



US Army Corps
of Engineers
Nashville District

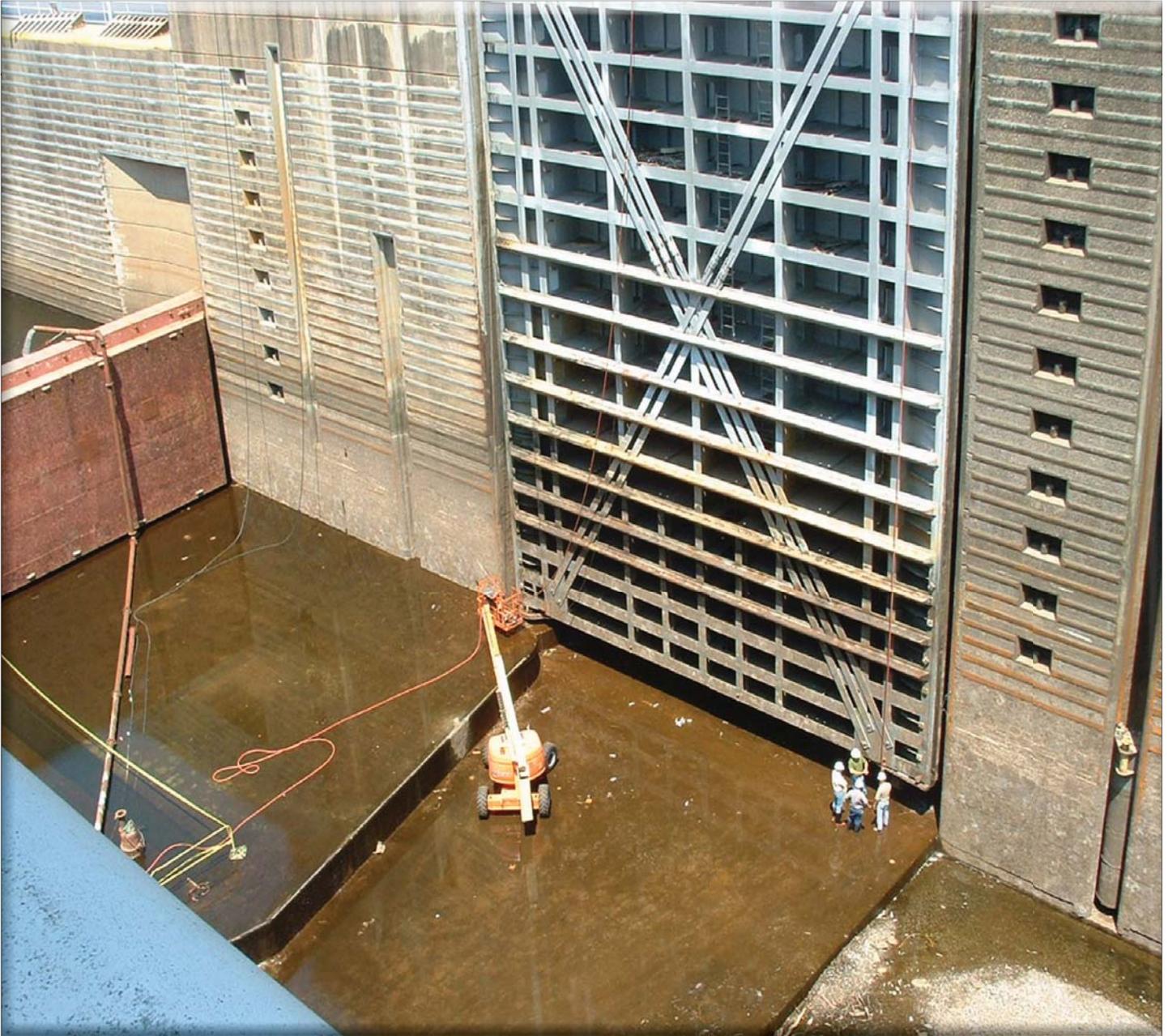
DistrictDigest

Volume 108, Number 8

Building Strong

August 2008

The EAGLE Class Visits Pickwick Lock & Dam Dewatering



Story on pages 8 and 9

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On the Cover



The EAGLE Class experiences the dewatering for the Pickwick Lock & Dam. Read about it on pages 8 and 9.

District Digest

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

Electronically Yours
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Lieutenant Colonel Bernard R. Lindstrom

Lindstrom Sends

Greetings! Building the Nashville TEAM of TEAMS!

