

Ann Turcotte
Retirement
Page 4



Bronze Star
Medal
Page 5



Yankee Voices.....	2
Commander's Column.....	3
Chili Contest.....	6
Kids' Website.....	7
Cape Cod Canal Rescue.....	10
Camp Wellfleet.....	11
2004 Pay Chart.....	11
Dredging Up the Past.....	12



US Army Corps
of Engineers
New England District

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Small Business:

SAME makes matches between small and large businesses

The New England District, as part of the Small Business Committee, helped coordinate a contractor "Reverse Matchmaker" event sponsored by the Society of American Military Engineers (SAME) Boston Post. The day-long event, held at the Renaissance Hotel in Bedford, Mass., Feb. 10, matched small business companies with larger contractors.

Over 200 representatives of small and large businesses registered to network with the 30 contractors who operated tables at the event. Participant categories were "Emerging Small Businesses," "Small Disadvantaged Businesses," "Women-Owned Businesses," "HUBZone Businesses," and "Service-Disabled Veteran/Veteran-Owned Businesses." "The 'reverse match-

maker' was a great initiative by SAME," said Lt. Col. Brian Green, Acting District Engineer, who attended the event. "It gave an opportunity for larger companies to talk directly with smaller businesses and discuss the potential for collaboration during individual interviews."

Col. (ret.) Michael Meuleners of
Continued on page 8



District Engineer arrives in Iraq

Col. Thomas Koning, New England District Engineer, has arrived in Iraq for his six month tour. He is pictured with some local Iraqi people.

The colonel says that he is doing fine, and that he will write as soon as he is able.

Yankee Voices

John Wutzer
Eng/Plng



DoD Announces Korean Defense Service Medal

The Defense Department announced today the creation of the Korean Defense Service Medal (KDSM). The KDSM is a service medal to give special recognition for the sacrifices and contributions made by members of the U.S. Armed Forces who have served or are serving in the Republic of Korea. Public Law 107-314 legislated the creation of a new medal to recognize military service in the Republic of Korea and the surrounding waters.

Members of the armed forces authorized the KDSM must have served in support of the defense of the Republic of Korea. The area of eligibility encompasses all land area of the Republic of Korea, and the contiguous water out to 12 nautical miles, and all air spaces above the land and water areas. The KDSM period of eligibility is July 28, 1954, to a future date to be determined by the secretary of defense.

For more information, see <http://www.defenselink.mil/releases/2004/nr20040209-0334.html>. (*militaryreport.com*)

Congratulations

...to **Matthew Walsh**, who has been selected as the WE Committee's Employee of the Month for February 2004. This award is in recognition of Matt's extraordinary efforts in introducing GIS to the District and his capable assistance to fellow workers in implementing this new concept.

...to the "**Department of Homeland Security Border Patrol Stations (DHS BPS) Project Delivery Team**," which has been nominated as the WE Committee's Team of the Month for February 2004. Team members include: **Joe Colucci, Steve Johnston, Dan Bradley, Bill Herland, Chris Lindsay, Alex Garneau, Tom Ayau, Tom Marcotte, Scott Flanagan, Dave Friedt, Mary Donovan, Siamac Vaghar, Jen Flanagan, Sue Holtham, Kirk Bargerhuff, Kate Atwood, Ed O'Leary, Jim Leary, Ken Bouchard, Julie D'Esposito, Molly McCabe, Bill Gladman, Shawn Mahaney, Rachel Raposa, Jim Conway, Chris Johnson, Tina Krawczyk, Les Jacobs, Ray Prisk, Judy Antonellis, and Eva Marie D'Antuono**. This team is commended for their extraordinary support to the District and its customers.

Sympathy

...to **Carol Chaplick**, Regulatory, on the passing of her mother, **Geraldine Chaplick**, Jan. 29.

...to **Tim Winter**, Information Management, on the passing of his mother, **Bertha Winter**, Jan. 31.

...to **Matt Walsh**, Engineering/Planning, on the passing of his father, **Dave Walsh**, Feb. 3.

...to the family of Resource Management retiree **Edgar Maynard**, who passed away Feb. 2. Throughout his 37-year career with the Corps, he was consistently recognized as one of the top comptrollers in the Army. Mr. Maynard received the Meritorious Civilian Service Award, the second highest award that can be given to a civilian.

