



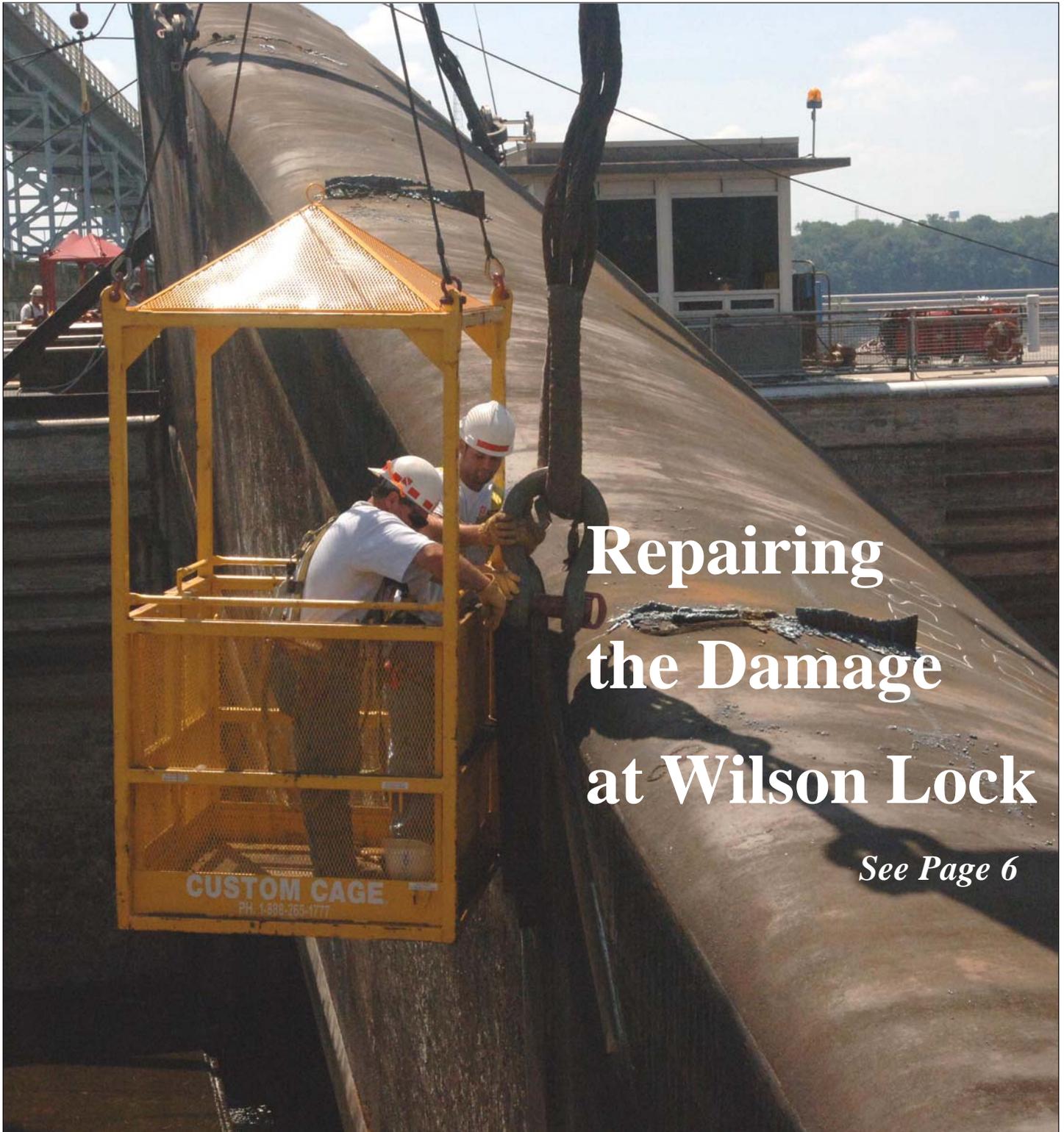
US Army Corps
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Nashville District

DistrictDigest

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September 2006



Repairing the Damage at Wilson Lock

See Page 6

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SAME Scholarship Winners

A District employee and three children of District employees were recently named winners of scholarships from the Society of American Military Engineers to attend institutions of higher learning.

Jocelyn Feliciano, who works in the Geotechnical Branch, Bryan J. Hunter, son of John Hunter, Hydrology and Hydraulics Branch, Russell C. LeStourgeon, son of Carol LeStourgeon, Hydrology and Hydraulics Branch, and Stephanie Shoe, daughter of Lake Cumberland Resource Manager Craig Shoe, were among 17 winners.

The SAME Nashville Post Scholarship Committee evaluated applications for the 2006 - 2007 academic year and awarded a total of \$15,000 to deserving students majoring in the fields of engineering, architecture, mathematics, or computer science.

Since 1990, the Post Scholarship Program has awarded 198 scholarships totaling nearly \$247,000.

Feliciano and Hunter will attend the University of Tennessee, LeStourgeon will study at Yale University, and Shoe will pursue a degree at Vanderbilt. 



photo by Steven Foshee

On the Cover

Carl Scott (left) and Jeff Neely attach cables to the damaged lift gate August 16 so it can be lifted out of the chamber of Wilson Main Lock. The gate was raised from its tracks when a barge loaded with xylene became entangled as it was rising in the chamber during the early morning hours August 3. For the complete story, see page 6.

District Digest

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Story ideas and articles may be submitted to P.O. Box 1070, Nashville, TN 37202-1070. Details may be obtained from the editor at (615) 736-7163.

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Information about the Nashville District may also be found on the District's homepage at: <http://www.lrn.usace.army.mil>.