Wow! A little over a year ago Cara and I moved to Nashville and joined the Nashville District TEAM. We did not know then what our destiny was, only the Army selected us to come here to Lead the Nashville District. We did know then that we would be part of a great organization, and the visions that we had back then are ringing true today. Every day is simply wonderful! We look forward to every day, every issue, every challenge, and every meeting and engagement with you.

One of the latest meetings that I have had the pleasure of getting to be a part of lately was to attend and meet the participants of our EAGLE class. EAGLE (Employees Achieving Greatness and Leadership Excellence) selects aspiring young employees to participate in a basic leadership development program that is conducted in conjunction with the Belmont University. What a GREAT first step to developing future USACE leaders! The topics and course outline reminded me of the course work for Masters' level Organizational Behavior course. I also have the opportunity to meet with each of these aspiring leaders to spend a day with them while they 'Shadow' the District Engineer for a day.

I cannot say what each EAGLE Shadow gets out of spending a day with me, but I

can happily report that I learn a lot from these wonderful young minds. Here is what I have learned so far:

Our future leaders are bright! They are inquisitive, and they are interested in what our leaders do to serve the public. And, for the most part, they want to know more about how to be a leader. They see and hear about many problems and challenges in the world, in the region, in their community, and right here in the district. They recognize that leadership is defined as the process of influencing people by providing purpose, direction, and motivation while operating to accomplish the mission and improve the organization. They want to learn the skills that help them contribute to the success of the District. We need to ensure our employees are working in a challenging environment so they can grow the skills they have. We could use a more structured mentoring approach towards getting these future leaders the guidance, support, and training they need throughout their career. I hope we can provide an environment where every employee feels that they are a part of a lifetime of learning and teaching.

Our future leaders are looking for opportunities to grow and learn! Some of our future leaders want to be experts in their field of work; others want to be more rounded and branch out to lead



organizational teams. Every one of our employees comes to work with some education, qualification, aptitude, or gift. We need to recognize these god given attributes all levels, and encourage their growth through training and education. We need to actively assess our young talent and provide them with generic career paths that they can reference and look towards aspiring to be great future organizational and strategic leaders. We need to maintain our workforce competency by providing easier access to our education and certification programs. We need every employee to chart their own career path by completing an Individual Development Plan (IDP), and communicate that plan with their supervisor. I hope that we can provide an environment where every employee can easily link their current work to the organizational goals and objectives of the District to see how they contribute to the public we serve.

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July Employee of the Month

Mark Willis, Park Ranger at Dale Hollow Lake, is Employee of the Month for July.

Mark is being recognized for his exemplary execution of a multitude of duties and his contributions to the resource management staff at Dale Hollow. During the on-going vacancy of the Dale Hollow Conservation Biologist, Mr. Willis has stepped up without receiving specific direction to assist the natural resources management and ranger staffs for performing significant duties of that position. Mark has been instrumental in coordinating with other ranger staff members to ensure the project's Visitor Comment Program is completed on time. He has provided input and quality assurance

review for the completion and submission of the project's draft OMP update. The primitive camping program has benefited from the regular patrols and compliance checks conducted by Ranger Willis that historically have been performed by the Conservation Biologist. Mark was instrumental in taking the lead to plan and implement the project's successful "Boat Smart Super Saturday" water safety event in support of the Division's focused 2008 Water Safety Initiative. Ranger Willis has also provided ranger coverage and surveillance for an expanded geographical area of the lake investigating potential encroachments and processing major out grant (marina) requests in a quality



Park Ranger Mark Willis is the July Employee of the Month.

manner. Mark has performed these extra duties while continuing to perform his normal ranger duties.

Ranger Willis' extra efforts and concerns during this period of reduced staffing reflect positively on himself personally and professionally as a member of the Nashville District Ranger Staff.

Navigation Employee Steps Up

By Angela Davis

What makes a good employee a great employee? A great employee identifies a problem and takes the initiative to correct the problem even though the solution exists outside of their normal duties, and this is just what Ann Stewart did.

Stewart works as a Budget Technician for the Navigation Branch. Due to the varying work schedules of the maintenance crews, in the past, shipments have been delayed or re-scheduled because fork truck operators were unavailable. Stewart recognized the team's need and requested and received training and certification by the District's in-house trainer James Sowell.

By Stewart's willingness to step outside her normal duties, she has greatly helped the Maintenance Team and the whole Nashville District.



Ann Stewart helps the Navigation Branch unload discharge pipe.