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Commander's Corner:

Acting District Engineer discusses the District Commander's Conference

by Lt. Col. Brian A. Green
Acting District Engineer



It has been an interesting and exciting first month for me as the Acting District Engineer. Since returning from Iraq, I have a renewed appreciation for all the things the District is working on and accomplishing. Much like in Iraq,

there are daily challenges and obstacles to overcome as we continue to make progress in each of our areas. I want to thank each of you for your efforts—because you probably don't hear that often enough.

There is a lot going on. I can tell you that I recently attended the District Commander's Conference at HQUSACE in Washington, D.C. It was a good opportunity to meet other new or acting District Commanders and renew some old acquaintances. There was a lot of discussion (as you can probably imagine) on USACE contributions to the Global War on Terrorism, including our support to Operation Iraqi Freedom and Operation Enduring Freedom in Afghanistan. We also spent a lot of time discussing USACE 2012 implementation as a way to focus more on our products and outcomes and less on the process that gets us there. In concept, this initiative is reorganizing staffs at the HQUSACE and Division levels to allow us to all

work as part of a "vertical team" and to follow the Project Management Business Process (PMBP) framework to better serve our customers. As part of 2012, we now have a Regional Integration Team (RIT) at HQUSACE and a Division Support Team (DST) at North Atlantic Division to assist us with our work. The focus of the division team is at a regional level, while the RIT team will focus on integration of national programs and policies.

We spent a lot of time discussing other topics as well: Risk Communications, Strategic Sourcing, Environmentally Sustainable Projects, Strategic Sourcing, P2 fielding and implementation and of course, updates on the Civil Works and Military Programs across USACE.

As part of a Learning Organization, it is important that we continue to share information with each other and our stakeholders. The first question you should always ask yourself is "Who else needs to know this information?" The Chief of Engineers, Lieutenant General Flowers, asked each of us to focus our efforts on dramatically improving our communications with our customers. I need your help. By following the communications principles (communicate early, often, actively listen to your customer, etc.) and by focusing your efforts on establishing and maintaining strong relationships with local customers and stakeholders, we will ac-

complish this mission.

Again, thanks for all you do, everyday, to provide support to the U.S. Army Corps of Engineers, the United States Army and the nation!

Essays!

The U.S. Army Corps of Engineers has proudly served the American people for more than 200 years. In war and in peace, the Corps provides essential services to the Army and the nation, working closely with a variety of valued constituencies. Accordingly, effective, two-way communication with these constituencies helps us build positive, mutually respectful relationships that are important to the successful accomplishment of our mission. To build and maintain these relationships by fostering a climate of effective, two-way communication, the Corps dedicates itself to the following communication principles. The Corps will:

- Listen to all constituencies both inside and outside USACE regarding issues of importance to them, respecting their viewpoints. Seek opportunities for synergy.
- Communicate early, clearly, completely, honestly, accurately, and often with all constituencies on issues of importance.
- Incorporate communication as an integral part of the project management business process.
- Be accessible to all constituencies and respond promptly without censorship or misinformation.
- Proactively inform the public and other constituencies of the Corps' vital role in areas where we have special expertise.
- Do what we say we will do.

The policy of the Corps is to communicate in an open, factual, and timely way with the Corps team, the American people, the Administration, Congress, the international community, tribes and the news media. We will make relevant information fully and readily available to these constituencies consistent with law and national security interests.

Communication Principles

Ann Turcotte retires with 22 years of federal service

Friends and co-workers turned out at Hanscom Officer's Club's Dae Dalin Room to wish Ann Turcotte, Audit Assistant, Internal Review Office, well on her retirement, Jan. 29. Ann retired from the District with 22 years of service.

Lt. Col. Brian Green, acting District Engineer, presented Ann with her retirement pin and citation. "I want to thank Ann for all of her service," he said. "It warms my heart when I see friends coming back together for retirement luncheons."

Lt. Col. Green also thanked Ann on behalf of Col. Thomas Koning, District Engineer, who is currently deployed in Iraq. The Acting District Engineer presented Ann with her pin and read the citation signed by Col. Koning.

"I want to extend to you my personal thanks and the appreciation of the United States Army for the many years of service which you have given to our country," read the citation. "I share your pride and contributions you have made to the Army. You take with you my best wishes and those of your fellow employees for happiness and success in the years that lie ahead."