Commander's Corner

We are nearing the end of our fiscal year and we use a number of end-of-year metrics to assist us in measuring success in the District. We use this collection of metrics and various initiatives to drive performance and these series of metrics are contained in the Nashville Business Plan (NBP). I would like to provide some feedback as to how well we are performing on these metrics and how we will update our NBP for next fiscal year.

As you recall, the NBP is a management system that provides focus for our resources towards achieving long-term goals. We formatted the Business Plan around the USACE enabling capabilities while specifically addressing our operational missions, projects and programs, strategic relationships, workforce development, business processes, regionalization, and emergency management.

Communication

Our mission is one of water management in the Tennessee-Cumberland River Basin; or quite simply, to protect people from water, protect water from people and to make water useful. I am confident that we have achieved this mission, but we use the metrics contained in the NBP to quantify the effectiveness of our achievements. I am happy to report that in most cases, we have exceeded our goals, in some areas we have met our goals, and in a few areas we fell short.

One area where we need additional emphasis is safety. We missed our goal for lost-time accidents frequency index or number of lost-time accidents compared to the number of work hours. We have been making progress and indeed are headed in the right direction; however, what is disturbing is a trend of accidents caused by inattention to detail and failure to follow procedures; simply a small minority is not doing the things they know to do. Another broad category that requires improvement is that of execution or measuring how well we spend money that Congress appropriates to us. We did not execute all our programs as we had predicted. I believe the problem here is

systemic in nature as opposed to any individual actions and consequently next year we will focus more on creating realistic schedules. I fully realize that there are other important metrics available to measure how well we progress a project, and we need to include these in our business plan as well.

Maintaining our operational projects and locking boats are things we did well. In all operational targets, we exceeded our goals. We are on track to meet all of our small-business goals of ensuring that we earmark a pre-determined amount of contracting dollars to small businesses; this is no small feat and is indicative of the creative nature of project managers, engineers, contract specialists and our small business administrator. We have done well with our partnerships and initiatives focused on developing our workforce. We have improved our business process and just formulated a new SOP on how we account for our construction-in-progress program. We are on track to meet all goals in regionalization and in emergency management. I am very proud of these accomplishments and hope you are too.

The District senior leaders just met to look at our FY07 NBP; next year's plan will



continue to use the present format. We will soon be formulating new metrics and initiatives although we will still use many of the original measures. The Business Plan is an effective tool. I encourage you to ask your supervisors how you fit into the Plan and how your performance affects the metrics we are tracking. Working together, with a clear plan in hand, we will continue to provide high quality, cost-effective, timely, innovative, and safe solutions to our customers and to our Nation.

As usual, I want to close with a note on safety. Our numbers of accidents are indeed down, however, we are still above our frequency index goal of 1.05 accidents per 100,000 work hours. We are not

(See Commander's Corner, page 10)

August Employee of the Month

James Sowell, civil engineering technician, Operations Division, has been named Employee of the Month for August.

Sowell is recognized for his technical competence, and his contributions while on temporary assignment to the Safety Office. His technical expertise in Lock/Out Tag/Out procedures for heavy equipment has produced a quality and workable product for field supervisors to use. Sowell's timely research, completion and submission of materials for the District Safety Gram were outstanding. His work on the drug testing program allowed project supervisors to have their employees complete the required testing in a timely manner which reduced the impacts on their customers and the

District mission.

Senior leaders select the Nashville District employee of the Month from the many excellent employees identified by the District's chain of command.

Selected individuals personify the seven Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage. 🇺🇸



James Sowell

Duck Island Project Dedication Planned Sept. 8

The Kentucky Department of Fish and Wildlife Resources (KDFWR), in conjunction with Ducks Unlimited, Inc., will mark completion of a Lake Barkley waterfowl habitat improvement project at a public dedication ceremony September 8.

The Duck Island – Phase III project involved construction of a 2,100-foot interior levee that enhances the water-level management capabilities of KDFWR on the 439-acre island in Lake Barkley Wildlife Management Area. The project improves natural and agricultural food production capability by increasing the “dry” window for germination and growth of both planted and natural forage that benefits migrating and wintering waterfowl. The levee will significantly reduce pump-out time after a growing season flood event and allow managers to stockpile water in late summer for gravity flow into the habitat units in October.

The project was authorized by Congress in 1986, received water quality certification by the state of Kentucky in 1993, went to construction in 1996, and Phase II was finally completed at the end of 1999. Heavy rains during construction caused the water levels in the lake to impact the construction schedule for two consecutive seasons.

Donations by two conservation-minded contributors made the project possible. Jonathan Creek Sportsmen’s Club contributed \$95,000 through Ducks Unlimited to the vital restoration and enhancement project, while Vulcan Materials Company donated more than \$35,000 worth of crushed stone and transportation services.

Kentucky Fish and Wildlife Third District Commission member Allen K. Gailor, a Louisville attorney, worked with the Jonathan Creek group to channel funds toward the Duck Island project.

Duck Island was constructed by the Nashville District to mitigate waterfowl habitat loss that resulted from impoundment of Lake Barkley in 1966. A cooperative agreement between the Corps, Ducks Unlimited and Kentucky Fish and Wildlife provided major reconstruction funding to improve the island’s waterfowl carrying capacity.

Management of the water level inside the sub-impoundment year ‘round provides 190 acres in crops and 249 acres in moist soil management for native foods. The area annually provides resting and feeding habitat for approximately 35,000

migrating waterfowl. The public is invited to attend the 11 a.m. event. The dedication site is located on Duck Island. Boats will be available to ferry visitors from the Calhoun Hill Boat Ramp on Donelson Creek to the island site. 



