to



*This new road at the East Branch, Clarion River Lake, was completed recently to increase the enjoyment of the area for campers and others. This year, the East Branch facility will see a \$100,000 upgrade to its sewer and septic system, under funding recently approved in Congress. (Photo by John Pontus)*

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# Up Front

with District Engineer  
COL Raymond Scrocco



## District showing true colors as it faces new challenges

**T**he snow is gone and spring is finally here. Regardless of the season, we continue to be actively engaged and as always facing new challenges. The Pittsburgh District is showing its true colors of how it can continue to accomplish the District's diverse missions while at the same time supporting the war efforts of Enduring Freedom and Noble Eagle halfway around the world. All of us can be proud of our support for the nation, but I want to especially salute those who are deployed and those who have volunteered to be sent wherever our country needs them.

For instance, Charles Kottler, a civil engineer, is now with the Pennsylvania National Guard. Tom Cannon, a realty specialist, is with the Army Reserve. Michael Smoley, one of our lock operators, is with the Air National Guard, and student employee Chad Wagner is activated with his Army Reserve unit. All are in uniform somewhere in the world, doing their important jobs on our behalf in these dangerous times. Security rules prevent our talking about exactly where these folks are and what they're doing, but rest assured, they are playing important roles in the nation's struggle to liberate Iraq and fight terrorism.

Others in the reserve component have returned to the district after recent deployments: Vearl Cline is back at his survey tech job after being called up by the Air Force Reserve and Donald Laughland is back to being a lock operator after his National Guard call-up. Newly-hired management analyst Debra Couture arrived at the district fresh from a deployment, and remains a member of the Army Reserve.

Maintenance mechanic James Draper and equipment mechanic James McKelvey are back from their deployments, and other reserve component soldiers like supply specialist Mike Bodnar are awaiting activation orders, if their skills are needed.

Civilian employees from the district are either on duty or on the way, as volunteers. From Real Estate, Gregory Dorward and George Boguslawski have been away as part of teams of Corps employees in the worldwide war on terrorists. More recently, executive liaison Lonnie Krogstad, security manager Steve Davidson and Engineering and Construction chief Dan Hitchings have just learned they may be needed. From Emergency Operations, Bob Waigand has been notified

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he may be in line for work with FEMA. My sincere thanks and appreciation go to all of them.

By the time you read this, there may be others from LRP taking a more active role in the national effort. I am proud of the district employees who put their names on the lists for volunteers. People like Wayne Lutz, Charles Brudowsky, Vernon Weaver, William Zelina, Steven Kratchovil, Pete O'Connell, Sylvia Shaner, Kit Tressler, Paul Yeso, Bill Heyer, Dave Bishop and Tom Carr all stepped forward when the call for volunteers went out. To them – and to anyone else who has volunteered since I wrote this, or whom I might have inadvertently left out – I want to give a hearty thank you, on behalf of the district and a grateful nation.

One other recent deployment of note – Larry Gill and Moe Derewecki recently returned from the Pacific Island of Guam where their skills helped the residents recover from a devastating typhoon. For Larry, the return was brief, since he has been called back out this time to support Southwest Division's mobilization efforts. All of you are making the Pittsburgh District very proud.

And there's more to the effort than just the list of names and places.

The district is working to support our fellow employees and their families during these tough times.

I'm counting on all district leaders, and in particular Lisa Eberly from CPAC and Jack Cicone from the IM shop to take active roles in assisting those who are deployed. We've set up a Family Support Program which lays out the procedures to implement a system that has always been common on active duty installations, but has not been as needed in the past in civilian agencies like ours.

Lisa Eberly and her people in the Civilian Personnel Assistance Center will prepare orientation materials, contact numbers, advice on benefits and payroll issues, and will maintain an inventory of other resources. They realize that it's a different, more serious level of customer support when employees are called upon to provide legal documents such as powers of attorney, insurance beneficiaries, or family members' names for notification.

I also have confidence in the Information Management Office as it supports the communications needs of any deployed members of the Pittsburgh team.

They are taking to heart the needs of a deployed employee to keep the lines of communication open and will do everything they can to keep our people in touch with their loved ones. In addition to more standard IM support such as mail, automation and even e-mail support, IM is even looking at newer technology that is on the market, such as cellular phones capable of sending picture or even video.

So whatever we're able to do, we'll be helping our people enjoy at least a little bit of Pittsburgh wherever they are serving. As an officer who has had to serve away from home and family, I can tell you that efforts like this do make a difference in morale and in enabling our high-speed District employees to do their missions superbly, as I'm sure they will.

Closer to home, the worldwide war on terror over the past several months has led to some increased security measures at Corps of Engineers flood control, navigation and recreation facilities across the district. Several of our lakes have new concrete "Jersey barriers" to keep potentially harmful vehicles away from critical facilities and most others have changed traffic patterns or invoked new parking restrictions.

At Kinzua Dam, sightseers can no longer walk out onto the dam to enjoy the stunning view, as they did in the past, and at least for the time being traffic across the top of Youghiogheny River Lake Dam is being restricted, limiting access to a popular boat ramp.

At all areas, fishermen are being kept further away from outflow areas, which could be vulnerable to sabotage or other mischief. Also, visitors are urged to be more aware of their surroundings and encouraged to report suspicious activities of others in the areas.

These measures bring home to all of us how serious this anti-terrorism business really is. We try hard to strike the balance between public enjoyment of our facilities and the need to protect our property, our visitors and the public living downstream. Security manager Steve Davidson and others assigned to his team have reviewed all facilities and made recommendations for tighter measures, depending on the national security levels and on the Corps' own Force Protection levels.

In downtown Pittsburgh, Steve and the building security forces have coordinated closely with local law enforcement officers to handle the concerns caused by

protesters outside the Federal Building. I appreciate the willingness of all of the district employees to put up with additional security measures and the potential disruptions caused by these people exercising their first amendment rights.

These are difficult times for America, and an eventual military victory in Iraq will be just one of many milestones in this chapter of our history. Just as the Corps of Engineers has been part of the nation's defense

since its earliest days, so too will Pittsburgh District be ready and able to share the mission thrust upon us in the future.

I ask that all employees take a moment as you read this and think of your fellow members of the district family and their sacrifices, so that we can all redouble our own efforts in support of the cause of freedom for all.

*Continued from Cover - Budget*

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schedules provided to the district by its contractor, the joint venture of J. A. Jones and Traylor Brothers.

Several line items of increased funding, known as "Congressional adds," will support specific construction or improvement projects at district facilities.

