



US Army Corps
of Engineers
New England District

Yankee Engineer



Year in Review
2000



A Message from the Commander...

It is my pleasure to present to you this Year In Review issue of our Yankee Engineer magazine. This edition highlights the many outstanding and significant contributions you have made to serving our New England neighbors and our nation. I am proud of each of you and of how you have faced each challenge. This Yankee Engineer edition details many of the successes we have achieved over the last twelve months.

My thanks to the contributors who have provided the articles in this edition and throughout the year, and thanks to all of you for providing the good news that they can write about.

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Cover Photo: Col. Brian E. Osterndorf and The New England District Ranger Color Guard pay tribute to Col. Richard Gridley, the first Chief of Engineers by placing a wreath at his grave at the Canton Corner Cemetery in Canton, Mass., June 17, 2000, to mark the Corps' 225th birthday which took place June 16.



Photo by Kevin Burke

Ranger Scott Barr answers the public's questions regarding the Cape Cod Canal Railroad Bridge.

Contracting

The Contracting Division closed out another very successful fiscal year by completing all awards prior to the close of business on September 29. During Fiscal Year 2000 we executed approximately \$135 million in obligated actions.

The Contracting Division began the year trying to adapt to a new contracting system known as the SPS (Standard Procurement System). Unlike the SAACONS System, which was dedicated to Army contracting offices, the new SPS is a Department of Defense System, this is utilized by all the armed forces. Following a week of intensive training, contracting personnel began operations with the new system.

Even though we have been online with SPS for the past year, there are still many problems that have not yet been resolved. In June of this year, we

were advised that we had three weeks to load a nine-month accumulation of reports into the new system. The Contracting Division was successful in accomplishing this catch-up due to some outstanding work by dedicated individuals.

The New England District was one of the first districts to successfully enter the contracting reports into the system.

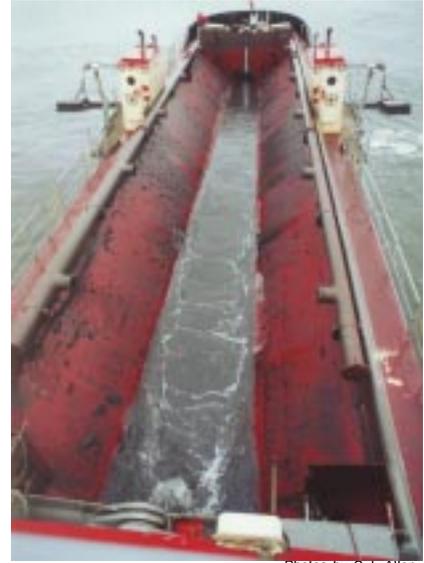
Also, in order to comply with DoD's Paperless Contracting Initiative, the Contracting Division successfully converted from issuing solicitations in paper form to issuing them in a digital mode.

Solicitations can now be issued on a CD-ROM to prospective offerors or the offerors can download them from our new Electronic Bid Set (EBS) web page. Solicitations are posted on a web page with links to the Tri-Services Network in Vicksburg, Mississippi



January

- Repairs to fix a water seepage problem at the New England District's Hodges Village Dam in Oxford, Massachusetts, have been completed.
- John Anderson, Resource Management retires.
- The Concord Park cafeteria was all decked out with decorations and holiday cheer December 17, 1999 as the New England District celebrated the holiday season with a potluck lunch and festivities.
- The New England District and the Environmental Protection Agency cohosted a ceremony December 3 that celebrated the end of phase one and the beginning of phase two of the New Bedford Harbor Superfund Project Cleanup.
- The Restoration Advisory Board for the Army Material Technology Laboratory (MTL) reviewed remediation options for the Charles River park portion of the former laboratory at its meeting on December 14, 1999.
- According the American Forces Press Service, by law, beginning January 1, all eligible veterans will be entitled to military funeral honors signifying America's gratitude for their honorable service.



Photos by C.J. Allen.

The Wilmington District's dredge "CURRITUCK" performs work in Clinton Harbor, Connecticut for the New England District.

as well as the Army Single Face to Industry (ASFI) web page, which gives our solicitations the widest possible dissemination.

Also, we no longer send the Abstracts of Bids on Construction solicitations or letters to unsuccessful offerors by mail. These documents are converted to a PDF format and posted on our web page.

Contracting Division had

some personnel changes during the year. We hired a new Contract Specialist, Colleen Jacquet, who is a welcomed addition to our staff. She will help fill the gap left by Eva Marie D'Antuono who is detailed to the Deputy for Small Business position at the Executive Office. Also, Jan Bacigalupo, our systems administrator for SPS, left for another position, and a well-de-

served promotion, elsewhere in the District.

Overall, Contracting Division had a very busy, rewarding year, and we look forward to the new challenges that are sure to materialize during 2001.

Construction/Operations

Celebrations abounded in the first year of the new Millennium as many Con/Ops personnel were deservedly recognized for their accomplishments. Leading the way were the project personnel at the Bufumville Lake/Hodges Village Dam complex, who earned the national Corps of Engineers Project of the Year award. Park Manager Dave Stidham and Basin Manager Bob Hanacek proudly accepted the award along with the dedicated project team (past and present) of Jamie Kordack, Dave Hebert, Keith Beecher, Tim Russell, Merl Bassett, Jim Hachigian, Beverly Hilli, and –



Col. Osterndorf explains to the press how the CURRITUCK operates.



Photo by C.J. Allen

Contractors complete work on Hodges Village Dam.

as Dave Stidham said – "the hundreds of volunteers like Cliff Reiss, our long-time office volunteer, who have helped make Buffumville what it is today."

The Construction management team for the Eastland Woolen Mills Superfund site in Corinna, Maine received the December Team of the Month award from the Work Environment Committee. Cited for their efforts under unusually difficult conditions were Dave O'Connor, Chris Caisse, Conrad Menard, Les Jacobs, Randy LeCuyer, and Resident Engineer Jim Morocco, along with Project Manager Scott Acone.

The new monthly awards went to several other Con/Ops people as well: Brenda Faragi of Management Support Branch received the November Employee of the Month Award after being nominated by two basin offices for the fine support she gives them. Sheila

Coulter of Management Support and Joe Ferrari of the North Central Resident Office were named Team of the Month for October in recognition of the efforts they made in arranging the first bus tours of field sites for District headquarters staff who otherwise have no opportunity to see New England District projects in person. Jan Bacigalupo of the Thames River Basin Office was the December Employee of the Month for serving as a sponsor and introducing a new Corps employee to the District and helping to train her.

Viola Bramel and the West Hill Dam project team received the National Water Safety Congress Award of Merit for their fine efforts in that important area. Dave Stidham was named New England Districts's Interpreter of the Year.

The Cape Cod Canal hosted an estimated 750,000



February

- The U.S. Army Corps of Engineers has a vision: to be the world's premier engineering organization. The New England District is striving to achieve that vision through its successful projects and its outreach to others.

- Division chiefs from Engineering and Planning, and Programs and Project Management addressed the current internal restructuring taking place throughout the New England District at the Town Meeting February 9.

- Awards, briefings and internal restructuring were the topics of the town meeting held February 9 in the cafeteria.

- Engineers Christine Godfrey, Karen Schofield, and Joan Gardner describe what its like being a woman in a career field that traditionally has been dominated by men.

- Diversity in the workplace pull out section.

- An initiative that evolved from the New England District's Council of Deputies established the Work Environment Committee.

- A public information meeting to explain ongoing environmental work at the Shpack Landfill Site was held on February 1, at the J.C. Solmonese School in Norton, Mass.

- U.S. Senator John F. Kerry announced the establishment of the New England Corporate Wetlands Restoration Partnership to restore the region's environmentally valuable wetlands, January 21.



As part of the Local Protection Project, District moves a historical railroad depot to a new location in Fort Fairfield, Maine.

visitors in six days (July 5-10) when 37 Tall Ships passed through the canal on their way to Sail Boston 2000. Thanks to outstanding planning, coordination and execution by Canal personnel, the event was a resounding success, while public safety as well as the land and water resources of the project were carefully safeguarded. The Canal received critical help from 39 Park Rangers and other staff from other New England District locations, in addition to 17 soldiers and three volunteers.