Stephen Beason, conservation biologist, said “Thanks” the American way by grilling burgers and hot dogs for volunteers at Center Hill Lake. The rest of the Center Hill staff joined in by bringing side dishes and desserts for a Volunteer Appreciation Lunch. Last year 53,200 volunteers donated 1.3 million hours Corps wide with a value of \$22.6 million. From left (front row) Pat Julian, Mary Fernandez, Patty Fortner, Barbara Brooks, Shirley Davis, and Carolyn Bauer, (back row) Tim Dunn, David Fernandez, Jack Fortner, Raymond Brooks, and Bo Davis.

Vendors Selected for Supplemental Dental, Vision Benefits

Washington, DC - The U.S. Office of Personnel Management (OPM) has awarded contracts to insurance carriers that will offer supplemental dental and vision benefits under the new Federal Employees Dental and Vision Insurance Program.

Following an extensive review, OPM selected the Aetna Life Insurance Company, Government Employees Hospital Association, Inc. (GEHA), MetLife Inc., United Concordia Companies, Inc., Group Health, Inc., CompBenefits, and Triple-S, Inc. to offer dental benefits and BlueCross BlueShield Association, Spectera, Inc., and Vision Service Plan to offer vision benefits.

“This new program,” said OPM Director Linda M. Springer, “which becomes effective December 31, gives federal employees additional healthcare choices. Employees may elect to enroll for dental

benefits, vision benefits or both.”

The program allows employees to use pre-tax dollars to pay for their vision and dental premiums. However, as specified by law, there is no federal government contribution.

The Federal Employees Dental and Vision Benefits Enhancement Act of 2004 was signed into law by President Bush on December 23, 2004. The Act requires OPM to establish arrangements under which supplemental dental and vision benefits will be made available to federal employees, retirees, and their dependents, and it gives OPM broad contracting authority to leverage the purchasing power of federal enrollees.

The new supplemental dental and vision program will be offered during this year’s Open Season which begins November 13 and ends December 11. 

National Public Lands Day

Volunteers Welcomed to Lake Events

by Dave Treadway

Lakes in the Nashville District will observe the 13th annual National Public Lands Day, the largest annual coast-to-coast volunteer restoration effort for America's public lands, during September and October with a number of planned activities.

Friends of Lake Cumberland will stage the 17th annual shoreline cleanup Sept. 16. Since 1990, the annual cleanup has netted more than 76,000 bags of trash.

The first 1,000 volunteers will receive a free T-shirt. All will enjoy a free picnic and be eligible for door prizes. Cash prizes ranging from \$50 to \$500 will be awarded to the volunteers for trash collected.

Volunteers should check-in at one of seven designated sites by 9 a.m. local time. On the upper end of the lake, check-in sites will be General Burnside Island State Park, Waitsboro Recreation Area, Omega Launching Ramp and Conley Bottom Resort. On the lower end, volunteers can check in at Lake Cumberland State Park, Grider Hill Dock or in Jabez across from Alligator Dock #1.

At check-in, volunteers will receive free garbage bags and gloves.

At 3 p.m. local time, volunteer-appreciation picnics will begin at Burnside Island State Park and Lake Cumberland State Park. Volunteers will be awarded door prizes of camping equipment, sports gear and tools.

At each picnic, \$1,650 in cash prizes will be awarded for most tires collected, most unusual junk found, and most trash. Large volunteer groups will compete for big cash prizes - \$500, \$400, \$300, and \$200 for collecting the most trash.

Individuals and businesses support the lake cleanup by making monetary and in-kind donations to 'the Friends'. Other sponsors of the lake cleanup are PRIDE, the U.S. Forest Service and the U.S. Army Corps of Engineers.

For more information, call Nathaniel Brock at Lake Cumberland Resource office, president of 'the Friends' at 606-679-3680 or visit www.kypride.org.

J. Percy Priest Lake plans to hold National Public Lands Day on Sept. 16.

Call the Resource Manager for details.

Cheatham Lake staff will assist volunteers with the construction of bluebird boxes and benches and the planting of native trees/shrubs at the Cheatham Lake/Tennessee State University (TSU) Interpretive Trail Sept. 30.

Local volunteers will get their hands dirty and devote their day to improving public lands near the TSU Research and Extension Demonstration Farm off River Road from 9 a.m. to 3 p.m. Free lunch will be provided for all volunteers.

For the third consecutive year, volunteers who work at a site managed by any of five federal agencies will also be rewarded with a free entry day coupon for the next year at any public land site managed by these agencies: Bureau of Land Management, National Park Service, U.S. Army Corps of Engineers, U.S. Fish and Wildlife Service, and the U.S. Forest Service.

For more information or to pre-register, contact Ranger Tadd Potter, Cheatham Lake Resource Manager's Office, at (615)792-5697 or 254-3734.

The staff at Old Hickory invites volunteers of all ages to join them on Sept. 30 to help clean the lake shoreline and perform maintenance at recreation areas.

The staff is also looking for volunteers to help with exotic plant removal and painting at recreation areas. Free food and drinks will be provided to workers at noon at the Rockland Recreation Area in Hendersonville as a way to show the Corps of Engineers' appreciation for the commitment of volunteers.

Those interested in working on any of these projects, or who would like more information, should call (615)822-4846 or 847-2395. Pre-registration is appreciated and will permit planners to better arrange activities and have enough food on hand. NOTE: On Sept. 30 Stark Knob Boat Launch in Hendersonville will be closed to allow volunteers to make improvements to the area. The staff regrets the inconvenience to customers, but they are excited about enhancing the recreational experience of visitors to the site!