Continued from Page 3

Our future leaders enjoy living Army Values! Lucky for us the Army is a value based organization. Most of our future leaders joined our ranks because they thrive in the public service culture. They look forward to contributing to work that is valuable to themselves, the public, the region, and the nation. We need to continue to recruit future leaders who can emulate these values. Whether it is through direction, personal example, or cooperative efforts, leaders get others to work together for collective goals. We should invest in future leaders who are communicators, decision makers, and motivators. I hope we can continue to provide an environment that rewards individuals that anticipate the future, prepare for contingencies, and strive to leave a section better than they found it.

Overall, these are just a few of the many things I am beginning to learn as I am able to spend some quality time with our future USACE leaders. We are going to continue this path of discussion to take this organization from Good to GREAT! The payoff will be Excellence in everything we set out to do. That is our Goal, not the Standard.

To wrap this article up, I want to recognize a few high performing folks that are "Owning the Edge" and taking this organization from Good to GREAT!

- Tom Hale and the Wolf Creek **TEAM** for taking the offense to get the Wolf Creek message out to the folks who are in the greatest area of risk. Please continue to talk our positive message.
- The Contracting, E&C, and Legal **TEAM** that delivered the 'Wolf Creek Cutoff Wall Contract' on a silver platter. You are operating at the excellence level.
- Tyrone Crear and the E&C **TEAM** that expertly took Cadet Peter Corley under their wing for a month to let him be a part of a historic construction project.
- Connie Flatt, Tom Cayce, Jim Deal, and the programs **TEAM** for slugging it out with the FY10 budget. Nothing is impossible, only harder to do.
- Christine Rossi and the RM **TEAM** for actively engaging with the regional budget process to get us effectively and efficiently obligated to the end of the year. Not done yet...but I thought you could use a 'Great Job.'
- Pickwick dewatering **TEAM**

for 'getting-er-done'...and doing it safely.

- All Project Managers (PM **TEAM**) for continuing to deliver with excellence

Your selfless service and dedication to our mission is continuing to promote a legacy of engineering excellence that will serve the future of this region as it has since 1888. One hundred twenty years of service on August 18, 2008! Thank you for taking the tough tasks, setting new objectives, and reaching for higher achievement. Your efforts will take you and the district from Good to GREAT! Every day is a new day for achievers. Cara and I look forward every day to serve you with the passion and commitment to lead our organization and preserve our legacy of excellence and achievement that makes this organization GREAT. Again, Cara and I appreciate the opportunity to serve you. Summer is here! Be Safe! God Bless America! One team! Ready! Relevant! Reliable! Responsive! Essayons! Engineer Strong!



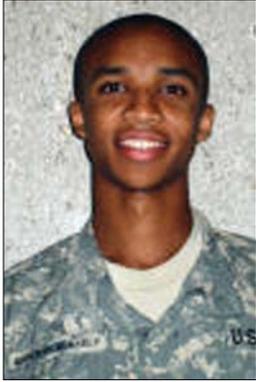
Photo by Angela Davis

The EAGLE Class visits Pickwick Lock and Dam.

West Point Cadets Intern with Nashville District

The District Digest conducted interviews with two West Point Cadets

who recently interned with the Nashville District. Christopher Steward-Blakely worked in Project Management, assisting Linda Adcock, Project Manager of the Center Hill Dam Seepage Rehabilitation Project.



Christopher Steward-Blakely

District Digest (DD): Tell me a little about yourself. Where are you from? What are your interests? Why did you decide to attend West Point?

Christopher Steward-Blakely (CSB): I'm originally from Dallas, TX, but I grew up all over because I am an Army Brat. My mom has been in the Army for 18 years, which was a deciding factor in me going to West Point. I have known for a long time that is where I wanted to attend school. My interests are band and baseball; both of which I participated in High School.

DD: What year are you at West Point and what are you studying?

CSB: I am currently a Junior at West Point and I am studying Engineering Management with an Environmental track.

DD: How did you find out about and become interested in this internship with the Corps?

CSB: We have a set program that we have to follow during the summer as a part of our training and academic internships are a part of that program. An e-mail came my way telling me that this internship would best suit my major so I signed

up for it.

DD: I understand you are assisting Linda Adcock with Center Hill. What kind of work have you done?

CSB: I assisted her in making the Project Management Plans for the Center Hill Seepage Major Rehab Project.

DD: Have you learned or experienced anything interesting or new during your time here at the Corps? What has been the best part?

CSB: I learned a lot about how the Corps operates while I was here. I think the best part was traveling to the various sites; while I was here I went to Center Hill, Wolf Creek, and Kentucky and Barkley Locks.