In the northern part of the district, the Kinzua Dam will see improvements ranging from a modernized visitor center to improved handicapped access, due to an extra \$500,000 inserted in the budget by Congress.

Also, Tionesta Lake project will benefit from an extra \$468,000 targeted for campground upgrades. East Branch Lake had \$100,000 added for upgrades to the sewer and septic system, designed to better support the thousands of visitors each year.

Two other reservoir projects, Conemaugh River Lake and Loyahanna Lake, will use identical \$50,000 in "adds" to fund studies of their release schedules to determine if changes could be made to offer more support for

downstream recreation or other uses.

General Investigations continue to be significant to the district, not only because of the amount of funding in a particular year, but because they can lay the foundation for solutions to community problems that the Corps can undertake in the future.

One significant Congressional add was \$800,000 to support a feasibility study to address the condition and capacity of the Emsworth, Dashields and Montgomery Locks and Dams. The study of environmental dredging for the Mahoning river in Ohio and Pennsylvania is supported in the FY03 budget with \$800,000, up from the \$40,000 in the originally-proposed budget.

Three separate \$100,000 adds will support environmental restoration studies for the Streets Run Watershed and Tununguant Creek, both in Pennsylvania, and Wheeling Creek, in Ohio.

In addition to the funding approved in Congress, the district

learned in April that \$923,000 has been designated for security improvements at district facilities. The money will support a variety of measures that were proposed under the Critical Project Security Program, a review of district facilities that looked at how secure they were against potential terrorist actions or other vandalism.

No specific breakout of projects is available yet for the CPSP spending, but improvements could include fencing, security cameras or other means of protecting those facilities deemed most vulnerable.

As in past years, the largest single item in the year's budget is for operations and maintenance. For FY03, Congress appropriated \$65,151,000, or just over half of the total spending plan, to operate Pittsburgh District's system of 23 navigation locks and dams, 16 multi-purpose flood control reservoirs, and numerous local flood protection projects.

# District members respond to Guam Typhoon

On Dec. 8 the island of Guam was hit by a super typhoon – the second typhoon within six months to hit the small U.S. territory in the Pacific 4,000 miles southwest of Hawaii. This one was dubbed Super Typhoon Pongsona and packed sustained winds of 150 mph with gusts of up to 180 mph. It struck leaving behind downed power lines, polluted water wells, destroyed fuel storage tanks, uprooted trees and debris. It peeled paint off walls and crumbled paved roads. More than 1,000 homes were leveled leaving many residents homeless.

A typhoon is the same type of storm as a hurricane, except that it forms in the northern Pacific Ocean west of the International Date Line.

A day after the storm passed, President Bush declared Guam a federal disaster area. FEMA, with representatives still on the island from the last typhoon, was in charge of the federal recovery effort, with help from other federal agencies as needed. FEMA tasked the Corps, which has extensive emergency response capabilities, to assist in helping the people of Guam. Corps personnel from around the nation in-processed through the Honolulu District’s Emergency Operations Center before continuing to Guam. Two of those personnel were from the Pittsburgh District.

As members of LRD’s Logistics Planning and Response Team (LPRT), Larry Gill, equipment specialist, and David “Moe” Derewecki, materials handler, both



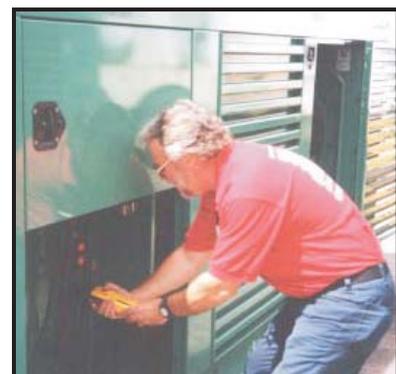
*Moe Derewecki and Larry Gill take a well-earned break during recovery work in Guam.*

of Logistics Management Office, were deployed to Guam January 11 for 28 days.

Gill and Derewecki were assigned to one of three Quality and Assurance (Q&A) Power Mission teams. Gill was deployed as the division team leader with the responsibility of overseeing seven division team members. He served as the credit card holder for Pacific Ocean Division in Guam, acting as liaison between FEMA and supply contractors. Gill ensured all purchases were made in compliance with regulatory guidance and that there was uninterrupted flow of work assignments.

Derewecki was deployed as a subject matter expert performing Q&A work that monitored the 170-plus FEMA generators installed

at fire and police stations, schools, shelters, hospitals, senior citizen centers and water and waste pumping stations. He made sure that there was enough fuel for the generators, their hours of operation,



*Moe Derewecki tests the amperage output of a generator.*

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# CAP rarity in the admin support ranks

By Caryl Hickel

Engineering/Construction Division

While we have come to expect that engineers and scientists obtain professional certification, it is very unusual to find a similar example within the administrative support field. However, one such admin support professional has joined the ranks of those few. Last November, Katherine M. Astleford, a program assistant in Design Branch, Engineering and Construction achieved the rating of Certified Administrative Professional.

Using her own time and financial resources, Astleford prepared for and passed a grueling exam administered by the International Association of Administrative Professionals.

With over 600 chapters and 40,000 members worldwide, IAAP is the world's largest association for administrative support staff. IAAP administers two certification programs: the Certified Professional Secretary (CPS) and the Certified Administrative Professional (CAP). The CPS exam, similar to the EIT, covers basic knowledge, theory and applications. The CAP rating, similar to the PE, measures the candidate's ability to properly analyze a situation, determine the critical factors and then properly apply a wide range of knowledge in a variety of situations.

Astleford had previously achieved CPS status by taking a two-day six-part exam covering finance,



*Katherine Astleford recently achieved Certified Administrative Professional rating.*

business law, office technology, administration, business communication and management science in May 1985. Although grandfathered with this certification she has recertified twice – once in April 1997 and a second time in April 2002 to keep current with trends in the office professional occupation. With the advanced CAP rating, Astleford has proven her critical thinking skills and the ability to properly apply sound managerial concepts.

Never one to rest on her laurels, Astleford is already preparing to become a proctor for future CAP exams while obtaining the continuing education requirements to maintain her CPS and CAP designations. Astleford is to be commended and recognized for her initiative and drive to achieve such high professional standards.

## OPM emergency guides on web

Posted on the CPAC's web page are two Emergency Guides developed by the Office of Personnel Management in conjunction with the Department of Homeland Security. One guide is for managers and one is for employees. The information provided is to educate the workforce on procedures to take to protect themselves from potential biological, chemical, or radiological attacks.

Please take time to read these guides, although not all inclusive they provide basic information.