Cordell Hull Lake plans a number of activities Sept. 30 in which volunteers may

take part. Some heavily littered areas of the Holleman's Bend Horse Trail will be cleaned, as well as vegetation from the Bearwallow Gap Trail Head. Volunteers will also be utilized to help paint over graffiti on vandalized areas of the Overlook Recreation Area, construct benches on the Bearwallow Gap Trail and in the Defeated Creek Recreation Area, as well as seal the basketball court in Salt Lick Creek to enhance these recreation areas.

Volunteers who wish to help should contact Stacy Bilbrey.

Lake Barkley plans to plant trees at Canal Campground on Sept. 30.

Dale Hollow Lake plans a Shoreline Cleanup Sept. 30 to begin at 8 am, and check-in stations will be located at Pleasant Grove Recreation Area, Obey River Recreation Area, Lillydale Recreation Area, and at the Dale Hollow State Resort Park Marina. Free trash bags will be provided.

All Shoreline Cleanup volunteers are invited to a free picnic cookout sponsored by the Friends of Dale Hollow Lake, Inc. at the Dale Hollow Dam Recreation Area shelter at 1pm, and door prizes will be awarded to cleanup volunteers.

To pre-register, call the Resource Manager's Office at (931) 243-3136.

Martins Fork Lake also plans an event for Sept. 30. Call the Resource Manager's Office for details.

Center Hill Lake will stage their annual Fall Shoreline Cleanup Saturday, Oct. 7, from 9 a.m. 'til noon, rain or shine. Sign-in and garbage pick-up will be at Floating Mill Recreation Area. Gloves and garbage bags will be provided. A free lunch for all involved, complete with door prizes, will be provided. Volunteers should wear work clothes and sturdy footwear and, depending on the weather forecast, pack rain gear.

To pre-register for the cleanup, call the Center Hill Lake Resource Manager's Office at (931)858-3125 or (615)548-4521. Pre-registration will help planners prepare the proper number of lunches and select lakeshore cleanup areas. On the day of the cleanup, individuals and groups not pre-registered may still take part by signing in at Floating Mill. 🗑️

Wilson Lock Accident Damages Gate

by Steven Foshee

Early on the morning of August 3, an accident involving a barge in the chamber forced the closure of the Main Lock at Wilson Dam.

As the *Motor Vessel Potomac* with two barges was rising in the chamber during the filling procedure, one barge became entangled in the upper lift gate at Wilson Main Lock and the buoyancy of the barge raised the lift gate almost entirely out of the track on the riverward side of the lock.

The Lock Operator on duty immediately implemented emergency procedures.

Corps officials then met with representatives from Emergency Management, and with members of local fire and police departments to discuss possible evacuation measures for nearby residents.

“A hazardous materials team was requested to the site,” said Mike Ensich, chief of Operations Division, “and all non-essential personnel were evacuated within a 1/2 mile radius of the lock area. We closed the main lock chamber to traffic to remove the vessel and repair damage to the upper gate, gate machinery, and river wall.”

Because the damaged barge was filled with a chemical called xylene, an odorless, colorless, and highly flammable cargo, officials also closed Highway 133 across the Lock. The roadway remained closed until the barge was disentangled from the lock gate and towed from the chamber.

“Our first priority was securing the damaged upper lock gate,” said Lloyd Joines, chief, Maintenance Section, Cumberland River Operations Center. “Vertical supports were fabricated on site to be placed

on the horizontal prop beam to support the gate.”

Corps officials also met with agencies within the State and Federal government, along with representatives from the towing industry to discuss the processes for removal of the upper lift gate.

Concerns with the barge backlog, closure of the Tennessee River and the estimated time it would take to repair the main Wilson lock were outlined.

“Partnerships with Tennessee Valley Authority (TVA), Emergency Management, local fire departments, and police departments all fell into place to deal with this potentially dangerous situation,” said Jim Davis, operations manager, Middle Tennessee River Area.

“When the emergency calls were made, Corps employees started showing up like

clockwork. Our Corps folks impressed me. They worked continuously in the dangerously hot weather, far above the normal shift hours and responsibilities. Every one of these employees embraced the priority to get this lock in a safe and stable condition without any injuries to the team. The comments I heard in the recovery mode of this accident were upbeat and reinforced our Corps safety practices among those not familiar with a lock work environment,” concluded Davis.

On the night of Saturday, August 5, the barge was successfully removed from the lock chamber and into the canal for inspection of damages. They found that no xylene had leaked from the damaged barge.