DD: Do you have any future plans and do you think this internship has helped you in those future plans?

CSB: I think that this internship has shown me something that I may be able to do later on in my Army career.

Pete Corley, West Point Cadet, interned at Wolf Creek Dam assigned to rewrite the Resident Office Safety Plan.

DD: Where are you from? What are your interests? Why did you decide to attend West Point?

Peter Corley

(PC): I grew up in Woodbury, TN. I have enjoyed interning at the Nashville District. I am close to home, family, old friends, and good home cooking. For me, West



Peter Corley

Point seemed to be the right thing to do. I enrolled right after my senior year from High School. There were two teachers who had been in the Army that had a positive influences in my life. They were good teachers and very disciplined.

DD: What year are you at West Point/

PC: I am currently a Junior at West Point.

DD: Have you interned at the Army Corp of Engineers in the past?

PC: Yes. I was in Hawaii last summer working in the infantry and the summer before that I went through basic training.

DD: What do you think about your internship here at the Nashville District?

PC: I have enjoyed being at the Nashville District. I have learned so much. I have been getting a broad view of what the Nashville District is doing and how much of an impact the District has in the community. It is an honor to be here. The employees have make me feel welcomed and have taught me many things about the different operations and best practices of the Nashville District.

DD: Have you visited any other sites other than Wolf Creek Dam?

PC: Most definitely, I have visited several sites. I also had the opportunity to travel to Pickwick Lock and Dam with the EAGLE class. Col. Lindstrom has also spent time with me. I got the chance to shadow him to see how he spends his time to serve the community. He also answered and encouraged any questions I may have had.

DD: What do you think about the internship at the Nashville District?

PC: I think that this is a great opportunity and I encourage anyone to participate.

SAME Scholarship Committee News

By Lannae Long

The Society of American Military Engineers (SAME) Nashville Post Scholarship Committee has completed its evaluation of scholarship applications for the 2008-2009 academic year. This year, the post has awarded a total of \$13,500 to 12 deserving students majoring in the fields of engineering, architecture, mathematics, computer science or related fields. Since 1990, the SAME Nashville Post Scholarship Program has awarded 224 scholarships totaling over \$275,000. This year's recipients and respective universities/colleges are:

Student Name	University
Robert Amos	Vanderbilt University
William Beaumont	Vanderbilt University
Lauren Comet-Greenway	University of Tennessee
Bryan Hunter	University of Tennessee
Russell LeSturgeon	Yale University
Micah Murphy	Tennessee Technological University
Caleb Petty	Tennessee Technological University
Son Pham	Tennessee Technological University
Amanda Pitto	University of Tennessee
Allison Ross	Western Kentucky University
Melissa Siard	Asbury College
Andrew Sneed	University of Tennessee

Bryan Hunter is the son of John Hunter of U. S. Army Corps of Engineers Headquarters, Russell LeSturgeon is the son of Carol LeSturgeon of Water Management, Son Pham is an electrical engineering co-op, Allison Ross is an Geography/GIS co-op in Natural Resources, and Andrew Sneed is the son of Bob Sneed of Water Management.

The SAME Scholarship Committee offers congratulations to all recipients and best of luck during the upcoming school year.

Scholarship Committee, SAME Nashville Post

The application period for academic year 2008-2009 is closed, and we are not accepting any more scholarship applications for this year. The anticipated schedule for the 2009-2010 academic year is as follows:

Application period opens	February 16, 2009
Applications accepted	February 16, 2009 - April 17, 2009
Award decisions	Late June 2009
Disperse scholarships to universities	Early August 2009

Questions may be directed to Scholarship Co-Chairpersons, Peter Schulert at PSchulert@envsci.com, phone (615) 758-5863 (ext 139), or Lannae Long at Lannae.J.Long@usace.army.mil, phone (615) 736-2049. For more information about SAME Nashville Post, visit www.SAMENashvillePost.org.

The EAGLE Class Visits Pickwick Lock & Dam Dewatering

By Angela Davis

The EAGLE Class visited Pickwick Lock and Dam dewatering project. The lock project has dual chambers. The main chamber, 110 feet wide by 1000 feet long, and the auxiliary chamber, 110 feet wide by 600 feet long, were dewatered for maintenance. A few of the maintenance tasks were replacing the gear bushings, installing an upper guide wall armor, and more. The class got a firsthand view of the operation.



Photo by David Kay

The EAGLE Class' view from the top of the Pickwick Lock.