Concluding his portion of the presentation, Lt. Col. Green presented Ann with a New England District coin.

During the speaking portion of the luncheon, Marie Pinede served as MC for the event. The Chief of Internal Review explained how the working relationship between the two women has been so successful. "I would always let Ann take charge until I really needed to be in charge," she said. "I would say to Ann, 'I'm in charge today.' And that's how we maintained such a good relationship over 20 years."

Marie presented Ann with a dozen pink roses and a framed retirement announcement. Ann also received a Bunker Hill certificate for her years of service, support, and commitment to the New England District.

Forrest Knowles, Engineering/



Photo by Mark McInerney

Ann Turcotte (center) cuts her retirement cake with her husband, Syl, and former supervisor, Marie Pinede, by her side.

Planning, said that he did not work with Ann every day, but he knew her from the Toastmaster Club that was established in the old Waltham Office. Toastmasters is an international club that helps improve the communication skills of its members. "Thank you for helping me in Toastmasters and enjoy your retirement," said Forrest.

Crystal Gardner remembered her first meeting with Ann. "She was trying to get me to buy a ticket to Christmas Isn't Hanukkah/Hanukkah Isn't Christmas celebration," she said. "You followed me for weeks until I agreed to come to the program."

Crystal thanked Ann for her work on the Black Employment program and with the EEO Program. She said Ann would call vendors for events and the program would end up paying less than the originally quoted price. "You are an excellent negotiator," she said.

The former BEP manager presented Ann a card on behalf of all of the former BEP managers.

Ann thanked everyone for coming to her luncheon. "My work with Marie has been very pleasurable," she said. "I enjoyed it very much. We never fought and Marie was always someone that I always looked up to."

The guest of honor said that Marie, as a supervisor, always wanted the best out of Ann and of herself. Ann said that this was a great inspiration to her. She concluded her speech by saying that she hoped to be able to attend everyone's retirement parties in the future.

Ann's husband, Syl, attended the luncheon and helped her cut her retirement cake.

Marie Pinede organized the luncheon, with the help of Tina Chaisson, Crystal Gardner, Regulatory Division, Angie Vanaria, and Ella Minincleri.

Retiree Mary Zevitas attended the luncheon. Other guests included Jane Kotelly, former executive secretary, Brenda Dzierzeski, former Engineering secretary, Mary Carney, and Queenie Haboian, retired DCAA employees.

Prior to coming to work for the New England District, Ann spent seven years as a 6th grade teacher in Norwood Elementary School. She holds a bachelors of arts in education from Boston College. Ann, who is already busy as a retired person, plans on spending time with her grandchildren, travelling, and continuing in the Waltham Toastmasters' Club.



Col. John Carroll (left) fastens Lt. Col. Brian Green's Bronze Star Medal to his uniform.

Green receives Bronze Star Medal for service in Iraq

The New England District's Acting District Engineer received a surprise honor during a ceremony held Jan. 30 in the Gridley Conference Room.

In front of District senior staff members, Col. John Carroll, North Atlantic Division's acting Commander, presented Lt. Col. Brian Green with the Bronze Star Medal for his service to the nation during his six-month tour in Iraq. During that time, he served as Chief of Staff of the USACE Iraq Provisional Command.

Bobby Byrne, acting Deputy District Engineer, read the Bronze Star Medal citation as Col. Carroll pinned the medal on Lt. Col. Green's uniform. According to the citation, Lt. Col. Green's "outstanding dedication to duty during ground combat in Iraq contributed to the overwhelming success of Victory Corps."

"It's all about being in the 'red



Photos by Mark McInerney

Lt. Col. Brian Green thanks everyone for coming to the ceremony.

zone,' which means there is a safe place and then you literally cross a line and are in range," said Col. Carroll. "It's a life changing experience. Some people do well, and some people change and don't behave the way you hope."

The colonel said that Lt. Col. Green performed as everyone expected he would when he crossed into the "red zone." The medal, according to Col. Carroll, is a small recognition for what it means to have been there, to have done well, and to have set an example for others.

Lt. Col. Green said that he was embarrassed by the attention, and thanked those who made the award happen. The Acting District Engineer didn't want to take credit for his hard work overseas, but readily praised others who worked with him. "There are some great people over there," he said. "That includes not only the servicemen and women, but also the civilians, especially USACE civilians."