# District studies how best to revive North Park Lake

The largest lake in Allegheny County, North Park Lake, is getting a helping hand from the Corps of Engineers to improve the diversity of aquatic habitats in the lake. The district is studying how best to remove sediment from the lake bottom.

“Every time it rains, sediment blankets the lake bottom, degrading it and slowly reducing the amount of available open water,” said Carmen Rozzi, project manager. The North Park Lake Aquatic Ecosystem Restoration Project will also fix stream bank erosion along portions of Pine Creek, which flows into North Park Lake.

However, there are some good points about this sedimentation. It has promoted the development of high quality wetlands at the head



*Canada geese take a swim at North Park Lake.*



*A scenic view of North Park Lake, the largest lake in Allegheny County.*

of the Pine Creek arm of North Park Lake. The planned improvements will be designed to improve the diversity of aquatic habitats in North Park by enhancing the existing wetlands while also restoring the open water habitat in the remaining portion of the lake.

A feasibility study, which is scheduled for completion in December, is now underway for the North Park Aquatic Ecosystem Restoration Project. The public had an opportunity to voice their concerns and offer input at a public meeting held Feb. 27. Due to those concerns, the district is performing additional investigations to

determine alternate placement sites for the dredged material.

North Park Lake is a man-made lake located at the confluence of Pine Creek and the North Fork of Pine Creek in McCandless Township, a few miles north of downtown Pittsburgh. In November 2001, Allegheny County signed a partnering agreement with the district to restore the aquatic ecosystem of the lake. Since the lake was built in 1935, sediment has reduced the open water habitat by almost 50 percent.



*Planned improvements will improve the aquatic diversity at North Park Lake.*

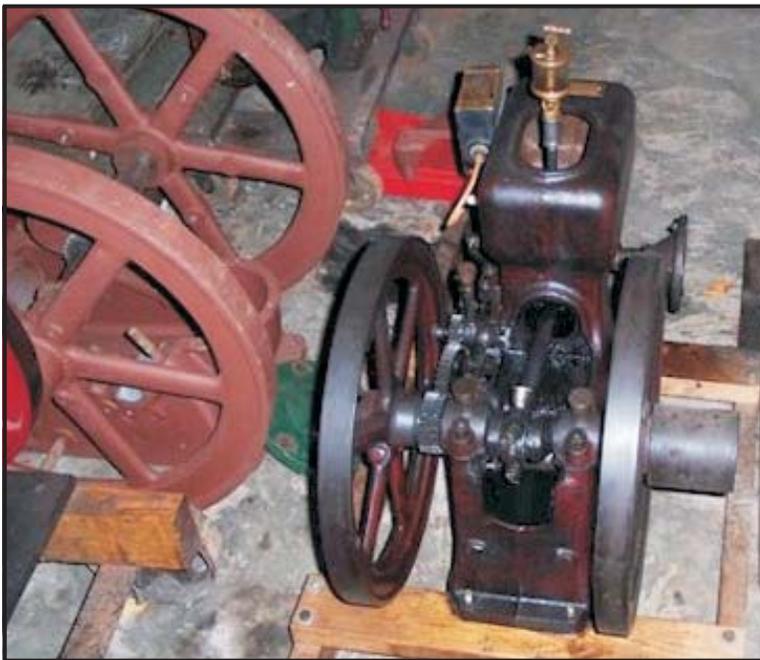
# Hearing the call of rusty iron

By John Derby

Crooked Creek Lake

**M**y hobby started in 1964 when my family moved from Minnesota to western Pennsylvania. In our backyard was an old oil well shanty. As a curious seven-year old, I and the other boys from our neighborhood found it fascinating to sneak into the old pump house and play on the monstrous “thing.” None of us knew what it was. It looked like some sort of steam engine with five-foot cast-iron wagon wheels. All we cared about was who could climb up the greasy wheels or stand on top of the oil soaked engine. Some of us would step out onto a spoke and our body weight would force the greasy wheel to start turning.

Over time the old engine house was forgotten. The roof collapsed; the old engine became a big rusty piece of junk. The toy was now an eyesore.



*This is one of the many stationary gas engines Derby is restoring so their historical significance is not lost.*



*Derby has dedicated his free time to restoring old gas stationary engines.*

Twenty years passed. I was returning home from McConnell’s Mill State Park with a carload of scouts when we stopped in the village of Portersville. I saw a field loaded with “toys”. Much to my surprise the first one I saw was just like the old engine we had played on as kids. It was barking and snorting big puffs of blue smoke and the wheels we had tried so very hard to turn with our tiny legs were spinning around and around. All I could do was stare. This was the turning point. I was hooked on collecting rusty iron.

I walked over and introduced myself to the proud owner who began to tell me that the engine was called a Reid, made in Oil City for supplying power to a big flat leather belt that operated a crude oil pump. He went on about how it was built some time between 1890 and 1900 and that most of these engines were only 15-horse power. Since they were made from cast iron they could weigh as much as 3 tons. He offered me the chance to buy an extra Reid from his collection.

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The tricky part was convincing my new bride that we needed a gas engine in the family.

Since that time I have dedicated my free time to restoring stationary gas engines. The historical importance of these engines cannot be lost to time as they helped our young country move out of the 19<sup>th</sup> century when steam power was king into the 20<sup>th</sup> century and to where we are today. Prior to the gas engine being introduced around 1865 most of the work done in rural America was done by hand power, wind power, water power, hot air or by animal.

The gas engines that I collect were inspirational in that one small engine could save the amount of time a person had to do manual work. They were used for pumping water, grinding corn, sawing fire wood, operating the bellows for the blacksmith, cutting lumber and washing clothes.

Around 1914 through 1930 gas engines became an overnight success and moved from the farm to the factory.

Everybody was trying to get into the act of offering the rural farmer or manufacturer the best, newest, fastest, low cost of operating, or smoothest running gas engine on the market.

I have been asked, why fix something that has not run since before WWII. (After WWII most of rural American had electricity and the primitive gas engine was pushed into the hedgerow or turned in for scrap during the scrap iron drives for the war.) Why would anyone take up to five years of their time to free a stuck piston and then spend tons of money and labor in sandblasting, fabricating new pieces, painting and then

the labor-intensive effort of winching just one engine up into a pick up bed or utility trailer?