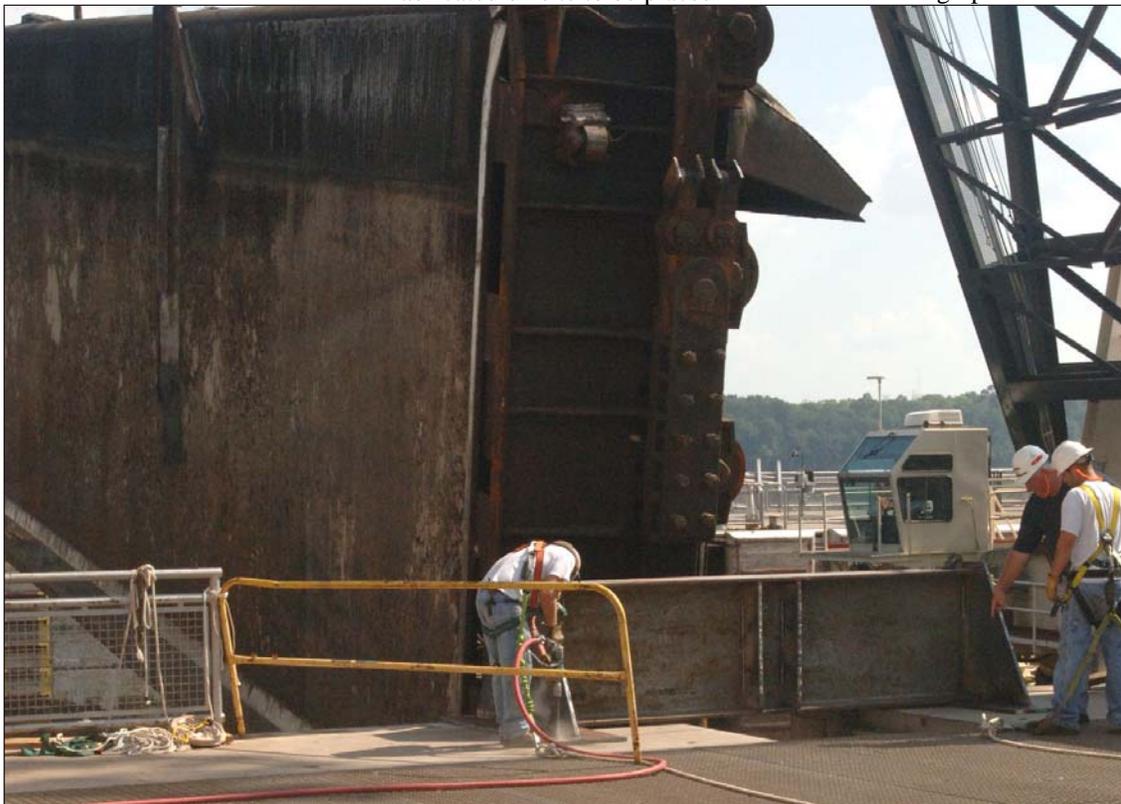
Corps officials were then faced with the dilemma of how to remove the damaged gate because the structure weighed 210 tons. They decided to request the use of the *Henry M. Shreve*, a heavy lift derrick from Louisville District.

“Several options to remove the gate were considered,” said Joines, “but the *Shreve* was a better option considering it had the ability to lift the entire upper gate onto a barge with a single lift.”

Floating Plant Chief Lloyd Harlow, Louisville District, was responsible for getting the *Shreve* to Wilson Lock from its base in Louisville, Ky., to perform the critical service to Nashville District.

“The *Shreve* has the ability to pick up 550 tons off the stern with an operating radius of 110 feet,” revealed Harlow. “It can swing 350 tons at its maximum radius 360 degrees.”

The *Shreve* delivered on August 17 when it successfully removed the upper lift gate and



above photo by Steven Foshee

John Brewington, (from left) Roy Joines and Jeff Neely work on the landward side of the Main Lock.



photo by Gerald Choate



above photo by Steven Foshee



below photo by Joe Faustina

placed it onto a barge. The damaged lift gate was then secured in a stable position for transport to a TVA repair facility.

The upper lift gate rests on a barge filled with xylene (above) on August 3. Chris Clabough (right) uses a torch to remove steel from the damaged gate before it is removed from the chamber.

“After arrival at the repair facility,” said Jeff Ross, chief, Nashville District Navigation Branch, “a preliminary investigation of the damaged gate will be completed. Then the next step will be to initiate a clean blast of the complete upper gate. This will allow us to inspect the gate for possible hidden problems. A scope of work will then be written and then the repairs will begin. We expect the repairs to last approximately eight weeks.”

Jeff Ross, chief of Navigation Branch, watches (below) as the *Henry M. Shreve* loads the damaged Lock Gate on a barge to be taken to the TVA repair site. The damaged gate weighs 210 tons.

The Navigation Branch Chief then explained the alternate locking plan that will be used during daylight hours only for the eight-week repair schedule.

Ross said the plan includes using the floating plant unit to set the floating caisson at the upper end of the chamber.

Although this locking method will allow lockages in the main lock, it will take longer than the usual 45 minutes to complete each one. The practice will be used weekly to reduce the backlog of barges on the river. 

Dover Ranger Revels in 'Dream Job'

Story and photo by Steven Foshee

A place once called The Mosquito Base now offers unique park ranger opportunities to a District Ranger who calls his labor there "a dream job."

Jeff Hancock manages the Bear Creek Wildlife Management Area from the Dover Area Office, the only such area devoted to wildlife habitat in the District. Local residents called it the Mosquito Base because helicopters loaded with pesticides once landed and took off from there to spray mosquitoes in Stewart County. Other wildlife habitat areas in the District are managed by Tennessee or Kentucky wildlife agencies.

TVA leased Rowles Bottom, which became the Wildlife Management Area, from the Corps in 1969. The next year they added more Corps land to that lease and extended the boundary north to the Kentucky state line. The agency created impoundments throughout the area and made it a premier duck hunting area in the southeast during the '70's and '80's. Some waterfowlers nicknamed it 'duck heaven', others called it 'the millionaires club'.

In the late '80's, TVA breached the impoundments and abandoned the wildlife area when the agency also turned over Land Between the Lakes to the U.S. Forest Service.

Hancock arrived in 2001 when the Corps got it back and found an area in disrepair. He found dense woods covering the area, bad roads and a thriving beaver population in his initial inventory.

He first set about improving the neglected roadways, then slowly restored the impoundments that once supported

numerous waterfowl, and finally began planting crops favored by wildlife. He implemented a cooperative agreement with a local farmer to plant corn, wheat and milo, an arrangement which required 34 acres of cropland be set aside for wildlife habitat.