The Bronze Star Medal recipient said that the USACE civilians he worked with in Iraq didn't hesitate to take on a dangerous assignment. "For them to be able to shrug off the risks and continue on with the mission without hesitation was really an eye-opener for me," he said. "I have a new appreciation for the sacrifices that they make."

Lt. Col. Green thanked Col. Carroll, with whom he served in Operation Desert Storm, for all the sacrifices he has made both in the past and now. He also thanked the event attendees for the work they do in supporting those who are deployed overseas.

Lt. Col. Green said that he has a new appreciation for the organization itself. "People come together and act as a team, even if they don't know each other and the only thing that they may have in common is a USACE shoulder patch on their uniform," he said. "It was terrific to be able to work side-by-side with employees from across USACE and to feel like we continue to make steady progress in helping the Iraqis to rebuild their country."

WE Committee sponsors chili cook-off

by John Emmert
Public Affairs



Photos by Brian Murphy

The WE committee helped employees shake off the winter cold by holding the District's first chili cook-off in the cafeteria, Jan. 30.

The contest featured three employees' secret chili recipes. Each mystery chef brought a crock-pot full of chili for judges to taste. One server stood by each pot of chili, ready to serve a helping to each willing taste tester.

The WE committee provided napkins, crackers and Tabasco sauce to accommodate the judges' diverse tastes.

Rising to the occasion, 37 honorary 'judges' paid \$1 to taste all three types of chili and to vote for the tastiest.

The event was a success as willing judges had to be turned away because the chili ran out. Afterwards, Sally Rigione, Bonnie Ortiz and Mike Keegan tabulated the results.

Ann Marie Harvie won first place with a chili con carne. She took home a \$30 dollar WE store gift certificate. Mike Keegan, who used beef stew chunks instead of ground beef, took second place and won a \$20 WE store gift certificate. Winning a \$10 WE store gift certificate, Alan Anacheka-

Nasemann won third place with his vegetarian chili dish.

Lt. Col. Brian Green, Acting District Engineer, praised the event. "I'd like to thank the WE committee for the wonderful job they did setting up this event," he said, "I cannot overemphasize the work they do to bring the District together."

After the event, several judges explained their reasons for attending the event, "I came to support the WE committee and the excellent job they do," said Carol Charette. "I love the opportunity to get a semi-hot thick chili filled with hamburger, beans, tomatoes, and onions."

Randy Godfrey agreed. "I fully support the WE Committee and the things they do to foster a good work environment!" he said. "I like my chili with a lot of meat and beans, but not too spicy or hot."

Jerry Nunziato came for one reason, "I came because I love chili," he said, "and I like it hot hot hot with a lot of meat."



(left photo) Bonnie Ortiz, Sally Rigione, and Mike Keegan tally the votes. (Above) Bob Russo tries a little of Chili "B."

First graders support District employee in Iraq

Nicholas Iaiennaro, Construction/Operations, has a little girl who really misses her dad. When her classmates at her elementary school found out that Nick was working to help rebuild Iraq, they decided to comfort their friend by showing their support.

Each child drew pictures and wrote letters to thank Nick for everything that he is doing to help the Iraqi people.

The first graders, with the help of their classroom and technology teachers, were able to post their drawings and letters on a web site for Nick to see.

The school, which is located in Hyannis, Mass., hosts the web page. About 15 pictures and letters from the class have been posted to the site in a slideshow format.

“I saw the site and was touched by the thoughtfulness and caring of the faculty and children,” said Nick. “They were supposed to write to a soldier in Iraq I understand. They focused on me instead due to my child’s sadness attributed to my deployment.”

The project had much educational value. According to the site, the children used “inventive” spelling to write their letters.

They also practiced their keyboarding skills by typing

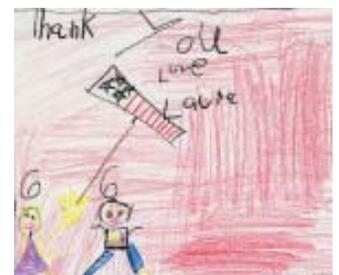
their letters and saving them. In addition, the children got a lesson on how a scanner is used.

Nick was able to return home for a short period of time in December. He used the opportunity to go to the school and show his appreciation for what the children had done.

“I visited the children and faculty to thank them,” he said. “I surprised my daughter by arriving at her school unannounced at the close of the day. The faculty was in tears when we were reunited.”