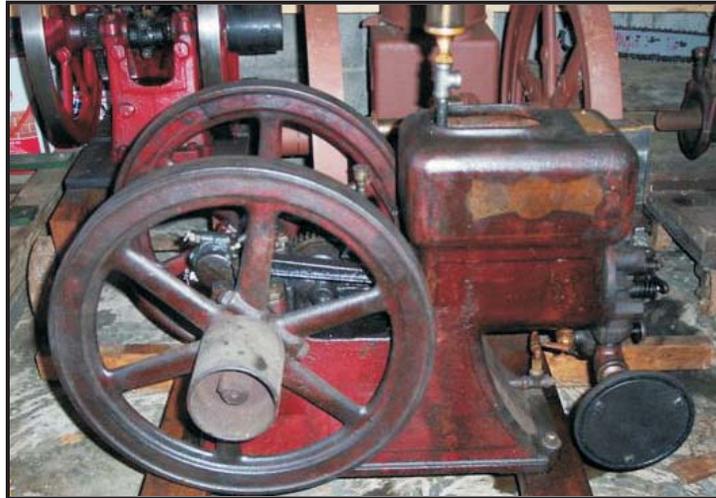
I do this because it is fun to swap stories with the other collectors: how hard it was to get the engine out of the woods; how we had to cut a road back into it, or maybe it was in a barn or basement. Some of the stories are about its restoration: how many years it took to get all the parts unstuck, cleaned and put back together without the owners manual. It all comes down to one's

interpretation, one of the many things a park ranger loves to do. We love to tell stories to those who will listen. It helps keep my interpretive skills sharp.

I also get asked what is something like that worth? I don't like to put a value on an engine because once you spend the money, what do you have, nothing? I do it for the pure enjoyment of listening to the engine. From watching the piston move back and fourth, the crank shaft turning, the connecting rod flinging oil

everywhere, to watching the massive 54-inch flywheels spinning around to watching a 9-inch diameter piston slide in and out of the cylinder bore is mind boggling.

To some of us it's the joy of listening and watching a steam locomotive roaring down the tracks. To others it's looking at a bright green John Deere tractor in a parade and remembering how Grandpa used to plow the fields. Perhaps it is collecting kitchen items that your grandmother might have used. Perhaps the best hobby is collecting or doing something that brings you joy. All of us have something to share with those willing to listen, mine just happens to be old rusty iron.



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*“I do it for the pure enjoyment  
of listening to the engine.”*

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*- John Derby*

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## Rangers kick-off Lewis and Clark bicentennial

Neither snow nor sleet stopped Pat Kline of M.J. Kirwan and John Derby of Crooked Creek and eight other rangers from around the country from their appointed rounds in Washington, D.C. during the third week of February.

The 10 Corps rangers were handpicked from 38 rangers who initially applied to participate in the kick-off of the Lewis and Clark bicentennial at headquarters, USACE during Engineers Week, Feb. 17-21. That was also the week that Washington was hit with a 20-inch snow storm.

Since the Washington schools were closed all week due to the snow storm, the rangers didn't get the chance to visit them as planned. However, several park rangers, including Derby, took it upon themselves to go to the GAO Day Care Center and present an interpretive program. "This may have been an unplanned event," the after-action report noted, "but it was an excellent program that was greatly appreciated by the day care

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*Lt. Gen. Robert Flowers, wearing an 1803 Army uniform, joined rangers from across the country at the Lewis and Clark Kick-off at Headquarters, USACE. John Derby, left, and Pat Kline, right, represented Pittsburgh District.*



*Lewis and Clark's Corps of Discovery:*

### It started in Pittsburgh

Lewis and Clark's epic journey covered nearly 8,000 of unknown territory west of the Mississippi River. It was the 18th century's equivalent of landing a man on the moon. And it all started in Pittsburgh.

Because of its geographical location, Pittsburgh was considered the Gateway to the West back at the turn of the 19th century.

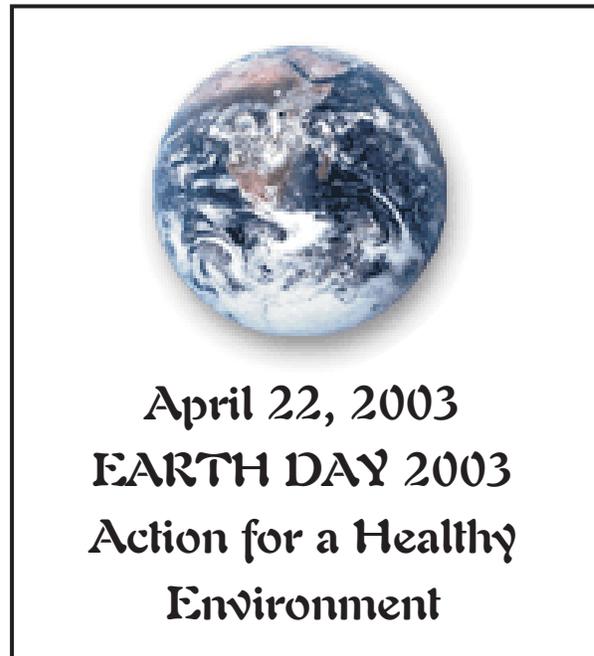
It was in Pittsburgh where Meriwether Lewis, arriving in the river town on July 15, 1803, had the expedition's 55-foot keelboat constructed. It was in Pittsburgh that wagon loads of supplies arriving from the East Coast were placed on boats to travel down the Ohio River to St. Louis.

The day the keelboat was completed, August 31, 1803, Lewis, his newly acquired Newfoundland dog, Seaman, and his party set sail downriver to meet up with William Clark to continue preparations at St. Louis for the Corps of Discovery expedition across the continent.

staff. This impromptu program shows the caliber, innovativeness and adaptability of the Corps park ranger staff.”

To kick-off the week, Chief of Engineers Lt. Gen. Robert Flowers greeted members of the Headquarters staff in the main conference room. Many were surprised by the uniform he was wearing — an 1803 period uniform replica. He portrayed Col. Jonathan Williams, Chief of Engineers at the time of the expedition. After talking about the role of the Corps and Army in the Expedition, he proceeded to discuss the role of the park rangers. At the conclusion of his remarks, he presented each of those 10 park rangers with a Commander’s Coin.

The rangers presented programs on a variety of subjects throughout the week. They staffed a display near the Chief’s office. This gave the rangers the opportunity to talk about their projects, their specific jobs and the kinds of outreach they do on a routine basis.



*The borough of Reynoldsville was presented an award by the Pittsburgh District in April for the outstanding job of maintaining the Reynoldsville Local Flood Protection Project during the 2002 inspection cycle. The Reynoldsville’s project, located in Jefferson County, Pennsylvania, contains 11,400 feet of channel improvement. From left to right: Bob Reddinger, Emergency Management; Jim Horner, borough of Reynoldsville; Jim Huntington, borough of Reynoldsville; and Bob Waigand, Emergency Management.*

# Al Zupon: An Engineer's Engineer

Albert L. Zupon, retired chief, Operations and Readiness Division, as well as a respected community leader and engineer, died at his Scott Township home Feb. 2. He is remembered as an "engineer's engineer" and as a person who cared greatly about others.