Our construction staff delivered many important projects to our customers again this year. Major projects with a cost of over \$750,000 that were ei-

ther complete or substantially complete at year's end included: the Westover Fire Training Facility (\$1.6 million); Loring (Maine) DFAS facility (6.6M); Fort Fairfield (Maine) Local Flood Protection Project (3.5M); Sudbury Annex (2.8M); Hingham Annex (0.8M); Nyanza (Mass.) Superfund Site (11.8M); Boston Harbor Dredging (39.4M); Housatonic Boat Club (Conn.) (1.9M); and various cleanup work at Devens (tank removals, soil remediation) (4.2M).

Plans and specifications were completed for West Hill Dam's seepage control work, and a flood emergency plan was drafted to guide operations during the work. The



Photos by Marc Paiva.

Westville Lake seepage repair project was completed, as was an emergency access road to the spillway at East Brimfield Lake.

The new Resident Management System, an electronic construction management tool, was deployed to all construction field offices. Construction personnel also began working with DOD's and Contracting Division's new Standard Procurement System. Plans progressed, including identification of a team, in preparation for the New England District's portion of pending Corps work in Israel.

Major repair work began on the Cape Cod Canal Railroad Bridge with the issuance of the Phase I contract. The always difficult and highly visible repair work on the Canal's highway bridges continued as painting was completed at the Sagamore Bridge, extensive concrete repairs were performed on both bridges' abut-



Pumping station in Fort Fairfield, Maine.

Photo by Dave Larsen.



Photo by C.J. Allen

Maurice Beaudoin gives Bill Scully, Lauren Borocharner, Bunnatine Greenhouse, Col. Osterndorf and Charlie Coe a tour of a District project.

ments and piers, Phase I of deck repairs at the Bourne Bridge was completed and the contract for removal of guano from the bridges' abutments was completed. The East End Breakwater at the Canal was also repaired, while dredging continued at the Canal's West End Approach.

Con/Ops hosted the first NAD Park Rangers Conference in March. Will Rogers, aided by many others, did an outstanding job of planning and managing this signal event that included Park Rangers and Managers from not only New England District, but from other Districts as well.

In another show of great planning and cooperation for a major annual event that New England District has participated in for over 20 years now, many Con/Ops team members once again helped staff the very successful New En-

gland District display at the Eastern States Exposition, led by Park Ranger Rick Magee. Web pages were developed for all District lakes, and a Web Page Committee, as well as a Con/Ops GIS Committee, were established. The New England District Park Ranger Color Guard participated in the Concord, Mass. Patriot's Day parade and the Bunker Hill Day parade that celebrated the 225th anniversary of the Battle of Bunker Hill and the founding of the Corps of Engineers.

Our field organization continued to produce outreach efforts that could serve as case studies of exceptional community involvement, collaboration and volunteerism.

Cooperation with a wide range of environmental and civic organizations was a key component in completing the Tully Lake section of the regional Tully Trail, shrub planting



March

- Senator Edward M. Kennedy and Congressman J. Joseph Moakley joined Assistant Secretary of the Army, Dr. Joseph Westphal, in presenting Vice President Gore's Hammer Award to the Boston Harbor Dredging Implementation Team during a February 29 ceremony at the Fish Pier Conference Center in Boston.

- Mrs. Bunnatine Greenhouse, Principal Assistant Responsible for Contracting for the U.S. Army Corps of Engineers, visited the New England District February 22-23.

- Joe Horowitz, Engineering/Planning Division, joined the retired community after more than 33 years of service.

- Civilian employees can now buy the new inflation indexed Series I U.S. Savings Bonds through the Payroll Savings Plan.

- The District, the Environmental Protection Agency, and the Massachusetts Department of Environmental Protection hosted a visit from groups of students to the Charles George Superfund Site in Tyngsboro, Mass.

- The New England District's Vermont Project Office is assisting farmers to obtain the proper permits prior to work.

- The New England District announced a timetable that will determine the least environmentally damaging practicable alternative for the Connecticut Department of Transportation's permit application for a proposed highway within the existing Route 6 corridor between Bolton and Columbia, Conn.



Photo by C.J. Allen

Bill Hubbard, Col. Osterndorf, and Virginia Tippie talk to reporters about the Sagamore Saltmarsh Restoration Project.

at Barre Falls Dam, and Westville Lake's Grand Trunk Trail. Similar cooperation was evident in four major events where our personnel coordinated the efforts of the hundreds of volunteers who pitched in. These were: Earth Day cleanups at West Thomp-

son Lake and Barre Falls Dam, Volunteer Day at West Hill Dam, and the 9th annual Public Lands Day at Buffumville Lake/Hodges Village Dam. Volunteers also continued to play a key role as gate attendants at many of our recreation areas. The Cape Cod Canal

managed 13 recreation areas that hosted over 4,200,000 visitors, while conducting 36 off-site and 156 onsite interpretive programs for children and civic organizations.

In the environmental arena, the first Section 1135 environmental restoration project at a completed civil works project in New England was constructed at the Torrington, Conn., local flood protection project, which included the placement of large boulders in the stream for trout habitat. The scoping process was completed for the preparation of 13 Environmental Assessments for our reservoirs located in the Connecticut River Basin. The former city of Keene, N.H. pistol range at Surry Mountain Lake was cleaned up and closed in coordination with the N.H. Department of Environmental Services.

Fish passage facilities were designed for Knightville

District contractor, Northern Construction, installs concrete box culverts beneath the Canal Service and Scusset Beach Roads in Bourne/Sandwich, Mass.



Photo provided by Bob Russo and Joe Lampara.



Photo by Mark McInerney.

David O'Connor explains the purpose of an enclosed flare to students visiting the Charles George Superfund Site in Tyngsboro, Mass.

Dam, to allow salmon to migrate through the project. The salmon trap-and-truck operation at Townshend Lake was upgraded with the installation of a high-tech electric barrier. Ten environmental audits of New England District projects as well as two NAB projects in New York were completed, exceeding the HQUSACE goal of seven for FY2000.

The Natural Resource Management and Environmental Compliance elements of the new Operation and Maintenance Business Improvement Link (OMBIL) program were fully deployed. The implications of PCB contamination at Birch Hill Dam, caused by historical discharges by other parties upstream, was investigated further and coordinated by a technical team comprised of the Environmental Protection Agency, the Massachusetts Department of Environ-

mental Protection, the U.S. Geological Survey, Massachusetts Executive Office of Environmental Affairs, and New England District.

New restroom facilities were constructed in Elm Brook Park at Hopkinton Lake; new picnic shelters were erected at Westville and Buffumville Lakes; the Profile Falls Recreation Area at Franklin Falls Dam was upgraded through a range of improvements; the restroom at Knightville Dam's Indian Hollow Campground was refurbished; and access for disabled persons was improved at the Barre Falls Dam picnic area.

We upgraded our computer network connections at 42 field offices, providing more reliable access to CEFMS, Outlook, OMBIL, RMS and other systems.

The Survey Unit continued as behind-the-scenes heroes,



April

- Groundbreaking ceremony held at Scusset Beach State Reservation in Bourne and Sandwich, Mass., April 10.

- Eight District Administrative and Support staff honored at the Boston Federal Executive Board awards ceremony.

- Park Rangers hold first NAD Park Rangers Conference March 28-31.

- The Interpreter of the Year award recipient for 2000 is Ranger David Stidham of Buffumville Lake/Hodges Village Dam.

- Joanne Mercier, Merrimack River Basin, retired March 24 after 19 years of federal service.

- Captain Jan Malaikal and the New England District Ranger Color Guard participated in Concord's Patriot's Day parade April 17.

- The Barre Falls Dam now has a 10,000 gallon water underground storage tank located near the project office that can be used for fire protection.

- The District and the EPA continued holding public workshops April 11-12 for the Long Island Sound Dredged material Disposal Environmental Impact Statement.

- The Restoration Advisory Board for the Army Material Technology Laboratory reviewed remediation and natural resource contribution options for part of the Charles River in Watertown, Mass., April 26.