Although Nick’s work will keep him in the desert until September 2004, he hopes to be reunited with his family for Spring Break sometime in April. “We are hoping to go to Florida on a trip we canceled in October due to my September departure,” said Nick.

Until that time, whenever Nick gets homesick, he can log onto the school website and read the sentiments of some very thoughtful first graders.



SAME makes matches between small and large businesses

Continued from page 1

the ECC Corporation and former New England Division Engineer, was enthusiastic about the day. He said that his company wanted to interact with some qualified small firms that would work with the company and help accomplish its mission. "It's advantageous to us to work with other small businesses," he said. "ECC was a very small 8(a) business at one time so we understand the importance of working together."

The day started with a presentation entitled, "Marketing to Large Businesses and the Federal Government." Steve Randolph, Subcontracts Manager of Tetra Tech FW, made the presentation.

Mr. Randolph's presentation covered an overview of his company; the contracts his company currently holds with the federal government; the dollars that Tetra Tech has awarded to subcontractors; his company's commitment to small business; and the types of businesses Tetra Tech is currently looking to use as subcontractors.

Mr. Randolph also gave advice to small businesses who wish to market to large businesses to include key subcontracting evaluation criteria; prerequisites to teaming; and how to pre-qualify for Tetra Tech subcontracting opportunities.

Joe Ignazio, Helical Turbine of Massachusetts in Cambridge, Mass., said that he was impressed by Tetra Tech's presentation. "They're a firm with 9,000 workers and they do try to share work with smaller businesses," he said.

"I hoped that we could get large businesses in touch meaningfully with emerging small businesses that wouldn't normally have a chance to speak with people such as myself," said Mr. Randolph of the event. "I think that this event was a great success and we had an excellent turnout."

David Polatin, Economic Development Supervisor, Small Business Administration, presented a Pro-

grams and Services Overview of the Small Business Administration.

Topics Mr. Polatin discussed were business counseling; training and other resource opportunities; assistance for women; the U.S. Business Advisor; www.businesslaw.gov, a website that provides legal and regulatory information; the Office of Advocacy for small business; financial assistance; the procurement marketing and access network; the central contractor registration; and the Historically Underutilized Business Zone Program.

Following the Small Business Administration presentation, Mark Otis, New England District's Chief, Environmental/Project Management Branch, and Raimo Liias, New England District's Chief, HTRW/Geotechnical Branch presented a Contract Opportunities Overview.

Discussed in their presentation were New England District's upcoming contract work to include work in construction, dredging, remedial action contracts, the Transportation and Disposal of PCB contaminated waste in New Bedford, Mass; and Architect/Engineer Hazardous Toxic Radioactive Waste Contracts.

After a short break, event attendees made their way into the lunch room to listen to Tracey Pinson, Director for Small and Disadvantaged Business Utilization, Office of the Secretary of the Army, who served as the lunchtime keynote speaker.

"In this day and age when contracts are getting larger and larger, I think that teaming and partnering becomes more

and more critical to the success of small businesses," she said. "That's why these type of network sessions are so important."

Ms. Pinson proceeded to quantify the commitment by reading part of a report that broke down contract awards. In Fiscal Year 2003, the U.S. Army awarded a total of \$48 billion to all U.S. business firms.



Ms. Tracey Pinson addresses her audience at the Reverse Matchmaker event.

Photos by Mark McInerney

Of that, small businesses received \$13.5 billion; small and disadvantaged businesses received \$4.2 billion, women-owned small businesses received \$1.8 billion, HUBZone \$1.4 billion, and service disabled veteran-owned small businesses \$100 million.

"I can tell you that the Department of the Army is committed and dedicated to maximizing opportunity for small businesses to participate in our contracts," she said.

The keynote speaker credited the Corps of Engineers with the large awards to small businesses. "I am very proud to say that the Corps of Engineers has made a significant contribution to the success of the Army program," she said. "The Corps of Engineers has awarded approximately 41 percent of their contract dollars to small businesses. I can honestly say that without the Corps of Engineers, the program would not be as successful as it is."

Ms. Pinson said that the Department of the Army has an aggressive subcontractor program. It is important to DoD, but must strike an appropriate balance between prime contractors and subcontractors. "The resources just are not there anymore to award and administer a multiplicity of small companies," she said.