Photo by Angela Davis

Some of the EAGLE Class walking in the chamber.

equipment. Gypsum moves from Ohio River power plants to manufacturing plants in the Tennessee Valley. Salt and chemicals move to chemical plants directly supporting the paper and textile industry in the region. Grains move from the upper Mississippi and Ohio valleys to both corn syrup plants and terminals serving the southeastern poultry feed market. Steel products move to fabricators in urban areas located in the Tennessee and Cumberland valleys. These and other shippers relying on Pickwick realize transportation cost savings of more than \$188.4 million annually.

Transportation Facts

Pickwick Locks and Dam have processed an average of 17.8 million tons of waterborne commerce annually from 2000 to 2004. Coal is the principal commodity at Pickwick, though aggregates, salt, grains, chemicals, and steel products are all present in large numbers. Electric utilities move coal from mines in Wyoming, Kentucky and West Virginia to power plants serving the southeastern region of the country. Aggregates move to construction related companies and to electric utilities for use in desulphurization



Photo by Angela Davis

Gerald Choat, Project Manager, points out maintenance tasks.

The EAGLE Experience Continues

By Wesley T. Butler, Senior Mechanic, Barkley Power Plant



Photo by Angela Davis

The EAGLE Class' view from the inside of the Pickwick Lock.

portrayed during the discussion to give students and idea of how to better address interview questions.

Day two was an informative trip to the Pickwick Lock dewatering. Gerald Choat and Operations Manager Jim Davis gave all students a safety

The monthly EAGLE class for July was held at J. Percy Priest. Eagle participants enjoyed speakers from various senior leaders of the Nashville District. Our first day of classes began with Major Strauss discussing the current N.S.P.S. program being implemented in the Nashville District and gave a breakdown explanation of the process. Employees were encouraged to give feedback as it is still a work in progress. Connie Hardeman from our security office gave a briefing on identity theft and gave good examples on ways

to better protect ourselves at work and at home. A suggestion was made to all class members on the importance of checking all three credit report bureaus often to maintain your credit report history and to check for any discrepancies that might occur. Bill Hill from the office of counsel discussed his office's services and ways that they could be of assistance with legal questions and advice. The day concluded with Patty Coffey giving a presentation on interview techniques and discussed ways to improve your resume. Mock interviews were

briefing who were then taken around the lock for a tour. Students were taken inside the lock chamber and shown the on-going work that was taking place. Outings such as these allow participants to see projects and various aspects of the Nashville District that they may not have the opportunity to experience. Starting this month, EAGLE participants will have the opportunity to shadow LTC Lindstrom. Students will spend the day with the commander to observe and participate in meetings and one-on-one conversations.

Nashville District's Deployment Diary

Story by Victoria Hooper and
Photos by Diann Farmer

Diann Farmer

Just ask Diann Farmer what is going on in Afghanistan and she'll tell you, a tremendous amount of work!

Since March 2008, Diann has been stationed at the Qalaa House outside Kabul, Afghanistan and has been working very hard. She was originally hired in the GWOT

mission as a Program Analyst for Afghanistan Engineer District's (AED) Engineering and Construction (EC) Division. As our Readiness Team continues to tell us, flexibility is key. Diann had to be flexible when she was told before she arrived that she would now be working with the Resource Management System (RMS), which she had never done before. When she arrived in Afghanistan tired, and overwhelmed at the thought of being tasked with a job for which she had little proficiency, she started her work with a new EC Chief, Chief of Construction, and a Chief of Contract Administration layered above her. At this

point she learned that there is an employee there who worked with the RMS system and AED had another need in which to

place her. With Diann's "get it done" attitude she adapted and prospered. As of the last

ments, assisted the District with RMS in the absence of the resident expert, and compiled and maintained a list of the status of all the outstanding claims and REAs for the Afghanistan Engineer District.

Diann emailed early in her tour, "Everyone has made us feel very welcomed. So get the word out, if you can, that if anyone wants to be a part of history and build things that this country desperately needs – come to Afghanistan and make yourself and your country proud by doing something that can make a

difference. It's time to put the care back in the Corps of Engineers. Sounds like a commercial doesn't it? If I can do it anyone can."

Diann has been married for 41 years to Mike Farmer, retired Chief of Nashville District's Engineering-Construction Division. They



Diann Farmer at work.

week in July, Diann states she has processed over 1500 construction payment estimates, assisted in over 80 contract closeouts, maintained records for and processed over 300 Individual Contracting Officer's Representative Training Require-



Diann's daughter, Karen, and grandchildren.