Locals soon noticed the improvement, according to Hancock, and many called

"These discussions and the environmental review," said Hancock, "were instrumental in establishing sound wildlife management practices that were included in their 15-year plan. The Fish and Wildlife Service review process and plan is similar to the Corps five-year plan." He also works closely with the National Park Service,



Ranger Jeff Hancock stands in front of a refurbished duck blind at the Bear Creek Wildlife Management Area, the only such area in the Nashville District.

to volunteer their time to help improve the wildlife area. Volunteers may be used in the wildlife management area to help clear away unwanted debris and trash, or inventory the conditions of duck blinds.

"Families have returned to the area to watch wildlife just like they did as kids growing up in Stewart County," said the Dover ranger.

In his 'dream job', Hancock works closely with four other federal agencies and the state of Tennessee to accomplish goals and raise awareness of the abundant natural resources in both Trigg and Stewart Counties.

Karen Pacheco, Superintendent of the Cross Creeks National Wildlife Refuge, U.S. Fish and Wildlife Service, requested assistance from the Corps when they conducted their Environmental Biological Review process.

Tennessee Valley Authority, and the U.S. Forest Service to cover an area that stretches from Trigg County, Kentucky, south to the Stewart County line in Tennessee, most of which can only be accessed with a four wheel drive vehicle.

Several park ranger trainees have been mentored by Hancock as they assisted him for a brief time at the Dover Office.

"I was fortunate to have an area of responsibility that

bordered the Dover Area during my time at Lake Barkley," said Park Ranger Brock Jones. "The Dover office is responsible for managing some of the most unique aquatic habitat and land holdings in the District."

Hancock's other typical park ranger duties include monitoring boundary line encroachments, processing permit applications and working with Real Estate Division. But one of his favorite job elements remains wildlife management.

"The Dover park ranger position is like a dream job. I have the diversity of working with other agencies, the resource management staffs at both Barkley and Cheatham Lake and managing a wildlife area," said the avid outdoorsman, who just happens to be a park ranger where he can enjoy that environment everyday. 🌲

Speaker Shares Stories about People Who Changed Lives

Story and photo by Steven Foshee

The critical role the state of Tennessee played to give women the right to vote was the theme of an August 22 District Special Emphasis Committee program for Women's Equality Day.

Deana Claiborne, Tennessee's President of the League of Women Voters, recalled her inspiration to become involved with the election process.

Claiborne told the audience a story about a lady named Wendy. The disabled co-worker always voted by mail due to obstacles she would encounter going to her designated voting poll. On one particular election year, Claiborne's friend received an offer of a ride to the polls. She accepted the offer and indicated she would need special transportation because of her handicap. When her ride arrived late in the afternoon, none of the special requests were granted.

The co-worker, therefore, was physically unable to reach the polls to cast her vote and was also too late to do so by mail. As a result, for the first time Wendy was unable to exercise her right to vote.

"After this experience, I was angered at what happened and decided to get involved with the League of Women Voters," said Claiborne. "We are a nonpartisan political organization, which encourages the informed and active participation in government, which strives to increase understanding of major public policy issues, and influence public policy through both education and advocacy."

The organization, open to men and women of all ages, has 850 local and state affiliates. Claiborne briefly touched on the lives of Sojourner Truth, Elizabeth Cady Stanton and Susan B. Anthony, noted women involved in the suffrage movement.

Truth, a former slave, stood up in 1851 during the women's rights convention in Akron, Ohio, and delivered what became known as the "Ain't I a Woman?" speech. She flexed her muscles in an attempt to dispute the myth that women were too weak to vote. The speech has been recognized as a landmark in the struggle for women's rights.



Deana Claiborne, Tennessee's President of the League of Women Voters, relates the roles of Elizabeth Cady Stanton and Susan B. Anthony in the ratification of the 19th amendment.

Claiborne said Stanton and Anthony were two complex women who played an important role in gaining women the right to vote. Anthony was involved in the temperance movement, one of the first expressions of feminism in the United States which dealt with the abuses suffered by women and children at the hands of alcoholic husbands. She first met Stanton in 1851 at a series of antislavery meetings and began to campaign for women's rights.

"Anthony lived her entire life never having seen the fruits of her labor," said Tennessee's President of the League of Women's Voters. "She died before the ratification of the nineteenth amendment giving the women the right to vote and thought she was fighting for something all her life that she couldn't achieve."

In 1872 Anthony demanded that women be given the same civil and political rights that had been extended to black males under the 14th and 15th amendments.

Claiborne related Tennessee's role pertaining to women's right to vote. When it was Tennessee's time to vote on accepting or defeating the stalled

ratification of the 19th amendment, all of the prominent players in the suffrage movement gathered in Nashville and stayed at the Hermitage Hotel. Members of the anti-suffrage movement wore red roses and supporters wore yellow roses to indicate where they stood on the issue. The youngest Tennessee legislator, Harry Bond, walked into the Capital building wearing a red rose. But the young legislator carried in his pocket a note from his mother urging him to do the right thing. In the end, Bond listened to his mother and voted to ratify the 19th amendment although he wore the symbol of anti-suffrage. The amendment passed by one vote.

"Don't tell me that one vote can't make a difference," said Claiborne, "one vote can make all the difference in the world."

Claiborne noted that staying focused on what we have achieved keeps everything in perspective. She invited everyone to get involved in the voting process.

Corps guest speakers are part of the Special Emphasis Program and information about future dates and presentations can be found in the *Digest* on page 10. 📄

The Corps Crowd

Congratulations to...

...Daphne Jackson, Engineering-Construction Division, who was recently selected as a Technology All-Star for 2006. She will be recognized October 20, in Atlanta, Ga.

Welcome to...