Next, the keynote speaker discussed some of the initiatives being undertaken in her office.

She discussed the new law that was enacted for service-disabled veterans; contractors' roles in the Iraqi mission and the opportunities for those interested; the residential community initiative; and the Mentor/Protégé program.

In order for small business to be successful doing business with the Department of the Army, according to Ms. Pinson, it takes persistence, patience, and a lot of pavement pounding.

She also told attendees that they need to understand who the customer is, and the reporting authority. "You need to have a really good product and a really good proposal and you must be really proficient in what you do," she said.

Ms. Pinson concluded her presentation by warning the audience that trying to get a contract award from the U.S. Army is very competitive. She advised contractors that is it very important to carve out a niche that distinguishes their company from the rest.

Lt. Col. Green said that he enjoyed Ms. Pinson's presentation. "I think she did an excellent job providing statistics on



Small business meets with larger contractors to see if they can work together.

how the Department of the Army is doing on promoting use of small and disadvantaged businesses," he said.

Immediately following lunch, attendees were invited to participate in the Reverse Matchmaker event and to make contacts with other businesses.

'I can honestly say that without the Corps of Engineers, the (Small and Disadvantaged Business Utilization program) would not be as successful as it is.'

- Tracey Pinson

Chris Colsen of MHF Logistical Solutions got a number of contacts in the environmental field. "A lot of the engineering firms attended as well as small businesses," he said. "We're seeing a trend in purchasing towards small businesses and I wanted to get my card out there to let them know that we're there to support them on any projects they may have."

Mr. Ignazio, who is also the retired Chief of Planning and a member of the New England District's Distinguished Civilian Gallery, said that the event was worth-

while for all small businesses. "The networking with other companies was key for me," he said.

Catherine Newton of FS Engineering hoped to try to pair together with some of the bigger firms to go for some of the bigger contracts. "Events like these are definitely worthwhile," she said. "It helps the smaller companies network."

Some businesses representatives were not only happy about the Reverse Matchmaking event, but were very impressed with SAME itself. Mr. Colsen was so impressed with the SAME that he decided to become a member. "This is a great organization, and I want to be a part of it," he said.



The "Nabby" heading into troubled waters. The vessel got stuck a little over a mile after this photo was taken.



The District tug, "Manamet" is unable to get close enough to rescue the crew.

Coast Guard rescues trawler crew in Cape Cod Canal

This year has been unseasonably cold in New England. It has been so cold in fact that the salt water in the region has been freezing.

During January, many water ferries in New England were forced to suspend service due to dangerous ice conditions. Two back-to-back snow and ice storms made matters worse, leaving roads treacherous and harbors and canals choked with large chunks of ice.

The ice-capped water in the Cape Cod Canal trapped a 55-foot Boston trawler, Jan. 26. The "Nabby" ran aground inside the Canal and began taking on water. The New England District tug boat "Manamet," attempted to assist the sinking vessel, but the "Nabby" was too close to the shallow, rocky shore. Finally, the U.S. Coast Guard sent a helicopter to rescue the "Nabby's" two-man crew. At first the men refused to abandon ship, but after attempts to bail and pump out the water failed, the crew allowed the helicopter to pluck them off their sinking ship. (Photos by Kevin Burke, Cape Cod Canal)



A Coast Guard helicopter plucks crew members from the grounded "Nabby."

Travelling safe in the snow and ice this winter

Snowy conditions call for extra road safety precautions. Here are some suggestions from the Iowa Department of Transportation:

- Stay a safe distance behind snowplows. Pass only with great caution and allow plenty of room.
- Be aware that snowplows may be completely obscured at times by blowing snow and blizzard-like conditions.
- Drive well below the posted speed limit and increase the distance you would normally keep between your car and other vehicles.

- Note that ramps, bridges and overpasses freeze first.
- Watch out for "black ice" (roads that merely look wet but are actually glazed with ice).
- Brush the snow off your headlights and taillights frequently.
- Read your owner's manual to understand how your anti-lock brakes work in slippery conditions.
- Avoid the use of cruise control in snow, ice, freezing rain, or sleet.