The Afghanistan Engineer District Team

Continued on Page 11

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have three children, oldest daughter Karen and husband Frank live in Tampa, Florida with their 2 children, Ava and Zackary. Daughter, Kelli, works at Williamson Surgery Center in Franklin, Tennessee, and son, AJ, is a junior at UTC in Chattanooga, Tennessee.

Husband Mike has also experienced a GWOT deployment in Afghanistan. He states, "Diann's experience is a microcosm of what everyone goes through. The cultural shock, the fear, the endless days and nights which all blur together, the constant demands, the never ending turnover in personnel and changes in requirements either make or break you. I think Diann will return standing a little taller because she KNOWS she made a difference for a gallant people in a desolate land. She did everything that was asked of her and she did the right thing every time. I'm proud of her. God Bless America and all those, like her, who bravely serve away from home and family."

The Nashville District thanks, Diann, for her hard work, her accomplishments, and her willingness to serve.



A beautiful snow day at Qalaa House.

Larry Cole meets Van



Larry Cole, Old Hickory Power Plant, is shown here with the Chief of Engineers, Lieutenant General Van Antwerp. Cole is deployed to Afghanistan, and he met with the Chief at a newly constructed training building.

HOW TO APPLY FOR A GLOBAL WAR ON TERRORISM (GWOT) POSITION

To volunteer for a position, contact the Nashville District Operations Division, Readiness/Emergency Management Branch.

To see what is available, GWOT positions are posted on several sites, such as ENGLink, (<https://englink.usace.army.mil>), CPOL (<http://cpol.army.mil>), USAJOBS (www.usajobs.gov), and the USACE homepage has a link to CPOL as well. (<http://www.hq.usace.army.mil>. Then look at GWOT Recruitment Page)

Once you find a position for which you feel you can qualify, you must build a resume in the RESUME builder to link with the position you want. Without the resume being linked with the position, there is no way to be considered for the position. There are a number of ways to find a position overseas. You can use a vacancy announcement, a placement

from division or higher, or by word of mouth.

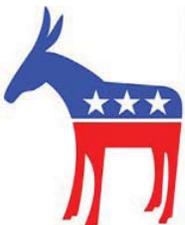
No matter how you find a position, paperwork MUST be processed through Readiness/Emergency Management Branch for processing.

As with most Government processes, there is a large amount of paperwork to be completed. The Readiness/Emergency Management Branch has a step by step instruction to expedite the deployment paperwork.

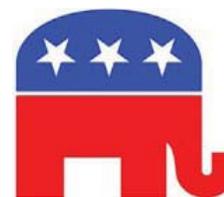
Due to the ever changing deployment requirements, please stay flexible during your pre-deployment preparation.

-- You can reach the staff at the Readiness/Emergency Management Branch at (615) 736-7037, email Kathy.a.grimes@usace.army.mil, or jerry.breznican@usace.army.mil.

Counsel's Corner



Time to Vote!



Story by Pam Schmaltz

Unless you've been living in a cave somewhere, you know that a presidential election is on the horizon. What you may not know, however, is that there are limitations on federal civilian employees' participation in political activities.

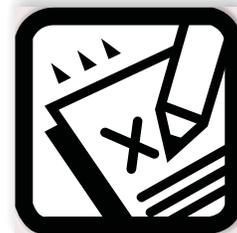
What is the Hatch Act?

The Hatch Act, around since 1939, sets forth the restrictions on political activity applicable to federal civilian employees. Federal employees may register and vote as they choose; however, the Hatch Act has guidelines for other activities associated with our political process, such as working on or volunteering for a political campaign.

Violation of the Hatch Act is punishable by a minimum penalty of 30 days suspension without pay, so it makes sense to learn what you can and cannot do:



- **May** be candidates for public office in nonpartisan elections.
- **May** assist in voter registration drives.
- **May** express opinions about candidates and issues.
- **May** contribute money to political organizations.
- **May** attend political fundraising functions.
- **May** attend and be active at political rallies and meetings.
- **May** join and be an active member of a political party or club.
- **May** sign nominating petitions.
- **May** campaign for or against referendum questions, constitutional amendments, municipal ordinances.
- **May** campaign for or against candidates in partisan elections.
- **May** make campaign speeches for candidates in partisan elections.
- **May** distribute campaign literature in partisan elections.
- **May** hold office in political clubs or parties including serving as a delegate to a convention.
- **May not** use their official authority or influence to interfere with an election.
- **May not** solicit, accept or receive political contributions unless both individuals are members of the same federal labor organization or employee organization and the one solicited is not a subordinate employee.
- **May not** knowingly solicit or discourage the political activity of any person who has business before the agency.
- **May not** engage in political activity while on duty.
- **May not** engage in political activity in any government office.
- **May not** engage in political activity while wearing an official uniform.
- **May not** engage in political activity while using a government vehicle.
- **May not** be candidates for public office in partisan elections.
- **May not** wear political buttons on duty.