- The New England District and Hanscom Air Force Base entered into an agreement that will allow District employees the same access to Hanscom's facilities as its civilian employees.

- West Thompson Lake's Park Management Team held its annual Spring Cleanup Day April 15.

- Park Rangers assisted with the coastal cleanup in the New Bedford Harbor April 15.

- The Federal Women's Program hosted the Women's History month celebration March 30.

- Lt. Col. John Rovero and the Work Environment Committee establish a walking path April 19.

once again drawing praise from a wide range of interests for their responsiveness and professionalism. The group completed 46 surveys in support of dredging contracts (predredging, in-progress and afterdredge surveys), 12 surveys in support of the Government dredge CURRITUCK, and 82 surveys to check the condition of Corps-maintained harbors throughout the region.

The Unit also worked with NOAA on the installation of three new tidal stations along the Cape Cod Canal to monitor tide fluctuations and provide a better information base for surveying and dredging.

In the Readiness area, the Water Planning and Response Team (PRT) was successfully deployed to Virginia, providing bottled water to residents affected by Hurricane Floyd. Floyd also prompted an after-action analysis directed by



Photo by C.J. Allen.

Col. Osterndorf (fourth from left) and dignitaries break ground at the site of the new Westover ARB control tower.

Col. Osterndorf and coordinated and implemented by the Readiness Branch. That review has led to improvements such as additional emergency power, clarified District closure policy during emergencies, a Command Decision Template, and vaccinations and other pro-

visions for emergency responders.

The level of interest and concerns among the workforce in deploying for overseas and domestic emergencies was clarified through the completion of a District-wide survey. The District was vigilant in its planning and monitoring for Y2K, ultimately experiencing no problems.

Through CRREL, our Readiness Branch provided technical assistance to the states for ice jams. Our Water PRT team received annual training. Ruth Kitowicz represented NAD at that training, developed the training course with the other instructors, and worked with other Corps Districts to update the PRT mission guide.

The Regulatory Branch had another very productive year: The Programmatic General Permits for Massachusetts and Maine were updated and



Photo by Robert Martin.

(Left) Contractors work on the control tower that will replace the old structure (right).



Photo by C.J. Allen.

(Left) Col. Osterndorf sits with customers and stakeholders during NAD's Listening Session.

reissued. The Branch exceeded all HQUSACE productivity goals. Its public notices were placed on the web.

The Vermont Field Office was relocated to be more accessible to the public. The Section 106 Historic Properties process for the MBTA's proposed Greenbush commuter rail line was substantially completed. The Branch continued its excellent collaboration with the States and other Federal agencies to move along several high profile permit actions.

We began a comprehensive study of our field organization, looking at the best ways to enhance our efficiency, overall capability, and flexibility as well as improve career ladders for our personnel. A study team that included field personnel was convened; concept and organizational structure reports were published; and a workshop to develop and evaluate

alternatives will be held early in 2001.

Con/Ops was also proud to lead the Founders Day 2000 planning and management efforts. The event featured many new and renewed activities, including a dunk tank, bingo, and a softball game that pitted the Young 'Uns against the Others (the result of which was not available at press time, and may never be). From all accounts, a great time was had by all.

The management and staff of Con/Ops look forward to another highly successful year in 2001, and are fully committed to continually improving the Division's key contributions in the delivery of quality products to the New England District's customers.

Equal Employment Opportunity

Calendar year 2000 began with an invitation by the Hun-



May

- Charles George Superfund Team received Vice President Gore's Hammer Award during a ceremony, May 2.

- Ray Francisco, Construction/Operations, retired April 20 after 30 years of federal service.

- Engineering/Planning Division's Francis Fung completed three separate one-week classroom courses as part of the New Leader Program.

- Dick DiBuono, former Corps of New England employee, was awarded the Bunker Hill Plaque as he retired from the Corps, May 3 in Washington, D.C.

- A satellite is providing real time data to the U.S. Army Corps of Engineers on river levels, rainfall and flood stages throughout New England. The Geostationary Orbiting Environmental Satellite, or GOES, receives and relays reports from a network of nearly 90 data collection platforms across the region to Concord Park.



Photo by Mark McInerney.

Ranger Bradley Walley, Hawk Henries, Ron Henries, and Carol Palavre were special guests at the Native American/Alaskan Native celebration.

tington District to our EEO Officer to support an EEO program for their District and concluded with favorable results. January 25 began the series of training classes for Consideration of Others (CO2) Program, "Violence in the Workplace," and "Prevention of Sexual Harassment" at Concord Park. The last class took

place in April 2000. Mr. Dick Carlson, Chief, Construction/Operations Division, Ms. Martha Labbe, Personnel Staffing Specialist, Ms. Nancy Costikyan and Ms. Sue Coleman, Employee Assistance Coordinators, and Ms. Dianna Rider, worked together in order to host five additional classes at five field sites on

five different dates in order to meet program responsibilities; minimize long distance driving safety concerns; and disruptions to work and personal schedules to field personnel. Special Emphasis Programs events were strongly supported by increased attendance, participation, and support by both management and employees. Col. Osterndorf set the tone by providing a daily essay during Black History Month to all employees beginning February 16 on the topic, "African-American Soldiers history." Col. Osterndorf's essays were well received based on the numerous positive e-mails. His endorsement of the significance of special emphasis programs was well received.

Viola Bramel won a \$50 prize for the Black Employment Program sponsored writing essay, and Janet Brayden won the \$50 prize for the Federal Women's Program essay.

Famous biographies were sent out electronically during the month of March in support of Women's History Month.

Our District was honored to have the following keynote speakers and cultural performers during our programs events during 2000: Ms. Christy Foote-Smith, Director of Wetlands Restoration and Program in Massachusetts, Women's History Month; Professor L. Ho of Harvard University and cultural performance by Ms. Chu Ling of Chu Ling Dance Studio, Asian American Pacific Islander Observance; Massachusetts State Senator



Photo by Mark McInerney.

Dow Jane Chi performs a dance number at the Asian American/Pacific Islander Celebration.



Photo by Mark McInerney.

Col. Osterndorf presides over the Route 6 Permit Public Hearing in Connecticut.

Cynthia Stone Creem, Women's Equality Day; Ms. R. Liliana Palacios, Attorney for the Equal Employment Opportunity Commission, Boston Area Office, Hispanic Heritage Month; and Mr. Hawk Henries, Nipmuc Nation Elder, Ms. Carole "Red Sunset" Palavre, Mr. Ron "Little Crow" Henries, Nipmuc flutists, Mr. Bradley Walley, Nipmuc Medicine Man and a District Park Ranger.

The EEO Office was proud to recognize the following employees during the year for their outstanding contributions and support:

- Ms. Karen Adams, was the recipient of the Supervisor of the Year Award during Women's Equality Day, August 2000;
- Dave Hebert, Frank Turner and Frank MacDonald, received On-the-Spots Awards for their contributions and support during their collateral duty

appointments as EEO Counselors.

- On-the-Spot Awards were also presented to Ms. Jackie DiDomenico for her contributions to the EEO Newsletter; Mr. Anthony Mackos, for his outstanding support of providing his employees to actively participate with the many EEO programs; and Ms. Joan Gardner for her commitment to assist the EEO Officer to visit field sites in conjunction with her Supervisory Civil Engineering responsibilities.

A monthly "EEO Newsletter" was initiated in the month of April - November 2000. The "EEO Newsletter" featured many articles of interests to promote awareness and education on all Special Emphasis Programs, i.e., Asian American/Pacific Islander Program, Black Employment Program, Federal Women's Program, Hispanic Employment Pro-



June

- The New England District and the Huntsville Engineering and Support Center assist the U.S. Army National Guard dispose of ordnance and other munitions using a sophisticated detonation chamber.

- EEO celebrated its annual Asian/Pacific American Heritage Month, May 18.

- The business improvement process examines various functions, activities, and processes that take place within the District.

- Ecologist hold bioengineering seminar at Concord Park, April 3.

- Chiefs accompany District Commander on site visit to Thames River Basin, May 11-12.

- The District moves the Canadian Pacific Railroad Station in Fort Fairfield, Maine, April 22.