...Student Aide Beth Stinson, the newest member of the J.Percy Priest staff, who will attend MTSU in the fall.

Farewell to...

...Cheryl Wallace, Resource Management, who departed the District in August for a new job in the Sacramento District.

...Sue Crofutt, Human Resources, who retired after 20 years with the Nashville District and more than 32 years of federal service.

...Richard Cummings, chief, Project Support Branch, who will retire September 30.

Sympathy to...

...the family of Harold Lewis, retired supply technician at Old Hickory Lake, who passed away on August 13.

...Lake Cumberland Park Ranger Troy Hawks, whose wife Rene' Hawks, passed away August 17.

... Michael and Darlene Zoccola who lost their son, Kevin, a junior at Father Ryan High School, on August 22. Mike is a thirty year veteran of the District and is chief of the Civil Design Branch, Engineering-Construction Division.

...the family of Wade Stone, retired Dale Hollow Lake park ranger, who passed away August 22 after a long illness.

...Cory Richardson, electrical worker at Nickajack Lock, whose grandmother, Ruby Irene Johnson, passed away August 22.

...the family of Claude Owen, former team member of Engineering Division, who passed away August 31 at the age of 82.

...the family of Corps retiree Orville W. Kronk Sr., who passed away September 3 at the age of 85.

Thank you...

...I would like to take this opportunity to thank all who offered their condolences on the loss of Talisa Rene' Hawks. The many cards and emails that were sent, the telephone calls and visits with my family

and I were a God-send. Rene' valiantly fought active cancer for eight and one-half years and always kept a twinkle in her stunning blue eyes and a spark in her cheerful smile. She was a wonderful mom and a beautiful wife, and I was very lucky



District Engineer Lt. Col. Steven Roemhildt (left) presents the Achievement Medal for Civilian Service to James E. Byrd late on the evening of August 5 at Wilson Lock shortly after Byrd helped clear a damaged barge from the chamber. Byrd received the award for commendable service as Quality Assurance Inspector in support of the Louisiana Recovery Field Office (LA-RFO) mission for Hurricanes Katrina and Rita during the period January 20 to April 20.



Chief of Operations Mike Ensich presents the Achievement Medal for Civilian Service to Richard Burney August 16 for his many years as a member of the Nashville District Dive Team. The senior dive team member attended the Corps Dive Training Course in October 1976, the first year it was offered and has maintained active status during his entire career with the Nashville District.

to have shared so many years with her. *Troy Hawks*

...I was very pleased to see the new accessible boat dock at the Canal Campground on July 29. We had been there for a few days and on Saturday we came in from fishing and saw the new dock space and ramp. I know things like that take a while. I appreciate the improvements and want to thank you on behalf of all the people who will benefit from them. This will make a very pleasurable experience even more so knowing that I can access my boat much easier. Thank You, *Ronnie Mobley*

Upcoming events...

Dates have been established for two upcoming Special Emphasis Programs Committee events.

October 11-Hispanic Heritage Month

October 25-National Disability

Employment Awareness Month



Commander's Corner

(cont. from page 3)

winning yet and there is clearly much work required. We know that many employees work in an inherently dangerous environment, but they should not be there alone. Supervisors must be there, engaged and accountable.

Supervisors must stay engaged. We know that accountable supervisors, engaged at the correct and appropriate moment, can eliminate accidents and ultimately save lives. With supervisors experiencing accidents as well, it is not just the employees who require or deserve engaged and accountable leaders. Our job as employees and supervisors is to engage and engage at the lowest level. The tools are out there; we have been broadcasting composite risk management and risk reduction measures now for six months. I want to win this fight, not to meet any metric but because what we institute now could very well save someone from experiencing a horrible accident in the future. Please let me know how we can improve to preserve, maintain, and improve OUR District. **Remember, Safety-Because You're Important!**



COUNSEL'S CORNER

This is the first in a series of articles authored by a representative from the Office of Counsel. To suggest an appropriate topic to be addressed in this forum that would benefit the District work force, contact Chief Counsel Bill Hill.

What's a PIP?

A Performance Improvement Plan (PIP) is a tool supervisors use to address poor performance of non-probationary employees. If at any time during the rating period the employee's performance on any objective is unacceptable the supervisor must inform the employee of the specific objective(s) in which performance is unacceptable. The supervisor must also inform the employee exactly what is required to bring up performance to a satisfactory level.

What's the purpose of a PIP?

A PIP is used to provide the employee a reasonable opportunity to bring performance up to a satisfactory level.

This process takes the form of a PIP. While an employee is on a PIP the supervisor will use a number of tools to help employees improve performance. Those tools may include weekly meetings, closer supervision and counseling, coaching, feedback, etc.

How long does a PIP last?

The time period is discretionary. The time needed to demonstrate acceptable performance is a judgment made by the supervisor. Normally this period is 60 to 120 days.

What happens at the end of a PIP?

If the employee brings his or her performance up to a satisfactory level, then no further action will be needed. Failure to bring the performance up during the opportunity period may result in the employee being reassigned, demoted, or removed. At the end of the PIP, the employee should receive a written notice. Such notice could be in the form of a letter, a memorandum, an annual appraisal



indicating improvement or even a special appraisal serving as the basis for appropriate performance-based action. The employee must maintain satisfactory performance for one year following the PIP or the employee will be subject to performance-based action without another opportunity for improvement.

Where can I get additional information on a PIP?

If you have questions or need additional information, you may contact a member of Human Resources or Office of Counsel (OC). Many topics are discussed in detail on the District intranet OC web site.



Are You Prepared for an Earthquake?

