



U.S. Army Corps of Engineers, New England District, Volume 46, No. 8 May 2013



SEQUESTRATION **F**URLOUGH

The term "sequestration" refers to the mandatory reduction in federal budgetary resources of all budget accounts that have not been exempted by statute. Under the Balanced Budget and Emergency Deficit Control Act of 1985, as amended by the Budget Control Act of 2011 and the American Taxpayer Relief Act of 2012, across-the-board reductions were implemented DOD-wide on March 1, 2013.

A furlough places an employee in a temporary non-duty, non-pay status because of lack of work, reduction or lack of funds, or other non-disciplinary reason. Under the current circumstances, planned furloughs are required due to the reduction in funding associated with sequestration.

Continued on page 4

Yankee Voices



David Schafer and David Margolis

Sympathy

Paul Howard, P.E., passed away May 20. He began his USACE career in 1993, serving 20-years with the NAE Regulatory Division. He initially led the compliance inspection program and, notably, inspected the permits associated with the Third Harbor Tunnel (BIG DIG). In 2005, he moved into Permits and Enforcement Branch C and handled projects throughout New Hampshire.

Prior to coming onboard with the Corps, Paul was Vice President of Municipal Facilities at a national Architectural and Engineering company. He worked on local, national and international projects, including the waste water treatment and potable distribution systems for Cairo, Egypt. This construction experience made Paul an outstanding fit for Regulatory permit evaluation and inspection.

In all the years Paul worked in Regulatory, he consistently demonstrated his intelligence, amiability, competence and honesty. He lived a simple disciplined life, devoting himself to his religion, family, and his profession.

Most District recreation areas are now open

Most recreation areas at the 31 federal flood risk management reservoirs in New England operated by the U.S. Army Corps of Engineers will open to the public in mid-to-late May. Some recreation areas in Connecticut opened in late April.

"Most areas offer a wide-range of recreational opportunities, including picnicking, swimming, boating, fishing and hunting, while

a few also provide facilities for overnight camping," said Frank Fedeles, chief of Operations Division for the U. S. Army Engineers, New England District.

Fishing is permitted at all federal flood risk management reservoirs in Connecticut, Massachusetts, New Hampshire and Vermont. The only requirement to fish the lakes is a state license and adherence to state regulations. Trout, bass, pickerel, hornpout and perch inhabit most reservoirs, while a few areas have their own specialties. Many of the areas are stocked by state fish and game agencies to provide some of the finest fishing in the region.

Developed facilities, including beaches, picnic areas, athletic fields and campgrounds, are available at some locations. Many are open to individuals or small groups free of charge on a first come, first serve basis. A nominal fee is charged to reserve covered picnic shelters. Large groups may be required to obtain user permits for a small fee. Some areas collect a user fee from the weekend before Memorial Day to the weekend after Labor Day.

For a free brochure about 2013 recreational opportunities, including directions to each site, write to the New England District, U.S. Army Corps of Engineers, ATTN: Public Affairs Office, 696 Virginia Road, Concord, MA 01742-2751. For more information about Corps of Engineers recreation and activities in New England visit the website at: <http://www.nae.usace.army.mil/Missions/Recreation.aspx>.

By Timothy J. Dugan, Public Affairs Office

Elizabeth Mine Team Members

In addition to the District team members mentioned in April's Elizabeth Mine article, Kathleen Atwood (Cultural Section) and Mike Penko (Environmental Resources Section) also contributed to the success of the project.



Commander's Corner:

Embrace ambiguity, get uncomfortable and...JUST LEAD!

by Col. Charles P. Samaris
District Commander



New England Team,

Recently, I had the opportunity to participate in the North Atlantic Division's (NAD) Command Strategic Review. This is a biennial 2-3 day meeting, chaired by the Deputy Chief of Engineers, during which the division briefs their programs, initiatives, and challenges to HQUSACE leadership within the context of the

USACE Campaign Plan. NAD did some great prep work, and focused the briefing on Brig. Gen. Kent Savre's six big-picture priorities from the NAD Implementation Plan.

NAD's six big picture priorities are... 1) Integrate USACE Capabilities into the Combatant Commands; 2) Modernize the Planning Process [Civil Works Transformation] through Post-Sandy Projects; 3) Streamline USACE Acquisition Processes; 4) Shape and Balance the Workforce for the Future; 5) Achieve Federal Energy Security and Sustainability Targets in USACE Operations; and 6) Adapt and Integrate MILCON Delivery Best Practices.

These are some BIG actions that directly support the USACE Campaign Plan. The good news is that we do these things, in some form or fashion, nearly every day. Our charge is to find ways to advance the ball, at every level of the organization, in meaningful, productive ways that add value...and improve our delivery of superior results. With this, two key questions arise: "how do we accomplish this and still do our day jobs?" and "how can we do this in such an unpredictable world?" Valid questions! As I considered this during our CSR discussions, three leadership concepts surfaced...

1. LEAD - Strategically advancing an organization into an ambiguous future – moving from "here" to "there" - These are big picture actions and initiatives normally championed at the district level and planned/prepped by cross-functional project delivery teams. Examples include the NAE HQ Facility Analysis, Troop-to-Task Analysis and Task Organization and Lean-Six-Sigma Analysis of Business Processes. Ideally, their execution requires the strong leadership of a small, focused team using limited resources. They lead the organization towards a new and envisioned endstate - moving the whole from "here" to "there."