- Wayne Johnson and William Gavazzi recently received promotions to Lt. Col. in the U.S. Army Reserve.

- Engineering/Planning's Ken Hitch tells employees, "You are responsible for your own future."



Photos provided by Roy F. Weston.

Various construction work at the Corinna Superfund site in Maine.

gram, Native American/Alaskan Native Program, and Program for Individual with Disabilities. The newsletter has

gone through some changes: EEO newsletters were issued for the month of December 2000 featuring two special em-

phasis programs, with a calendar of EEO related events in the local areas. The "EEO Newsletter" continues to bring awareness and significance of the contributions of minorities and women in government, science, technological areas, academics, fine arts, history, and entertainment.

Many e-mails were sent to the work force focusing on current events, special emphasis programs, historical contributions, past and present, awareness of new laws and regulations pertaining to processing discrimination complaints, guidance on employing individuals with disabilities, new reporting concerns on recruiting Hispanics, and great web sites available to do further research and/or to keep abreast of changes.

The EEO Officer with Ms. Joan Gardner, Supervisory Civil Engineer, accomplished three visits to field personnel in order to promote EEO as a resource tool for employees



District employees and contractors gather after just pulling down the water tower at the Corinna Superfund Site.



Photo by C.J. Allen

The District Ranger Color Guard represent the District in the town of Concord's Patriot's Day parade.

and managers. Ms. Gardner has partnered with the EEO Officer to coordinate such visits when permissible in conjunction with her program responsibilities. The results have been highly favorable. Our field personnel have increased contributions in submitting articles or suggestions for the "EEO Newsletter." Additionally, our employees have shared outreach endeavors conducted continuously in their local communities, i.e., tutoring, membership to organizations promoting awareness and education of different tribal ceremonies, experiences in historical programs, etc.

The EEO Officer and Special Emphasis Program Managers were continuously involved in promoting and actively supporting Special Emphasis Programs sponsored by Hanscom Air Force Base and Natick. Programs were promoted and resulted in an increase of the District atten-

dance. The Special Emphasis Program Managers were actively involved as well in their professional organizations. NOTE: Special Emphasis Program Managers include: Mr. Chiway Hsiung, Asian American/Pacific Islander Program Manager; Mr. William McIntyre, Black Employment Program Manager; Ms. Barbara Blumeris, Federal Women's Program Manager; Mr. Duban Montoya, Hispanic Employment Program Manager; and Mr. Marc Paiva, Native American/Alaskan Native Program Manager.

An updated EEO Counselors Poster was placed on the official bulletin board in the cafeteria and distributed to 38 field sites.

We also updated our web pages in our Intranet, to include our "EEO Newsletter."

The EEO office hosted the Department of Army's Basic EEO Counselors Course, which ran from November 27



July

- District commemorates Corps' 225th anniversary.
- Annual ceremony honors employee accomplishments
- Founder's Day 2000: Sporting events, activities highlight 225th Anniversary.
- Col. Osterdorf, Congressional dignitaries, and the media went on a site visit on board the dredge CURRITUCK in Clinton Harbor, Conn.
- Barre Falls Dam was the site for Earth Day, a wedding, and the New England Fly Tyers' annual picnic.
- WE Bus Trip: Corps employees visit Merrimack River Basin.
- Massachusetts Congressmen John Olver and Richard Neal joined Col. Osterdorf and Col. Martin Mazick, Wing Commander at Westover Air Reserve Base at a groundbreaking ceremony that kicked off the building of a new air control tower.
- Korean War service medal available to veterans.
- Jack Boyea is the District's 2000 Distinguished Civilian Gallery inductee.



Photo provided by Great Lakes Dredge and Dock.

New England District's contractor, Great Lakes Dredge and Dock, dredge Boston Harbor.

to December 1, 2000. Our District was honored to have Mr. Stanley Kelly, Jr., Director of the Equal Employment Opportunity Compliance and Complaints Review Agency, co-facilitate the course with our EEO Officer. The following successfully completed the course and were presented their signed certificates by Mr.

Kelley:

New England District:

- Laureen Borocharner
- Peter Hugh
- Donna Russell
- Jackie DiDomenico
- Raimo Liias
- Thomas McNaughton
- Barbara Blumeris

Chiway Hsiung

Norfolk District:

- Beth Byrne
- Bobbie Tortorici
- David Monacelli
- Reginald Adams

New York District:

- Ivan Damaso
- Herman Wine
- Donna Vaughan

Baltimore District
Charlotte Gordon-EI

U.S. Army Soldier Systems
Center:

- Linda Brown-Villar
- Robert Pitts



Photo by C.J. Allen

Senator Ted Kennedy and Congressman Joe Moakley, and Dr. Joseph Westphal present Pete Jackson with Vice President Gore's Hammer Award for the Boston Harbor Dredging project, which they accepted on behalf of the District.

The EEO Officer was requested to provide EEO support services to Huntington District a second time and to the U.S. Army Soldier System Center, Natick, Mass., and re-



Photo by Kevin Burke.

OpSail 2000 is just one of the many successful events in which the District participated.

sults were favorable. These opportunities allow New England District to endorse our good neighbor commitment.

The EEO Officer and Mr. Chiway Hsiung conducted two outside visits to both the Chinese Bible Church of Greater Boston and to Professor Larry Ho, Harvard professor and our keynote speaker for our May event, in order to support outreach recruiting initiatives. We have been invited to participate in the church's Spring Career Day 2001, and Professor Ho is providing additional network contacts to foster support for our recruiting initiatives.

The District's EEO provided a training opportunity to Ms. Anna Revere, at the time a DA EEO Intern and now a full performance EEO Specialist, during April 2000 for 30 days. Ms. Joy Geisinger, also a recent DA EEO Intern, joined the EEO staff as an EEO Specialist in October 2000.

Mr. Bill McIntyre, BEPM,

and Ms. Francis Stinson attended the Blacks in Government National Conference, August 2000. Mr. Chiway Hsiung attended the Asian American/Pacific Islander National Conference in May 2000. Mr. Duban Montoya attended the National La Raza Council Conference in July 2000, and Mr. Marc Paiva attended National American Indian Science and Engineering Conference, November 2000. Mr. Chiway Hsiung and Ms. Barbara Blumeris attended the Special Emphasis Program Managers course held in California.

Engineering/Planning

The year 2000 saw some changes in key positions. Farrell McMillan was selected to be the Deputy to the Division Chief, dual-hatted as Chief, Water Resources Branch. John Kennelly finished his first year as Deputy for Planning and Planning Branch Chief,



August

- Brig. Gen. M. Stephen Rhoades, Division Engineer, hosts regional listening session, July 11.
- Con/Op's Dick Carlson writes that personal and career investment leads to opportunity.
- Tall ships sail through Cape Cod Canal during OpSail 2000, July 6 – 10.
- Maj. Gen. Flowers to become next Chief of Engineers.
- District personnel assist with value engineering review of New Bedford Superfund project, June 19-22.
- Charles River Park cleanup set to begin July 26.
- Mary Byers reviews the Hatch Act.
- India Point Railroad Bridge slated for removal later in 2000.
- Bird watching adventures at West Thompson Lake, June 25.
- Park Rangers urge people to come to the Big E 2000.
- American Forces Press Service writes about home workplace safety tips.
- Natural Resource Management activities promote land stewardship ethics in the Merrimack River Basin.



Photo by C.J. Allen.

Volunteers make improvements to Buffumville Dam during National Public Lands Day.

Dave Pezza, formally from Norfolk District was selected to be Chief, HTRW/Geotechnical Branch.

Three new Section Chiefs were selected for Planning Branch: Raimo Liias for Project Planning Section,



Photo by C.J. Allen.

Volunteers get their hands dirty while completing one of 21 projects assigned at National Public Lands Day.

Chris Hatfield for Special Studies Section, and Mark Habel for Navigation Section.