(Ideas Unlimited)

Engineers continue investigation at the Former Camp Wellfleet military site

by John Emmert
Public Affairs

The National Park Service (NPS), the U.S. Army Corps of Engineers, and the Massachusetts Department of Environmental Protection (DEP) are continuing efforts to determine the presence and extent of military ordnance identified in the past at the Former Camp Wellfleet military site located at the Cape Cod National Seashore in Wellfleet, Mass.

Zapata Engineering, under the direction of the U.S. Army Engineering and Support Center, Huntsville, Ala., is performing an Ordnance and Explosive (OE) investigation and removal action that started Jan. 19 and will continue through March 31 (approximately 10 weeks) in portions of the Former Camp Wellfleet. The objective is to investigate approximately 180 anomalies discovered from an aerial magnetometer sur-

vey conducted in March 2002 and located within the boundaries of the Cape Cod National Seashore, along the beach and dune areas from LeCount Hollow Beach to Marconi Beach in Wellfleet.

A geophysical ground survey and digital mapping of three acres of land will also be conducted for quality assurance. Additional further investigation of two anomalies from previous work will be completed.

Based on the analysis, all of the anomalies are expected to be non-OE related scrap metal items. In the unlikely event that unexploded ordnance (UXO) is discovered it will be blown in place.

During the removal actions portions of the Marconi Area (Marconi Site, Marconi Beach, White Cedar Swamp and White Cedar Swamp trails, and the beach from LeCount Hollow to Marconi Beach) will be closed to public access on a day-by-day basis.

Zapata Engineering, the contractor performing the investigation and UXO

removal (if any) will meet daily with the National Park Service to coordinate safety measures and any necessary area closures. All reasonable efforts will be made to minimize inconvenience to the public and to allow access to primary visitor sites.

The site consists of developed and undeveloped land, the majority of which is owned and maintained by the National Parks Service.

The investigation for the Wellfleet site is being conducted during the winter to minimize impacts to natural resources such as the piping plover and to minimize the impact of closures to area residents and visitors.

The recommended removal actions for the various areas inside the Former Camp Wellfleet are derived from the Final Former Camp Wellfleet Engineering Evaluation/Cost Analysis (EE/CA) completed in May 2000 and the subsequent Action Memorandum, which was signed in April 2001.

SALARY TABLE 2004-BOS

INCORPORATING THE 1.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.73%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT-RI
(INCLUDING THE STATE OF RHODE ISLAND AND ALL OF BRISTOL COUNTY, MA)
(Total Increase 2.14%)
Effective January 2004

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,871	\$ 18,468	\$ 19,062	\$ 19,653	\$ 20,249	\$ 20,599	\$ 21,184	\$ 21,776	\$ 21,800	\$ 22,352
2	20,094	20,571	21,236	21,800	22,043	22,691	23,339	23,987	24,635	25,284
3	21,924	22,654	23,384	24,115	24,845	25,575	26,305	27,036	27,766	28,496
4	24,611	25,432	26,252	27,073	27,893	28,714	29,534	30,355	31,175	31,996
5	27,537	28,455	29,372	30,290	31,208	32,125	33,043	33,961	34,879	35,796
6	30,694	31,717	32,740	33,763	34,786	35,809	36,832	37,855	38,878	39,901
7	34,109	35,246	36,382	37,519	38,655	39,791	40,928	42,064	43,201	44,337
8	37,774	39,033	40,293	41,552	42,811	44,070	45,329	46,588	47,847	49,107
9	41,723	43,114	44,505	45,896	47,287	48,678	50,069	51,461	52,852	54,243
10	45,947	47,478	49,009	50,540	52,072	53,603	55,134	56,665	58,196	59,727
11	50,483	52,165	53,848	55,531	57,213	58,896	60,579	62,262	63,944	65,627
12	60,505	62,522	64,539	66,556	68,573	70,591	72,608	74,625	76,642	78,659
13	71,949	74,347	76,745	79,143	81,541	83,939	86,337	88,735	91,133	93,531
14	85,023	87,858	90,692	93,526	96,360	99,194	102,029	104,863	107,697	110,531
15	100,010	103,345	106,679	110,013	113,347	116,681	120,015	123,350	126,684	130,018

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2004" cover sheet.

Dredging up the past . . .



Col. Daniel M. Wilson, New England Division Commander, stands with Paul Hurley, Andrew Lamborghini, Gerry Roffey and Connie Morin during the Founder's Day award ceremony held in the Waltham Federal Center's Theatre in this circa 1990 photo.

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