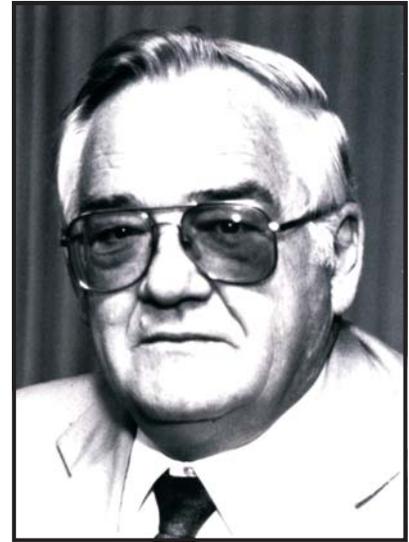
Mr. Zupon graduated from West Allegheny High School in 1954 and the University of Pittsburgh in 1958, where he earned a bachelor of science degree in civil engineering. While at Pitt, he served in the R.O.T.C. and after graduating was commissioned a second lieutenant in the Army. He served on active duty for two years and remained in the Army Reserves for another 20 years retiring as a lieutenant colonel.

Mr. Zupon started working for the Pittsburgh District, U.S. Army Corps of Engineers in 1961. He was the office engineer for the construction of West Branch

Reservoir, (renamed Michael J. Kirwan Dam and Reservoir) and the resident engineer for the Chartiers Creek Flood Protection and the Pittsburgh Bulk Mail Center in Warrendale, Pennsylvania. His work to assure that the mail handling facility was completed and processing mail on time and under budget earned Mr. Zupon the Manager of the Year Award in 1976.

In 1976, he transferred into the Operations Division as chief, Regulatory Branch. On June 27, 1982, Mr. Zupon became chief, Operations and Readiness Division where he oversaw approximately 600 personnel at 23 locks and dams and 16 reservoirs in the Pittsburgh District. He served in that position until his retirement from the Corps in 1996.

While working for the Pittsburgh District, Mr. Zupon was post president for the Society of American



Al Zupon

Military Engineers, Pittsburgh Post, as well as other post positions.

Additionally, Mr. Zupon was elected to the Pittsburgh District's Gallery of Distinguished Civilian Employees and was a fellow in the Society of American Military Engineers. He was a registered professional engineer and a registered land surveyor in Pennsylvania.

## *Some Personal Memories*

"Al was a gentleman who treated every person with dignity and respect... For us in the field, he was our biggest cheerleader and defender. Everyone who knew Al Zupon should feel privileged and blessed to have known and worked with such an extraordinary man."

— *Jeana Amberger, Beaver Area Office*

"The mere fact that he would even remember my name when he only saw me once every three or four years impressed me."

— *Pat Kline, Ranger*

"He will be missed by many and was a true leader for our District. Good-bye. Al."

— *John Derby, Ranger*

"Al called me around the holidays to ask about the tornado that hit Mercer County in November. He knew I lived in the area ... I will always treasure that conversation we had. That was the kind of person he was, genuinely concerned and interested in his people."

— *Mike Cummings, Operations Division, Pittsburgh*

"I regarded Al as one of the good guys."

— *Mike Fowles, wildlife biologist*

*Continued on page 16*

## Award Summary

### Employees recognized for their outstanding performance

The following employees won awards from USACE, LRD, the Federal Executive Board and the Federal Women's Program in 2002.

#### **Federal Executive Board winners:**

Rosemary Reilly - Outstanding Professional Employee (Med/Scientific) - Gold

Raymond Povirk - Outstanding Professional Employee (All other fields) - Gold

Joseph Thomas - Outstanding Supervisor/Manger in a Professional Series - Gold

Ralph Brinker - Outstanding Supervisor/Manager in a Trades and Crafts Series - Gold

Patricia Remaly - Equal Employment Opportunity Award - Gold

Robert Molnar - Chairman's Award - Silver

Carol Tasillo - Outstanding Professional Employee (All other fields) - Silver

Caryl Hickel - Outstanding Supervisor/Manager in a Professional Series - Silver

Judy Gunkle - Outstanding Administrative Employee - Silver

Michelle Anderson - Outstanding Clerical Employee - Silver

David Derewecki - Outstanding Trades and Crafts Employee - Silver

Julious McCallum - Outstanding Trades and Crafts Employee - Silver

Wayne Lutz - Outstanding Supervisor/Mgr in a Technical Series - Silver

Deborah Campbell and Conrad Weiser - (Archaeological Team) Outstanding Contribution to Science (Non-Medical) - Silver

Joseph Elwell - Community Service - Silver

Carmen Rozzi - Outstanding Service to the Public - Silver

Henry Edwardo - Chairman's Award - Bronze

William Harkness - Outstanding Supervisor/Manager in a Professional Series - Bronze

Katherine Astleford - Outstanding Administrative Employee - Bronze

Patrick Docherty - Outstanding Supervisor/Manager in an Admin Series - Bronze

Susanne Majewski - Outstanding Supervisor/Manager in an Admin Series - Bronze

Rene Berberich - Outstanding Technical Employee - Bronze

Dolores Marciniak - Outstanding Technical Employee - Bronze

Raymond Jennings - Outstanding Clerical Employee - Bronze

Frank Jurczak - Outstanding

Supervisor/Mgr in a Trades and Crafts Series - Bronze

Emsworth Dam Vertical Lift Gate and Hoist Replacement Team - Outstanding Team - Bronze

Environmental Learning Center Relocation Team - Outstanding Team - Bronze

Technical Division (ED, CD and PM) Teams - Outstanding Contribution to Science (Non-Medical) - Bronze

Kathleen Anderson - Community Service - Bronze

Frank Campbell - Rookie of the Year - Bronze

Stephen Davidson - Rookie of the Year - Bronze

Robert Reddinger - Outstanding Service to the Public - Bronze

#### **District Commendatory Award Winners**

Upper Allegheny River Maintenance Team - Team of the Year

Mahoning River Environmental Dredging Team - Team of the Year

Michael Koryak and James Shusko - Corps Ambassadors of the Year

Gregory Formosa and David Sneberger - Supervisor/Manager of the Year

Judy Gunkle and Charles Young - Team Leader of the Year

Robert Molnar and Deborah Nachreiner - Employee of the Year

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## TONY'S BACK

On April 15th last year, Tony, a carpenter, was injured on the job. His treating physician diagnosed his condition as a ruptured disc in the lumbar spine. He gave Tony two treatment options, surgical decompression to relieve the pressure on the nerve, or physical therapy. Tony chose the latter approach.