The following people were promoted:

- Jennifer Flanagan
- Brian Waz
- John Kennelly
- Kathy Bucciarelli
- Laurie Levesque
- Peter Hugh
- Dave Margolis
- Chris Hatfield
- Mark Habel
- Ed Mills
- Debbie Gabrielson

Added to the staff were:

- Carol Charette
- Chris High
- Bob Patev
- James Kelly
- Bob Simeone
- Mark Habel
- Scott Michalak
- Jack Keenan
- Mary Tibbetts
- Drew Clemens
- Jeannie Warnock
- Heather Raush
- Duban Montoya
- Todd Randall

The following personnel left the Division:

- Tony Riccio
- Steve Dunbar
- Philip Muller
- Joan Osganian
- Paul Schimelfenyg
- Mark Applebee
- Dan Stenstream
- Simone Shields
- Mike Tarnowski
- Joe Horowitz (Retired)

These engineers received

their Professional Engineering License:

Brian Waz
Greg Hanlon

New degrees were obtained by:

Mary Ellen Iorio, MSCE
Colleen Martin, BSBA
Heather Raush, MSEE
Greg Hanlon, MSEE
Erik Matthews, MSCE

Dr. Ian Osgerby was selected as the North Atlantic Division's Engineer of the Year, partly due to the innovative technologies he applied while assisting Albuquerque District on a project at Walker AFB in New Mexico and a formerly used defense (FUD) site at Saipan for Honolulu District.

Karen Schofield earns Certified Cost Consultant and she was named the U.S. Army

Corps of Engineers Cost Engineer of the Year.

Dave Larsen was selected as the Planner of the Year for the District.

One Engineering/Planning team was recognized for their contributions as a virtual team with members from two other Districts to complete a Dam Safety Assurance Report for Waterbury Dam in Vermont.

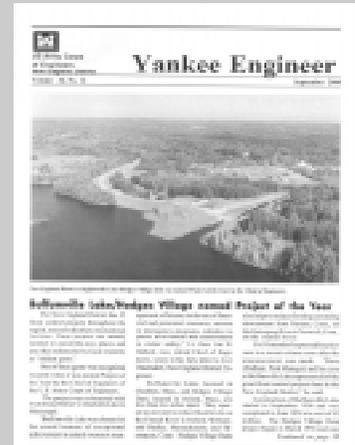
The year 2000 was a highly successful year in all programs. The Civil Works planning program grew and the 31 existing projects were effectively supported.

The Military Program grew with new work at Hanscom, Natick, Westover, and Devens. The Hazardous, Toxic, and Radiological Waste Program continues strong, bolstered by the large Superfund projects for EPA.



Photo by C.J. Allen.

Bob DeSista goes for a birdie during the District Golf tournament.



September

- Lt. Gen. Joe N. Ballard names Buffumville Lake/Hodges Village Dam Project of the Year.
- Employee fights to keep kids safe; coworkers lent a helping hand during a Project Kid Care event in Maynard, Mass., September 9.
- Federal Women's Program holds Women's Equality Day celebration, August 25.
- Karen Adams receives District's FWP Supervisor of the Year during FWP celebration, August 25.
- Union Village Dam celebrates its 50th anniversary.
- Merrimack River Basin personnel aid Work Environment Initiative by hosting Bus Tour.
- Railroad Bridge Repair Contract awarded in September.



Photo by C.J. Allen.

Dick Carlson, Bill Scully, and Col. Osterndorf unveil Jack Boyea's Distinguished Civilian Gallery portrait during the Founder's Day ceremonies.

Internal Review

In 2000, with enthusiasm and a "can do" attitude, we achieved many noteworthy accomplishments. In addition to providing a full array of auditing services consistent with the needs of our customers, we charged forward into new territory in performing significant financial statement-related audits.

We completed 54 audit engagements, presented 30 agreed-upon audit recommendations to senior management to strengthen controls on identified weaknesses, and verified management's implementation of three recommendations that were made in the previous year. In addition, we conducted performance reviews; aggressively managed our audit compliance and liaison program; and energetically performed consulting and advisory en-

agements for both internal and external customers.

Engagements

Type	Number
CFO audits	6
Followups	1
Consulting/Advisory	32
Audit Liaison	14
Other	1
Total	54

We concentrated our efforts on real estate, financial management and other support services. We collected crucial data to support the District's real property values in PPE accounts and asset cost tables. At our suggestion, management agreed to place purchase card guidance on the intranet for easy accessibility by users. In mid-February, we presented a slide show to the Commander and his senior and technical staff, briefing them on FY 99 Corps Financial Statements for Civil Works

At the end of June, follow-

ing more than six weeks of recuperation due to carpal tunnel surgery (Marie Pinede), we came back and tackled our mission-type activities in the areas of construction, Engineering/Planning and Program Project Management Division. From these construction-type activities, we delved into some uncharted waters, namely automated data processing activities.

We aggressively pursued training to enhance our capabilities. In January, we fulfilled the requirement that non-audit personnel (Ann Turcotte) employed in Internal Review must attend an auditor training course to achieve a working knowledge of audit standards, policies and regulations. She completed an Inspector General course, Introductory Auditor Training and received 96 CPE credits.

In March, we attended an Audit Leadership class which was sponsored by Air Force/Army and included auditors from Air Force and Army Reserves, National Guard, USAAA and USACE. In August, we attended the symposium "Not Your Father's Auditor" which was exceptional. Highlights included plenary sessions by Army audit leadership, Assistant Secretary of the Army for Financial Management and Comptroller, the Audit General, Army General Counsel for Fiscal Law and Ethics.

We were delighted to hear from many well-known celebrities, including Lt. Gen. Joe N.



Photo by Sally Rigione.

District employees visit the Cape Cod Canal during a bus trip sponsored by the Work Environment Committee.

Ballard, retired Chief of Engineers, who was the main speaker at the awards banquet.

In summary, 2000 was a remarkable year! We overcame underlying challenges, broadened our horizons, provided recommendations to senior management, enhanced our productivity, and met our training needs.

Logistics

In the property area we improved the status of our inventories from red to green as our on time completed rate went from 96 percent in the first quarter to 99.8 percent in the 4th quarter. The property book was streamlined by removing 1,779 items from the accountability process, significantly reducing man-hour expenditures for inventory purposes. Increased traffic with the Defense Reutilization Marketing Office (DRMO) resulted in logistics handling 949 items

through to proper disposal. This reduced the excess property account from 174 items to 15, thereby nearly eliminating any risk of loss from that account. The number of active reports of survey at any one time has been kept under five for the entire year.

In transportation we processed 736 airline tickets worth \$240,000. We dispatched Concord Park fleet vehicles 3,415 times and issued 2,255 privately owned vehicle (POV) authorizations. We complied with the President's Executive Order by replacing ten vehicles with alternate fuel vehicles. We also identified and reached our optimum fleet size at Concord Park (15).

Facility management saw Logistics improve its space utilization by vacating the first floor storeroom. We assisted in emptying the records holding area. We ran a load test on the emergency generator to



October

- Volunteers key to success of National Public Lands Day at District project.
- District Project Manager doubles as volunteer fire fighter.
- Mentoring is the focus of Hispanic Heritage discussion.
- Year-end accomplishments, individual and team awards highlight October District Town Meeting.
- Cape Cod Canal sponsors Open House.
- Safety: Don't make your next call your last!
- Par Wars 2000: Sandy Burr CC Hosts Golf League Final Tourney.
- District's exhibit, activities a big hit at Big E! event
- About the Engineer and Scientist Career Program CP-18.
- Roy F. Weston is named District Contractor of the Year.
- WE Committee: Tour of the Cape Cod Canal.



Photo by Ann Marie Harvie.

Rangers Jason Tremblay and James West show children how to make animal tracks at the Eastern States (Big E!) Exposition in West Springfield, Mass.

identify what was and was not connected to power during an emergency and how much could be added on. We moved the Security and Law Enforcement Office (SLEO) and built

the New England Conference Room for \$26,000.

Logistics and Security became partners when Bill Mahan took over the SLEO function from Chris High. We estab-

lished contact with our neighbor, Hanscom Air Force Base to share their terrorist alert information for security purposes and began the cyclical renewal of security clearances.

Finally we said good-bye to Ann Dickhut, Gail Casella and Al Norwood and hello to Steve Delphia, Andrea Pittman, Helen Duffin, and Kim Osgerby.