Where can I get additional information?

The Office of Counsel website has links to additional information on this topic. You may also go to the Office of Counsel (OC) for a more thorough analysis of the Hatch Act. Please contact Bill Hill if you have any questions.

Would You Like a Visit From Bobber, the Water Safety Dog?



Bobber, the Water Safety Dog, and Ranger Sondra Carmen

The Nashville District now has its own Bobber the Water Safety Dog costume. Bobber's doghouse is at Cordell Hull. Bobber the Water Safety Dog may visit you by sending an e-mail to James S. Gregory or call Cordell Hull to reserve Bobber for your event.

Bobber is great for boat shows, Environmental Days, school programs, parades, basketball games, fairs, community events and more. Bobber is popular and would like to help you host your event.

Volunteers Clean a New Trail

Story and Photos by Ranger Crystal Tingle

Hitting the trails is a way of life for many Middle Tennessee residents. That is true for the volunteers that came out on June 28, 2008, to help build the new mountain bike trail at Shutes Branch Recreation.

Old Hickory Lake has teamed up with bike enthusiasts, Southern Off-Road Bicycle Association (SORBO) and local neighbors to create the second U.S. Army Corps of Engineers (USACE) managed mountain bike trail in the Nashville District.

On Saturday volunteers were able to add another 0.5 miles to the trail. Volunteers have given their time to build 3 miles of trails and



Volunteers gather to clean a trail.

continue to build more trails. The Nashville District hopes to have 8-9 miles of mountain bike trails completed by spring of next year.

This trail is located in the old Shutes Branch Campground that was closed in 2004. Since then this area has become a location

for unauthorized activities such as dumping trash, four-wheeling, camping, and vandalism. The USACE wanted

to use this area for the public interest but still support wildlife habitats in this growing area of town.



Working to benefit the community.

This area is a great resource for neighbors that want to run, walk, or ride. Most people we talk to like the idea of this trail and plan to use it. Those that may be interested in helping volunteer can come out on September 27, 2008 for Public Lands Day. For more information and to register for Public Lands Day or other work days, contact the Old Hickory Lake Resource Management Office and Ranger Crystal Tingle at 615-847-2395.



Volunteers clear debris from the trail.

The Corps Crowd

Congratulations to...

...Jonathan Jarrett for being selected for the Project Manager Assistant position in Programs Section of Planning, Programs, and Project Delivery Division. He will also continue to be a part of the Rapid Response Vehicle PDT.

...Joshua Gunnels, son of James Gunnels, for finishing Dental School at UT Memphis College of Dentistry. Joshua has begun his practice in the Hermitage area with Dr. Larry LaFever. Joshua's wife is a registered dental hygienist. James is a Civil Engineer with the Civil Structural Section of the Civil Design Branch, Engineering Construction Division.

...Dennis Neavling to the Engineer Construction Division, Construction Branch. Dennis will assist the construction office with contract administration, quality assurance, coordinating and tracking the review of submittals from construction field offices with engineering disciplines, updating the construction web-site, and assisting construction office engineers as needed on assigned projects.

...Miranda Shadrick, Office Automation Technician at Wheeler Lock, who graduated from Athens State University, with a BS degree in Business Management. Miranda worked for the Corps for the past 6 years while attending school.

...Roy Rector, Lock and Dam Operator at Watts Bar Lock, on his upcoming retirement on September 3, 2008. Roy began his career with the Nashville District on November 5, 1969, and has been at Watts Bar since 1976. Roy has worked long and diligently for the Corps of Engineers for 39 years. We wish him the best as he embarks on his new adventures in life.

Farewell to...

...William Parsons, Berm Inspector at Wolf Creek Dam who has decided to return to his beautiful mountain home in Idaho, where he plans to spend his time fishing, horseback riding and enjoying the peaceful scenery.

...Son Pham, Electrical Engineering Co-Op for the Electrical-Mechanical Section. Son will be returning to Tennessee Technological University to complete his Bachelor's Degree in Electrical Engineering.

Welcome to...

...Ms. Angela Hamilton as the Commander's Secretary. Hamilton comes to the Nashville District from Jacksonville, Alabama where she worked as a Human Resources Technician for the Military Science Department at Jacksonville State University.