After six months of physical therapy, pain counseling and exercise, Tony experienced some improvement, but he still had back pain.

His physician again recommended surgery to correct Tony's condition. He said that the procedure had a 70 percent success rate with a five percent significant risk to the patient. While not rejecting the surgical option, Tony still preferred physical therapy.

At the workmen's compensation hearing before the referee, the employer defended against Tony's claim for workmen's compensation benefits on the basis that Tony refused to undergo surgery to correct his condition, a reasonable medical treatment.

It is well settled that a claimant who refuses reasonable medical treatment forfeits his rights to

disability benefits. The main consideration is the reasonableness of the treatment offered, not the reasonableness of the claimant's refusal. Here, the referee found that the surgical treatment offered was reasonable, but it was also reasonable for Tony to opt for physical therapy.

The issue for what constitutes reasonable treatment is a factual inquiry which varies with each case. If the evidence shows that a proposed treatment offers a high degree of success with a minimal risk to the patient, that treatment will be considered reasonable and may not be refused without the loss of benefits.

Here, the referee found that the proposed surgery had a high rate of success with minimal risk to the patient. He also found that the physical therapy option, while not as successful, had virtually no risk. Either option was determined to be reasonable.

Accordingly, the referee determined that Tony, while not rejecting surgery, chose the more conservative and non-evasive option, which was found to be reasonable, and awarded him workmen's compensation benefits.

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*Continued from page 5 - Guam*

location, voltage and amperage outputs. Moe, along with other team members, performed daily generator maintenance checks for any potential problems or shutdowns, and through written reports, provided critical information back to Gill at the Mobilization Center.

Both team members returned to the Pittsburgh District Feb. 11.

"What amazed me," Gill said, "was even though the devastation of

the typhoon was so intense, no deaths resulted from it. The resilience of the island residents and their gratitude was truly inspiring. Although we worked 12 hours a day, 7 days a week, I would go back and do it all over again. This work effort exemplified the true meaning of Team Work and what the Corps is all about—this is what we train for," he said.

"I admired the island residents for their limitless perseverance and

determination in their attempts to return back to normalcy," said Derewecki. "I was inspired by their faith, and by their positive attitude. As the recovery efforts were successful, and island power was once again restored, we left Guam with a satisfied feeling of being a part of a true team, having contributed to a very worthwhile project that was appreciated by everyone involved."

# Developmental assignment challenges LDP graduate

Anyone reluctant to apply for a developmental assignment should consider the outstanding experience of a recent Leadership Development Program (LDP) graduate. Patience Nwanna, a chemist working in Engineering and Construction Division, completed the rigorous Headquarters CP-18, Engineers and Scientist, LDP, which included a mandatory six-month developmental assignment. Nwanna found herself in an assignment ideally suited to her long-term career goal of becoming a project manager involved in environmental restoration.

Nwanna was assigned to Baltimore District for six-months during 2001 to a position in Programs and Project Management Division, Environmental Management Branch. She was assistant project manager for the highly controversial and sensitive Spring Valley project. This project challenged her ability to work on a diverse team, develop trust with concerned residents and other affected stakeholders and apply her technical know-how to environmental clean-up.

The Spring Valley formerly used defense site consists of 661 acres in the northwestern section of Washington, DC. During the World War I era, the site was used by the U.S. Government for research and testing of chemical agents, equipment and munitions. Today, the Spring Valley neighborhood encompasses 1,200 private homes, including several embassies, as well as the American University and Wesley Seminary.

In 1993 a contractor digging a utility trench uncovered buried military ordnance, which triggered an extensive investigation. At various times since then, the Baltimore District has been conducting assessments, investigations and remediation of hazards related to past military activity in Spring Valley. In addition to various chemical warfare ordnance items, elevated levels of arsenic were found on portions of the site. Remediation required removal of the top two feet of soil and replacement with new soil.

One of Nwanna's primary duties was to communicate results of soil testing and help residents understand chemical testing in layman's terms. Because the residents include foreign diplomats and



*The Leadership Development Program prepared Patience Nwanna to deal with Baltimore District's controversial Spring Valley project.*

others with powerful political connections, communication was a critical aspect of the project. Nwanna pulled together findings from various sources, wrote letters to residents, answered phone inquiries and participated in public meetings.

In dealing with residents she explained test results, their implications, and the steps of remediation. Nwanna found the LDP experience to be valuable in this work. "LDP prepared me with leadership skills for dealing with this – public outrage, political influence, and influence of diplomats," she said.

In addition to communication, Nwanna also found plenty of opportunities to apply her technical ability as a chemist. She suggested an innovative alternative treatment technology to remediate arsenic contamination in soil at less cost than soil removal. She also prepared a summary report that compiled all sampling results from the entire project and explained key aspects of the work. The report was so useful that the project manager planned to share it with the project partners and advisory board.

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*Continued on page 16*

Nwanna's experience shows that all three parties to a developmental assignment can be winners – the employee, the temporary organization and the home organization. Nwanna found that her developmental assignment provided a tremendous benefit. She stated it provided “..opportunities to demonstrate my skills and abilities and acquire new skills.” Her senior rater in Baltimore District commented, “Ms. Nwanna was a valuable asset to the project team during her temporary assignment.”

Pittsburgh District gained a more experienced member who showed her ability to excel in a challenging, high-visibility position.

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“Our district owed Al a lot.”  
— Col. (retired) Steve Massey,  
former Pittsburgh District Engineer

“He cared about those who worked for him as more than just employees. Al was highly respected and well liked, but he had a “no nonsense” approach to the job. I will miss Al as a former work associate and as a friend.”

— Al Rogalla, Regulatory Br.

“The thing I remember about Al is that he was a people person supervisor. He knew who worked for him, where they worked and what they did. It was second nature to him.”