Public Affairs

The new millennium brought many new challenges as the Public Affairs Office successfully developed and executed many plans and programs that impacted very positively throughout the six-state New England region.

From a public participation and outreach program that serves both the public and the Corps, to the development and execution of internal command information programs that communicate and inform; from a speaker's bureau without peer to a media relations program that has raised the bar for the entire Corps, the Public Affairs Office, as a team, serves as District communication strategist – ensuring the internal and external audiences and a New England District constituency that includes partners, customers, elected officials and, most importantly, the public-at-large, are informed of our efforts to serve the nation.

The PAO accomplishes its many missions by encouraging a climate of public understanding and acceptance to facilitate

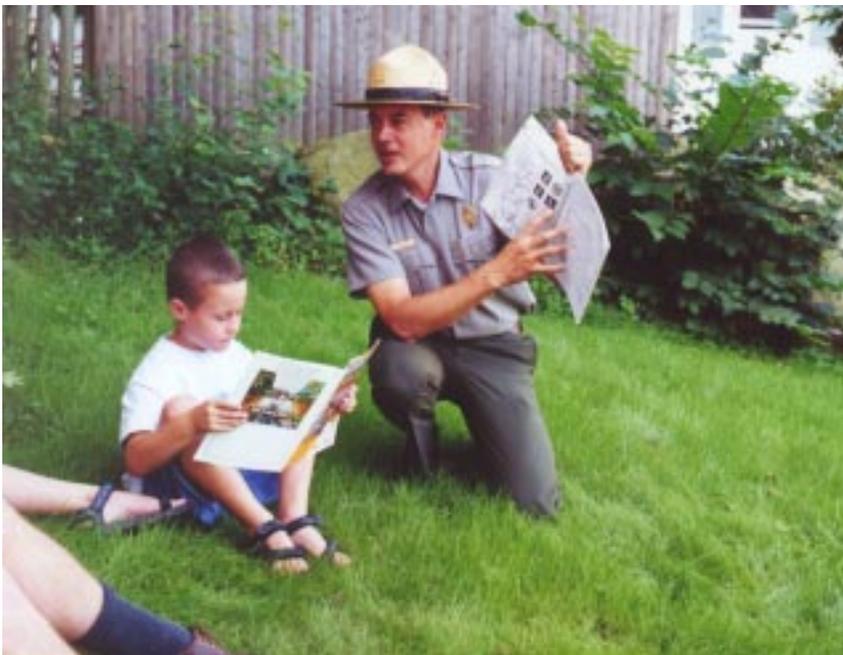


Photo by C.J. Allen.

Ranger Merlon Bassett talks Natural Resource Management at the Project Kid Care event in Maynard, Mass.



This photo, taken by John Asseng, Otter Brook Lake, won best photo overall and first place under the resource management category of the 2000 Ranger Photo contest.

the accomplishment of the Corps' many missions through public participation in our programs, projects and activities, and by an information program founded on performance and deeds, with measurable and tangible results.

The center of mass for these many achievements is (as a direct result of) the Public Affairs New England team – with Sue Douglas guiding the media relations efforts, Ann Marie Harvie as command information officer and editor, and Sally Rigione as community relations advisor. This highly skilled team has developed and executed public affairs plans and programs that have impacted very positively and increased effectiveness by exceeding public expectations and organizational goals and objectives.

The ability to bring about positive results is due in large part to the entire DISTRICT

TEAM. In coordination with all affected divisions and offices, the PAO has consistently and effectively communicated District goals, internally and externally with measurable and tangible results. A bottom line here is the execution of our Communication and Relationship Strategy District-wide – a strategy that defines the “Problem,” “Strategy,” “Objective,” and “Sample Tactics.”

A sample of the many success enjoyed by the Corps as a result of the PA-related programs, projects and activities include:

- o Boston Harbor -- Six years into a public involvement plan has resulted in fully informed stakeholders, a public with direct input into our processes, no lawsuits, and a project that was completed with the full support of environmental advocacy groups, federal and state agencies and directly impacted organiza-



November

- Commander, Color Guard join town on Veterans Day.
- Karen Schofield, Engineering/Planning is the Corps of Engineers Cost Engineer of the Year.
- District celebrates Native American/Alaskan Native Heritage.
- Haunted Dam tours as Buffumville a hit with visitors.
- Popular game makes lunchtime fun at Concord Park.
- Volunteers, employees participate in Grand Trail Trunk Day.
- Walking Weekend 2000 completes a successful season for District's West Thompson Lake.
- John F. Murphy is remembered.



District Contractor J. Cashman dredges New Bedford Harbor in New Bedford, Mass., as Maurice Beaudoin looks on.



Photos by Karen Schofield.

Dredging New Bedford Harbor.

tions (labor unions, fishermen, lobstermen). The District public involvement plans in support of the Boston Harbor Navigation and Improvement Project – plans that have been lauded nation-wide and designated by the American Association of Port Authorities as the standard for successful public outreach activities -- successfully climaxed at a media event and Hammer Award Ceremony with Senator Kennedy, Congressman Moakley, Dr. Joseph W. Westphal, and many Corps and MASSPORT officials.

o In the tradition of Boston Harbor public involvement plans, the Public Affairs Office began the planning, coordination and execution of a multi-level, multi-agency, multi-state public participation program supporting the development of the NEPA documents and Environmental Impact Statement in support of the Long Island Sound Dredging Disposal Environmental Impact Statement

Public Outreach and Participation. This continued throughout the year with the further development, coordination and joint-execution of this very successful outreach and participation program in support of our development of the EIS that will identify disposal options for dredged materials. In the past twelve months, two very successful public workshops in New York and Connecticut, four information papers, expanded citizen and a technical advisory groups, and a myriad of other PAO activities were conducted and successfully coordinated with EPA Regions I and II and the New England and New York Districts.

o Route 6 -- Continued execution of our public affairs plan has resulted in very successfully ensuring the Corps position was understood and accepted by the governor's office, other state agencies to include Conn. DOT, the media and the public, was singled out

by the Journal Inquirer newspaper as an "open process with integrity" following a series of meetings along the Route 6 corridor.

o After over six-months of planning, a coordinated Coastal America luncheon and media event was held where the establishment of the New England Corporate Wetlands Restoration Partnership was announced by Senator John Kerry. This partnership expanded a program initiated by Gillette, MA-EOEA and EPA to encompass all six New England states with a program that combines private industry contributions with Federal and state matching funds. Dr. Joseph W. Westphal, ASA-CW, represented both the Corps and the Federal Coastal America partners during this January event.

o The Public Affairs staff took the lead (Corps-wide) in the celebration of the U.S. Army Corps of Engineers



Photo by C.J. Allen.

Attendees of the New England District Ranger's conference take an after hours tour of a U.S. warship docked in Boston Harbor.

225th Anniversary. Events included parades, wreath laying ceremonies and other activities centered around Bunker Hill in Charlestown, Mass. PAO also wrote and coordinated State Proclamations signed by all six New England governors establishing June 16, 2000 as the Corps of Engineers Day throughout the region.

o Coastal America – Developed, planned, coordinated and/or conducted many Coastal America outreach activities throughout the six-state region to include prior highlighted projects/programs/activities, over the past twelve months. The PAO received numerous letters of appreciation from higher headquarters, other federal and state agencies and from Dr. Joseph Westphal, ASA-CW, for the PAO role in three overwhelmingly successful events that he participated in.

o E-News You Can Use – The latest addition to the e-work environment is the daily or as necessary electronic distribution of current news media to district staff and other interested individuals, enhancing the continuing distribution of news clips and media reports provided by our monitoring services.

o Internet – In the e-world, the District website is the first place a visitor stops when “surfing” the District and the PAO e-team continues to monitor and change the homepage. District enhancements during rating period include the expanded Recreation and Public Affairs homepages, the coordination and execution of a Long Island Sound EIS homepage with EPA, and the establishment of a Providence River Dredging Homepage on the PAO site.