...Amber Jansen, Park Ranger Trainee at Old Hickory Lake, a recent graduate of Southern Illinois University. Amber was a co-op student in the St. Louis District where she worked at Rend Lake.

...Johnny Barton as Park Contract Clerk at Old Hickory Lake. He was at Goodwill Government Services where he operated the Volunteer Clearing House.

...Justin Reed as Maintenance Mechanic at Old Hickory Lake. He was Park Ranger at J. Percy Priest Lake.

...Lek Kapshtica, Electrical Engineering Co-Op for the Electrical-Mechanical Section, who started June 9th. Lek is a Junior at Tennessee Technological University.

Sympathy to...

...the family of Mr. Joe Kelley, who passed away on August 13 in Cookeville. Kelley was a retired Center Hill Lake employee.

...the family and friends of John Wesley Schmittou, who died June 15 in Clarksville. John was a former mail clerk for the Nashville District.

...the family of Mr. Charles (Charlie) Capp, who passed away on August 14th. Charlie retired from the Mechanical Design Section in 1989.

Army Suggestion Program Announces New Website

Submitted by: Flournette Roper, ASP Coordinator

Contributing information: Pittsburgh District and Center for Suggestion System Development

Did you know that the first employee suggestion program was started by Kodak in 1898? Suggestion programs are still flourishing today, that's why the Army Suggestion Program (ASP) encourages employees to submit ideas which improve working conditions, significantly increase safety awareness, or have the potential for improving the use of resources. The new ASP electronic submission process provides a user friendly and efficient method of submitting and evaluating suggestions. The basic steps to suggestion submission are:

- **Log on to the new ASP website** https://secureapp2ako.hqda.pentagon.mil/ako/asp/http/services/Asp/asp_home.cfm. You will be prompted for your Army Knowledge Online (AKO) User ID, password, and other required information.
- **Think creatively.** Employees who are closest to the problem generally make the best suggestions for improvements. Do you see where processes can be streamlined? Are there steps that can be eliminated? Just because a problem is obvious does not mean a suggestion has been submitted. Try to think of ways to improve the process or solve the problem, then submit the best idea.
- **Explain your ideas clearly.** Provide enough details and facts to fully explain the problem and your solution.
- **Sell your idea in writing.** The more you can explain about how your solution benefits the Nashville District, the better chance your idea will be adopted.
- **Clearly state the current procedure or policy affected.** State why the present practice is deficient and why the change would be beneficial. A statement or computation of estimated benefits should also be included. If you need help writing your suggestion, ask your supervisor for assistance or contact the Resource Management Office, Management Analysis Branch.
- **Attach samples, drawings, memos, or other documents.** These items help explain the problem and your solution. They also help the evaluator understand your suggestion better and make the evaluation easier. Oftentimes, attachments make the difference between whether a suggestion is adopted. The electronic submission process allows you to attach Word documents, Excel spreadsheets, etc.
- **Submit your suggestion today!**

Tiffany's Big Catch

Tiffany Hedrick, a former Nashville District Employee, has been working on a red snapper study for Texas Tech University. She caught some whoppers on a recent outing, including a 4 1/2 foot king fish. The locals showed her how to properly cut and prepare this excellent eating fish.

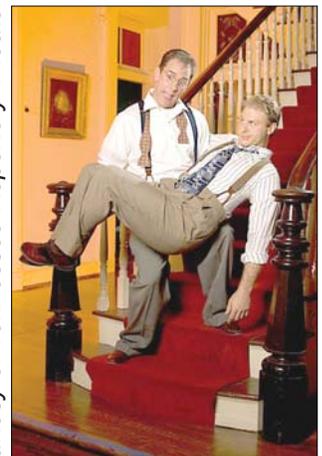


Tiffany shows off her 4 1/2 ft kingfish.

Shane Bridges Starring at the Tennessee Repertory Theatre

Shane Bridges, son of Ronnie & Terri Bridges, Administrative Assistant at the Nashville Area Office, will be the leading male actor in two productions for the 2008-2009 Tennessee Repertory Theatre season. He will be featured in "Moonlight and Magnolias", November 8 – 22, 2008 and "Rabbit Hole", March 21 – April 4, 2009. Shane has been acting professionally in the Nashville area for several years, but this is the first season he has been cast at the Tennessee Repertory, the most widely known theatre company in Tennessee.

Courtesy of Tennessee Repertory Theater



Shane Bridges holds his Tennessee Rep co-star

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Time: 11 a.m.

**Place: Piccadilly Cafeteria
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Madison, Tennessee**