— Susie Kline, Operations and Readiness Division

**Federal Women's  
Program Committee  
Woman of the Year  
Awards**

Deborah Nachreiner - Trades & Crafts

Michelle Anderson - Technical - Finalist

Mira Hess - Staff Support - Finalist

Stephanie Kennedy - - Staff Support - Finalist

Christine Cygnarowicz - Technical - Nominee

Judy Gunkle - Professional - Nominee

Amy Keitzer-Wallace - Professional - Nominee

Carol Tasillo - Professional - Nominee

**LRD Awards:**

Rosemary Reilly - CELRD Outstanding Environmental Stewardship Award

William Salesky - CELRD Leadership Excellence Award

Kurt Hallberg - CELRD Outstanding Technician Award

J. Michael Fowles - CELRD Natural Resources Management Employee of the Year

East Branch Clarion Lake - CELRD Natural Resources Management Project of the Year

Mahoning River Ohio

Environmental Dredging Team - USACE Project Delivery Team of the Year

Patricia Monheim - LRD Real Estate Excellence in Customer Care Service Award

**OTHER AWARDS**

Karen Wall - Achievement Medal for Civilian Service

Barbara Gilbert - Achievement Medal for Civilian Service

Sylvia Shaner - Achievement Medal for Civilian Service

Patricia Remaly - Achievement Medal for Civilian Service

Henry Maser - LRD Achievement Medal for Civilian Service

Thomas Fleeger - Commander's Award for Civilian Service

James Fisher - Commander's Award for Civilian Service

Mignon Maher - Commander's Award for Civilian Service

Linda Stafford - Commander's Award for Civilian Service

David Sieminski - HQUSACE Hardhat of the Year

# Make sure your personnel records are up-to-date

By Lisa Eberly  
Chief, CPAC

Recent world events have had the side effect of focusing attention on a deeply personal and often overlooked facet of your personnel records. What instructions do you wish to leave for allocating your benefits among your next of kin?

Are you sure that any insurance payments or remaining salary would be paid to the person you want, if you should die while on duty – whether here or somewhere else in the world? What about retirement contributions or unused vacation time? Who will get the benefit after you're gone?

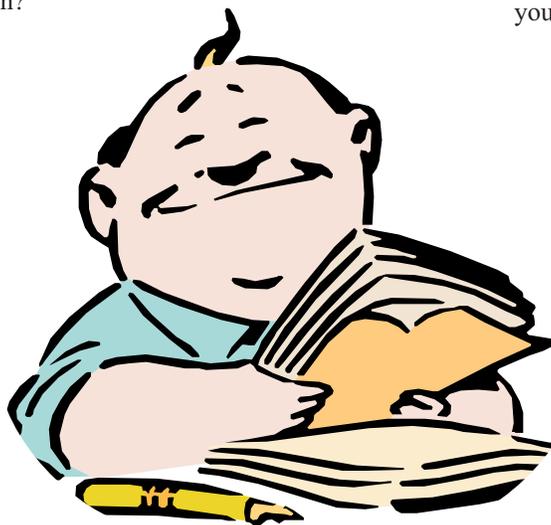
All of these issues should be clearly addressed in your personnel records, with the timely updating of beneficiary forms. All employees – not just those being deployed to dangerous parts of the world – should take the time to make sure their records reflect what they want to happen to their benefits.

Here's how the system works. If there is no designated beneficiary surviving or you did not designate a beneficiary, the benefits will be paid in the following order of precedence:

- Your widow or widower.
- Your child or children in equal shares, with the share of any deceased child distributed

among the descendants of that child.

- Your parents in equal shares or the entire amount to the surviving parent.
- The duly appointed executor or administrator of your estate.
- Your next of kin under the laws



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## *Who will get the benefit after your gone?*

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of your domicile at the time of your death.

There are numerous forms that should be completed and filed to modify these distributions, to make sure that your wishes are followed:

- SF-1152 – Designation of Beneficiary- Unpaid Compensation of Deceased Civilian Employee.

This form is to name the person(s) you want to receive your unpaid salary and lump sum annual leave payable if you die.

Send both original and copy to CPAC. Copy will be returned to you after certification, original will be filed in your personnel folder at the CPOC.

- SF-2808 - CSRS-Designation of Beneficiary.

This form tells the Office of Personnel Management whom to pay your contributions in the CSRS Retirement Fund.

Send both original and copy to Office of Personnel Management. (Address is on form). OPM returns a copy to you after certification.

- SF-3102 – FERS-Designation of Beneficiary.

This form tells the Office of Personnel Management whom to pay your contributions in the FERS Retirement Fund.

Send both original and copy to CPAC. Copy will be returned to you after certification, original will be filed in your personnel folder at the CPOC.

**NOTE:** If you filed a designation of beneficiary form under CSRS and later transferred to FERS, you must file a new designation under FERS.

- SF-2823 – Designation of Beneficiary-Federal Employees' Group Life Insurance Program.

This form designates the person(s) to receive your FEGLI benefits, both standard and any optional

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# Agencies face greater liability under new law

By **Linda Marino**

EEO Office

Federal agencies are mandated greater liability for discriminatory and retaliatory practices under a new law signed by President Bush last May. The Notification and Federal Employee Anti-Discrimination and Retaliation Act essentially gives federal employees additional on-the-job protection against discrimination and retaliation in the workplace.

The four main provisions of the act are:

- Agencies that lose judgments or awards or compromise settlements in whistleblower retaliation will be required to pay the judgments out of their own budget, rather than from a general federal judgment fund.
- Agencies will be required to send annual reports to Congress listing, among other things, the number of cases in which the agency is alleged to have

violated any of the covered discrimination or whistleblower statutes, the disposition of the cases, the total monetary awards and the number of agency employees disciplined for discrimination and harassment.

- Agencies will have to provide enhanced notification to employees regarding discrimination and whistleblower protection laws.
- Federal employees retain the rights already available under federal law.

The act was the outgrowth of an allegation of discrimination at the Environmental Protection Agency that came to the attention of a House of Representatives committee. The allegation led to a yearlong investigation where it appeared that some federal agencies were allowing discrimination and retaliation in the workplace.

The effective date of the provisions of the No FEAR Act is October 2003.

Continued from page 17 - Records

coverage(s) in which you are enrolled.

Send both original and copy to CPAC. Copy will be returned to you after certification, original will be filed in your personnel folder at the CPOC.

- TSP-3 –Thrift Savings Plan
- This form is for your Thrift Savings Plan and is used to designate how you want your TSP account paid out if you die.

Keep a copy for your files and mail the original to the Thrift Savings Plan Service Office. The address is on the form.

There are other important things to remember:

If you are not sure what you've filled out in the past, fill out a new form.

In order for a designation to be valid, the designation must be signed by you, witnessed in writing by two persons, neither of who is a beneficiary; and received by the CPAC, OPM or TSP Service Center before your death.

A designation of beneficiary is automatically cancelled 31 days after you cease to be insured. Transferring from one agency to another does not affect your designations.

The assumption that if you divorce and/or remarry the designation of beneficiary is automatically changed is wrong. A

beneficiary who was designated previously remains in effect until the designation is cancelled or superseded.