Mark McInerney and Brian Murphy of Information Manage-



December

- Westphal, District receive recognition from environmental partner during ceremony.
- Travel card news.
- District ‘meets’ Chief of Engineers through video.
- WE Committee: Employee and Team of the Month awards recognize excellence.
- EEO Counselor training held at Hanscom Air Force Base.
- District hears comments, concerns on latest Route 6 alternative.



The District is working on a Draft Environmental Impact Statement for the Providence River Dredging in Providence, Rhode Island.

ment are key players in this endeavor and without whom the District would enjoy few successes in the e-world.

- o Regulatory Outreach – The PAO is keystone in the public participation and outreach efforts in support of our regulatory programs to reduce incidence of enforcement action and general permit information, and to keep the public informed of the wide variety of programs and processes that directly affect the environment and the public's overall quality-of-life.

These programs are a proactive combination of educating and enlisting help from local, county, watershed and state organizations and consists of presentations and Q&A regarding wetlands, the Clean Water Act and other laws. We've very successfully coordinated on a myriad of regulatory activities, projects and programs and play a key role in all communication and outreach

processes.

- o Update Reports – The Public Affairs Office has continued publication of these highly informative, valuable, quarterly reports (The New England District is the only Corps organization to publish this type of all-encompassing report). Distribution continues to increase throughout New England and Updates have been incorporated into PAO homepage.

- o Yankee Engineer – The District newsletter provides the New England District team timely information that is both informative and useful. And the Corps and the Army is taking notice.

Ann Marie Harvie (as editor) won several categories in the 2000 Corps Media competition as part of the Army's Keith L Ware Journalism Contest. Other Corps internal media, private and public target/specific publications, and internal Army media, have also been

provided locally written stories and photos that has resulted in the publication of many articles written by District staff to an Army-wide audience to include the Army News Service.

oooo

As the Public Affairs Office entered the new millennium, its team efforts demonstrated the ability to accomplish major programs and projects successfully. These programs have been focused on developing, planning, coordinating, executing, and evaluating all aspects of each activity in such a manner that objectives are performed systematically, purposefully, with understanding and with a high percentage of probability. And 2001 will be even more challenging!

Real Estate

2000 was a challenging and successful year for the Real Estate Division. We provided a wide range of real estate support to the Military and



Photo by C.J. Allen.

Col. Osterndorf gathers District employees to discuss current issues during a Town Meeting.

Civil Programs and work for others.

One of the District's important missions is providing our military customers with recruiting stations throughout the New England area. David Hakanson, team leader, Pam Bradstreet, Fred Byers, Andrea Cooney, Barbara Duffin, Tom McNaughton, Peter Quinn, and Bill Gladman received the District's "Team Of The Month Award" in November for their outstanding work on the Recruiting Program. They received the award in recognition of their efforts in making the District's Recruiting Program a resounding success. Despite frequent program changes, the team worked successfully with all military services on the 135 recruiting stations and offices throughout the New England District. The team responsibilities included leasing new recruiting stations, upgrading existing stations, renewing ex-

isting leases and paying for janitorial services and utility bills. The team received letters of appreciation from their customers and Brig. Gen. M. Stephen Rhoades, Commander of the North Atlantic Division. The team also received a "gold" rating for their high priority actions in all four quarters of Fiscal Year 2000.

In addition to the Recruiting Program, the District also assists the recruiters in finding housing. Donna Russell and Andrea Cooney assisted the military in finding housing throughout the New England area and in resolving any issues associated with the lease.

Another award went to Ed Fallon, who was a member of the District's "Team Of The Year" Award for his participation in the Waterbury Virtual Team. This team devised a plan to prevent a potential dam failure in Waterbury, Vermont.

Retirees

William Berka
George Diefenbach
Ed Fallon
Robert Gauvreau
Peter Jackson
Joseph Horowitz
William Lawless
Joanne Mercier
Raymond Francisco
Paul Hersom
Flavio Leonin

Retiree Passings

Paul Baronas
Edward Campiglio
William Horton
Isabel Jigarjian
Paul Lewis
John Murphy
Richard Thresher
Walter Turner





Photos by C.J. Allen.

Col. Osterndorf and members of the public tour the trailer-mounted detonation chamber during an open house at the Massachusetts Military Reservation on Cape Cod. The chamber is used to detonate unexploded ordnance found on the site.

The Environmental Protection Agency is an important customer to the New England District. Ed Fallon and Quentin Walsh assisted the EPA in proposing various real estate alternatives to acquiring the property needed for the New Bedford Harbor Superfund Site. After the plans were finalized, Ed and Quentin started acquiring the real estate interests needed for the project. This Superfund Site is one of the largest sites in the New England area.

We assisted the Army Reserve in meeting their real estate needs. Bob Batt worked on many of the Army Reserve actions throughout the year and was instrumental in working on a lease for a temporary Army Reserve Center in West Hartford, Conn., and in returning the Craft Brothers U.S. Army Reserve Center to St.

Anselm's College, N.H.

Ray Cottengaim worked on assisting the Air Force and the Massachusetts Army and Air National Guard at the Massachusetts Military Reservation. He was very involved in acquiring rights-of-entry for the off-site monitoring wells and maintaining excellent relationships with the public.

Rosalie Tekeyan and Barbara Duffin provided administrative support for the Division by preparing correspondence, and inputting information into various database programs.

The majority of projects require input from our appraisers. All of the appraisers gave out guidance to the District's project managers, realty specialists and contract appraisers. Mary Dunn was appointed temporary team leader for the Appraisal and P & C Branch. She was involved in many pro-

grams including preparing the Real Estate Planning Report for the Muddy River Project and an appraisal of a temporary Army Reserve Center in Hartford, Conn. Bob Abbott's work was varied and included everything from determining the value of a railroad bridge in Providence, R.I. to providing several estimates of value, in a very short time frame, for potential land exchanges at the former Fort Devens, Mass. Bob was also involved as a volunteer for Tall Ships at the Cape Cod Canal last summer. Bob was recognized for his efforts at the Canal when he responded to an emergency situation. Bob was one of several people who responded when a boy caught his hand in the railroad tracks and needed assistance.

Anne Laster supported our lake projects by assisting in the

agricultural leasing program and commercial concessions. She was very instrumental in acquiring a license from a local railroad company for the 1205th Transportation Railway Operation Battalion (Army Reserve) and the 94th Regional Support Command (Army Reserve) to use the railroad facilities for training purposes.

Sylvia Woodbury assisted the District by renewing many of our civil and military leases, licenses and easements. She was instrumental in keeping the Real Estate Division up to date by keeping the information in our databases current. Linda Baker did an excellent job insuring there were sufficient funds to complete the projected workloads. She made sure the Division's estimated costs, projected budgets and expenditures were accurate

and timely.

Molly McCabe served as Chief of the Conveyancing Branch. She assisted the staff in resolving many of the complex issues facing the District. She gave a presentation at the Rangers Conference and was nominated by the Chief of NAD Real Estate to be a member of the Real Estate "Estates" team.

Joe Redlinger was hired as the Chief of the Real Estate Division in March 1999. He formally worked in the Kansas City District and for a private business before coming to the New England District.

Resource Management

The RMO is responsible for planning, developing, coordinating, advising on and directing the activities of the New England Districts' resource management system in support of the Commander, pro-

gram and project managers. The RMO provides policy and command oversight of strategic planning; resource programming and budgeting integration; independent program analysis and evaluation; finance and accounting services; manpower management and force structure systems; and organizational effectiveness and productivity/improvement programs. Action and coordinating office for all Chief Financial Officer Act requirements.

Budget and Manpower Branch. Budget functions include the establishment of the New England District's budgetary policies and procedures and providing implementing guidance to staff and operating officials.

Consolidates and submits District Operating Budget to the District Commander and Division Commander. Obtains civil and military funds from HQUSACE, NAD and Customers and issues to Divisions and separate offices. Exercises budgetary control of military appropriations and civil funds (in coordination with Programs Branch) available to the District. Processes all fund requests and manages funding limitations, various overhead rates, total labor multipliers (TLM's), and other administrative targets. Manpower functions include being the proponent for the determination of manpower requirements, allocation, documentation and utilization. Provides commanders



Photo by C.J. Allen.