Second in a Series

The potential losses from future earthquakes of magnitude 5.5 or greater in the seismic zones of the central U.S. are expected to be significant because:

- 1) the region's high population density puts nearly 11 million people at risk;
- 2) the large number of structures not designed and constructed to withstand the effects of earthquakes;
- 3) the presence of thick, saturated sediments, which amplify shaking and have the potential for liquefaction;
- 4) the large area that would be affected by damaging ground motion and associated ground failure (10 times larger than the area impacted by a California earthquake of comparable size).

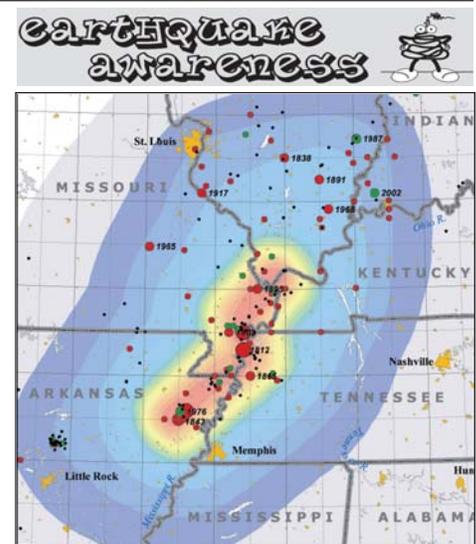
Hurricanes Katrina and Rita made it clear that, just like local and state governments, the general public needs to plan to be self sufficient during a disaster.

Having a family preparedness plan, an emergency supply kit, food, and water supplies are all going to be necessities after an earthquake in the central U.S. because first responders will likely be busy for days during the initial response.

Now is the time for you to prepare your family for earthquakes and other disasters. History shows us that it is only a matter of time before another damaging event occurs.

THE NEW MADRID SEISMIC ZONE

Named for a small town on a bend of the Mississippi River near the junction of Missouri, Kentucky, and Tennessee, the New Madrid Seismic Zone forms a zig zag pattern from Cairo, Ill., south-west to New Madrid, Miss., then south-east to Ridgely, Tenn., and from Caruthersville, Miss., southwest to Marked Tree, Ark. Moderate earthquakes occur far more frequently than the great New Madrid earthquakes. For more information on



earthquake preparedness activities, contact your State Earthquake Program Manager -

KENTUCKY (800) 255-2587
TENNESSEE (800) 258-3300

For more information on earthquake preparedness in the central US, visit www.cusec.org or call (800) 824-5817.

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Just To Be On The Safe Side . . . Falls From Tree Stands

by Bill Bennett

Fall hunting season is just around the corner and with it should come a few words of caution. One of the most popular pieces of equipment used by deer hunters is a tree stand and each year that equipment produces a few injuries.

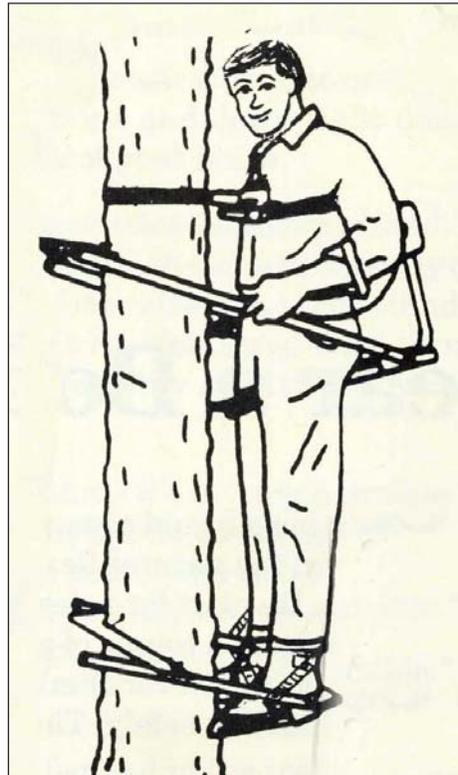
Tree stands can be safe but they can also be quite dangerous if used incorrectly or carelessly. Nationally, one in three hunting injuries involves a tree stand. Falls from tree stands can be caused by several factors, including a weakness in the stand's structure and incorrect installation. Hunters who fall asleep while on their stands can be a mitigating factor, especially when proper restraint is not used. Climbing into a tree stand with a loaded firearm all too frequently results in injury from accidental firing.

To help prevent these accidents, follow these safety precautions:

1. Never carry equipment with you while climbing. Use a haul line to raise or lower your gear. Make sure guns are unloaded and broadheads are covered prior to raising or lowering firearms or bows with a haul line.

2. Since most accidents occur when hunters are climbing up or down a tree, always use a climbing belt. Always use a

safety belt or harness when hunting from elevated tree stands. Never use a rope to



Tree Stands come with instructions clearly marked by the manufacturer:

replace a safety belt.

3. Check permanent tree stands every year before hunting from them, and replace any worn or weak lumber.

4. Choose only healthy, living trees when using climbing devices. Rough-barked trees such as oak are best. Do not use a tree that is rotten or has dead limbs.

5. Never put all of your weight on a single branch. Keep at least one hand and one foot on a secure place when reaching for the next hold.

6. Climb higher than the stand and step down into it. Climbing up into a stand can dislodge it.

7. Wear boots with non-skid soles because steps or platforms can be slippery after rain, sleet or snow has fallen.

8. Tell a dependable person where you're hunting and when you plan to return. Map your whereabouts and leave a note at camp, at home or in your car so that you can be found in the event you are gone longer than you planned.

9. Carry a whistle to call for help and carry a first aid kit, flashlight and a cellular phone. 📞

**Remember, Safety-Because
You're Important!**