The fact that you have a will does not determine who receives federal benefits, unless an executor named in your will is either designated as your beneficiary or is entitled to receive the benefits under the Federal Order of Precedence.

SF forms are available for download at OPM's web site <http://www.opm.gov>

TSP-3 - Form is available for download at <http://www.tsp.gov>

# Improve public speaking skills with Toastmasters

By Mike DeStefano

Contracting Division

Would you like to improve your public speaking skills and have fun doing it? Does your job require you to prepare and present briefings? Are you interested in developing leadership skills? If so, Toastmasters International is for you!

The Federal Building's Toastmaster Club was chartered on June 30, 1999 by Toastmasters International. The Mellon Bank Club originated the club in March 1998 and mentored its development. The club now consists of some 30 members, including district employees Mike DeStefano, Lenna Hawkins, Caryl Hickel and Sam Smith.

Toastmasters International, for over 75 years, has helped people achieve their goals and ambitions. Dr. Ralph C. Smedley founded Toastmasters in October 1924 in the basement of a local Santa Ana, California, YMCA. The purpose was "to afford practice and training in the art of public speaking and in presiding over meetings, and to promote sociability and good fellowship among its members." By 1930 a federation was necessary to coordinate activities of the many clubs and to provide a standard program. It now has 8,700 clubs in 70 countries with over 180,000 members. Over the years Toastmasters has impacted over three million people by enriching their desires to become better writers and speakers.

The success of Toastmasters International and its growth are due, to a major extent, to the continued development of its educational programs. The organization has come a long way since the first speech manual, Basic Training, was developed more than 50 years ago. The current manual, the Communication and Leadership Program, was most recently updated in 1996.

After members complete all 10 speech projects in that manual, they may apply for the Competent Toastmaster award and then choose from any

combination of 14 advanced manuals to pursue higher level awards.

In addition to the various educational materials available, members receive the monthly publication, *The Toastmaster* magazine. The Federal Building Club distributes its own newsletter, *Speakers Gazette*, as do many other clubs. There are also opportunities to enter speech contests and to attend various training conferences.

As for leadership opportunities, Toastmasters offers leadership roles to those that are interested at the club level, area level, division level, district level and international level. Each club has an elected president, vice president of education, vice president of membership, vice president of public relations, treasurer, secretary and sergeant-at-arms. Beyond the club level there are governor roles overseeing many clubs, marketing leadership roles, education leadership roles and other higher-level leadership roles.

Each Toastmaster meeting is structured into two main parts: presentations of prepared speeches, and "speaking on their feet" for 1-2 minutes.

What's the net effect? Toastmasters provide members with an opportunity to develop confidence in their ability to stand and speak, prepare a presentation and conduct a meeting. It happens weekly in Pittsburgh and in cities around the world.

Your growth and personal development is what Toastmasters is all about. Most members joined because someone invited them to a meeting or their employer suggested it. Everyone is invited to attend a meeting as a guest, and if interested, join the club. The club is also open to others outside the Federal Building and boasts a diverse membership from a variety of occupations and backgrounds. The Federal Building Toastmasters club meets every Thursday from 12:00 noon to 1:00 p.m. in Room 819. Come join the fun! For more information and to find a club near you, visit the Toastmasters International web site at: [www.toastmasters.org](http://www.toastmasters.org).



# Engineers to extinguish Iraqi oil fires

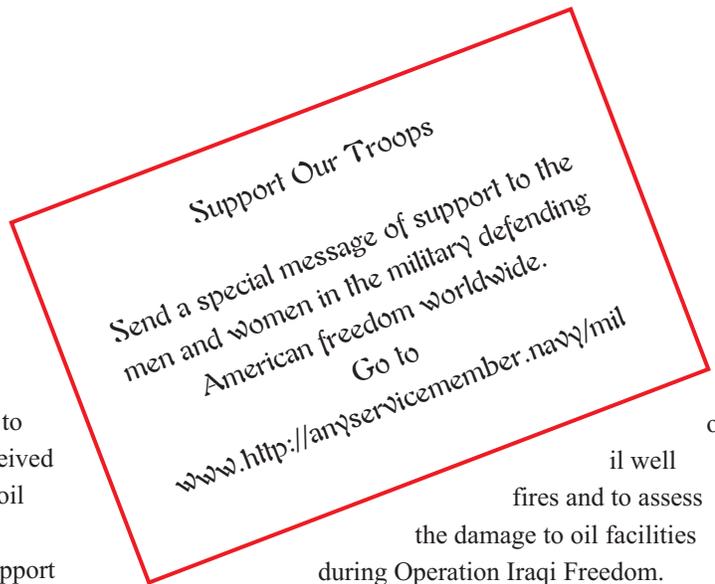
By Denver Beaulieu-Hains

USACE Public Affairs

While U.S. and coalition forces advanced to Baghdad, the U.S. Army Corps of Engineers received the mission to extinguish fires in Southern Iraqi oil fields.

“This mission gives us the opportunity to support our troops, ensure their safety, and support our nation. It brings together civilians, reservists and active military into an experienced, enthusiastic Corps team dedicated to getting the job done quickly and as smoothly as possible,” said the Corps’ lead contractor for its deployed Forward Engineering Support Team. Because he is currently serving in the war zone he asked to remain unnamed.

The Department of Defense designated the Army as executive agent for implementing plans to extinguish



oil well fires and to assess the damage to oil facilities during Operation Iraqi Freedom.

The Corps has contracted Kellogg Brown & Root, from Houston, Texas, to extinguish current fires as quickly as possible to limit their associated environmental damage. KBR was instrumental in planning the oil well fire-fighting mission during the Kuwaiti oil fires during Operation Desert Storm in 1991, said officials from the Army Corps of Engineers. KBR prepared the current contingency plans for the government under the Army Field Support Command’s Logistics Civil Augmentation Program.



*The Army Corps of Engineers has the responsibility to extinguish oil-well fires now burning in southern Iraq. This Iraqi tank was photographed in front of burning oil wells during Desert Storm in 1991.*

During Operation Desert Storm, there were about 700 oil fires burning in Kuwait. Other problems experienced were oil spills in the Arabian Gulf caused by sabotaged pipelines, and oil-filled trenches that were ignited in an attempt to obscure targets.

The Corps will perform a variety of activities, including engineering design and repair or reconstruction of damaged infrastructure, operate facilities, and distribute products if required.

The Corps has been supporting Operation Enduring Freedom since September 2001, shortly after the events of 9/11. Most recently, the Corps’ has been building barracks and training facilities for U.S. troops and the Afghan National Army in Afghanistan.