Ranger Rick Magee plays a ghoul during the Haunted Dam tours held at Buffumville Dam.



Photo by Mark McInerney.

Mr. Stanley Kelly, Director, EEO Compliance and Complaints Review Agency, conducts EEO Training for District employees.

and decision makers important information regarding policy and timelines to acquire and report execution of manpower resources. Principal District conduit for all manpower issues.

Finance and Accounting Branch. Provides policy direction, review and staff supervision of financial and managerial accounting responsibilities of the District. Provides operational finance and accounting day-to-day support for the District. This includes the full-range of customer services, payments, accounting and financial reporting for appropriated, revolving and trust funds. Also responsible for performing research, analysis, installation and systems maintenance for CEFMS, the standard US-ACE-wide automated financial management system.

Business & Management

Analysis Branch. An in-house analysis asset that supports the District Commander and Division Chiefs with business process, strategic and pragmatic problem analysis. Primary functions are to facilitate planning and partnership building, do studies and analyses, develop briefings and issue papers and assist the command to integrate major initiatives.

The Division uses expertise in facilitation, management science, operations research and systems analysis to address strategic issues. The Branch is small, but leverages its size by maximizing the use of ad-hoc groups and process action teams. Activities are funded through a mix of direct and overhead funding.

Organizational Success. The success of the RMO is directly related to the individuals within each branch, and their

ability to cross stovepipes to enable all district functions to operate more efficiently.

Examples include: Successfully executed several business process improvement studies and initiatives that combined reduced costs and increased revenue amounting to \$300,000; Provided critical support to the District staff to enable it to meet or exceed all Revolving Fund, manpower, overhead and Total Labor Multiplier targets; Successfully implemented improved processes and procedures with respect to Chief Financial Officer (CFO) Act requirements; Continued an enhanced Business Process Improvement Program; Improved the GIS Program within District; Successfully facilitated the reduction of operating costs within the District and leveraging its resources more effectively.

Safety and Occupational Health

In FY 2000 the New England District experienced one of its most successful years for the Accident Prevention Program. Total number of reportable incidents were down and we achieved a New England District low for our lost-time accident rate and on the contractor side we had no lost time accidents in FY2000. These are statistics we all should be proud of and utilize as the standard we should meet or exceed each year.

Health Clinic – Lee Ceurvels completed her first

year as our fulltime Occupational Health Nurse, her competent care and dedication to the employees at the District has resulted in an increased usage of 33 percent for the Health Unit. We continue to add programs and screenings through the Public Health Service to enhance the Health and Wellness services provided.

In addition to the walk-in services, Lee is now getting out to the project sites to offer the Health Unit services to our employees in the field. This includes immunizations, blood pressure screening and educational services.

We have also reinstated our semi-annual blood drives, and can report that we exceeded expected donations at each blood drive.

Fitness Center – Our fitness center continues to expand, we now have over 120 active members and have added a new treadmill to our equipment. With the help of the Work Environment (WE) Committee, we have rearranged the center for more efficient use and are continually looking for ways to improve the facilities.

Federal Employees Injury Compensation – We continue to look for better ways to manage this program, with accident prevention a main element in minimizing costs and protecting our employees. Wendy Hilbrunner is now taking a more active role in the program and is another good resource to answer questions when accidents and injuries occur.

Reporting and tracking has been improved with most cases accepted within a week of submission.

Technical Support to the District – Trish Sumner was welcomed the New England District Family in September 2000. Trish is an Industrial Hygienist with a strong background in Hazardous Waste Management and Safety. Her added skills have enhanced the technical expertise of the Safety Office and filled a position that was vacant for over a year.

Also during the past summer additional support was offered to our project sites with the temporary addition of Lenny Bucciarelli to the safety staff. With his construction background, he was able to offer safety support to onsite activities at our projects, with a different perspective, which was well received by all.

Ergonomics Program –

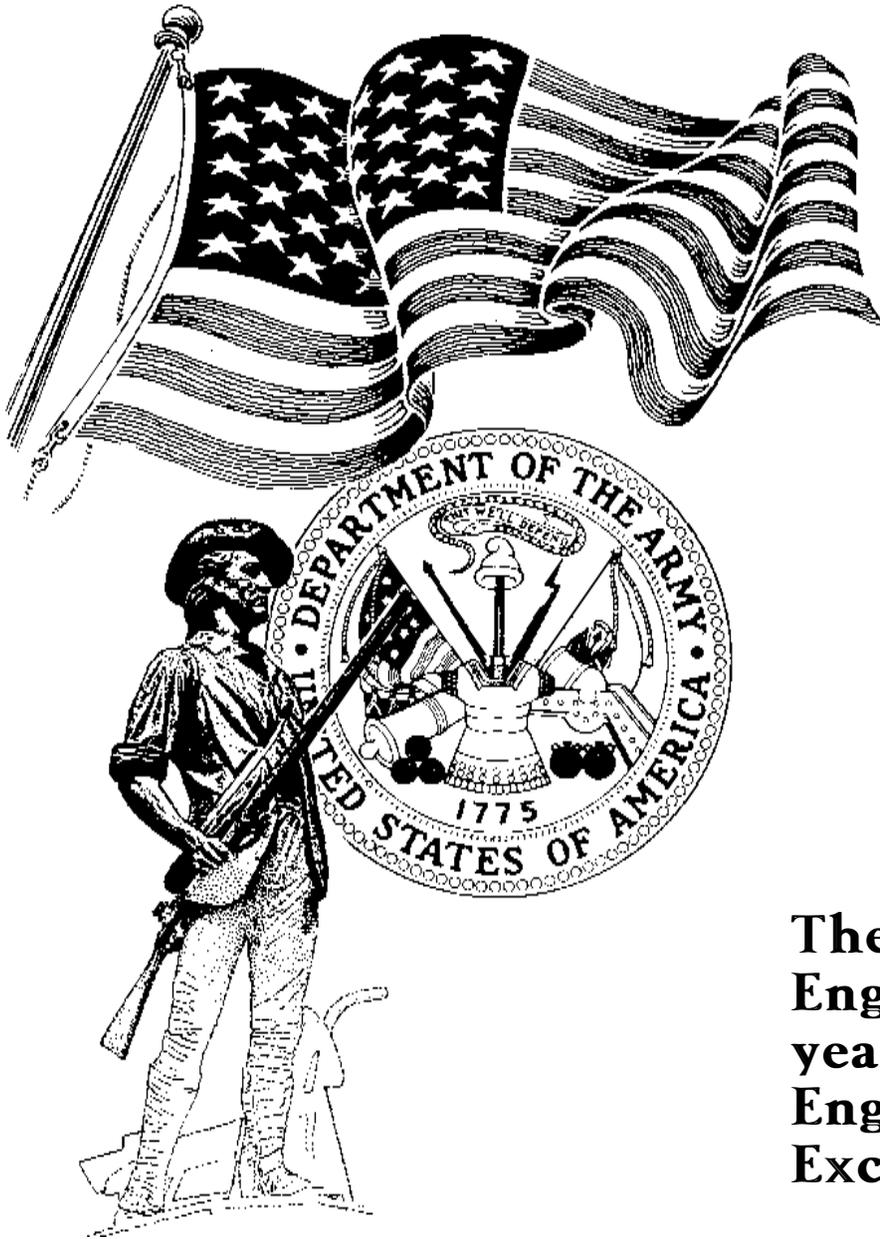
This past year we started rolling out the District's Ergonomic Safety Program. Kerry Leblanc, our program coordinator, and Carmen Suarez, his alternate, attended a week of required training. A 16-hour training class for District office representatives was coordinated at Concord Park and the final implementation for the program is scheduled for 2001, with training for all employees and establishment of the New England District's Ergonomic Program Committee.

District Safety Program – As stated above we enjoyed a successful year here at the District. In addition to items above, the continuation of the Commander's semi-annual safety stand-downs and continued risk management applications all contributed. The key success to the program was the role that all employees took in their responsibility to the District's Safety Program.



The District ended 2000 with a holiday party in December.

Photo by C.J. Allen.



The Corps in New England -- 225 years of Engineering Excellence

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