2. LEAD - Tactically advancing our ability to execute our

business – making "here" better – This is where 360-degree leadership proves itself as the absolute foundation of any great organization. The key – first line and mid-level supervisors and, more importantly informal leaders, routinely take initiative to adapt and improve systems and performance, and lead tactical change. They improve our overall effectiveness by tightening their individual/team shot group and contributing to the improvement of higher processes and procedures...and make "here" better!

3. MANAGE – Tactical execution - doing the right thing, the right way – and doing routine things routinely – This is where all supervisors and team members do the daily work of executing the program...implementing directives, navigating processes, coordinating actions, and ultimately bringing projects of all types across the finish line. They daily manage a wide variety and high volume of tasks and resources. Here, leadership is normally acute and situational – overcoming an obstacle, or forging through bureaucracy to accomplish a task – but does not normally result in behavior or process change. While critically important to the accomplishment of the mission, it does not tactically or strategically improve or advance the organization.

The key is figuring out how – as a team and at all levels - to do #2 and #3 routinely, effectively, and together. It's not easy, but it's important. Why? Because we all know that the real work – and improvement, change, and advancement – occurs where the rubber meets the road – with first line supervisors and their teams who, through Herculean efforts, simply get the job done. They – you – are the ones who really know where the gaps and chokepoints exist. And, in many cases, have already figured out "a-way" to fix, change, and/or improve the situation.

But to advance, in any manner, we all must escape from our comfort zone(s). Why? It is incumbent upon leaders at all levels to listen. Listen to the suggestions. Seriously consider new ideas. Don't fear the new or novel. Test good recommendations within a given project, team, or section. Take initiative and prudent risk. Get comfortable with being uncomfortable. Embrace ambiguity. Get out of the old comfort zone...and just lead.

YOU set the standard!

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"Embrace ambiguity and being uncomfortable. If you're really leading, then you're uncomfortable. You're only leading if you're improving, risking, changing, deciding. Otherwise, you're just managing." ~ GEN Bob Cone, Commander, US Army Training and Doctrine Command



What is Sequestration?

“Sequestration” is a process of automatic, largely across-the-board spending reductions to meet or enforce certain budget policy goals. It was first established by the Balanced Budget and Emergency Deficit Control Act of 1985. Through the 1990s sequestration was used to enforce statutory limits on discretionary spending and a pay-as-you-go requirement on direct spending and revenue legislation. There have been five times in recent history where a sequestration has been triggered.

Most recently, under the Budget Control Act of 2011 (BCA), sequestration was tied to enforcement of new statutory limits on discretionary spending and achievement of the budget goal established for the Joint Select Committee on Deficit Reduction. A sequestration was triggered by the Joint Committee’s inability to achieve its budgetary goals and was originally scheduled to occur on Jan. 2, 2013 to affect spending for FY2013. Subsequently, Congress enacted legislation that delayed the effective date of this sequester until March 1, 2013 by passing the American Taxpayer Relief Act of 2012.

In general, sequestration entails the permanent cancellation of budgetary resources by a uniform percentage. This uniform percentage reduction is applied to all “programs, projects, and activities” within a budget account. However, the current sequestration procedures, as in previous iterations of such procedures, provide for exemptions and special rules. That is, certain programs and activities are exempt from sequestration, and certain other programs are governed by special rules regarding the application of a sequester.

On May 14, Secretary of Defense Chuck Hagel directed the services to prepare to furlough most DoD civilians for up to 11 days. “I have made this decision very reluctantly, because I know that the furloughs will disrupt lives and impact DoD operations,” he said. “I, along with the senior civilian and military leadership of the Department, have spent considerable time reviewing information related to the need for furloughs, and I would like to share with you the reasoning that led me to this difficult decision.

“Major budgetary shortfalls drove the basic furlough decision,” Secretary Hagel continued. “On March 1, sequestration went into effect across the federal government. DoD’s budget for FY 2013 was reduced by \$37 billion, including \$20 billion in the operation and maintenance (O&M) accounts that pay many of our civilian workers. In addition, because our wartime budget is also subject to sequestration, we must utilize funds originally budgeted for other purposes in order to provide our troops at war with every resource they need. To compound our problems, when we estimated future wartime operating costs more than a year ago, we planned on fuel costs below what we are currently experiencing. Taken together, all these factors lead to a shortfall in our O&M accounts of more than \$30 billion, a level that exceeds 15-percent of our budget request, and with fewer than six months left in the fiscal year in which to accommodate this dramatic reduction in available resources the Department has chosen not to reduce our military’s ability to respond to national defense missions and emergencies and instead institute limited civilian furloughs across the entire department.”

SEQUESTRATION FURLOUGH

Frequently Asked Questions

What is a furlough?

A furlough places an employee in a temporary non-duty, non-pay status because of lack of work, reduction or lack of funds, or other non-disciplinary reason.

Under the current circumstances, planned furloughs may be required due to the reduction in funding associated with sequestration.

Regrettably, under sequestration DOD is forced to enact unpaid furloughs of our valued appropriated fund civilian workforce beginning July 8, with expected reductions in their morale and effectiveness.

Most employees will be furloughed 1 day a week during the last 12 weeks of FY13, equating to a 20 percent cut in their pay for those weeks.

How did DOD make the detailed decisions about who to furlough and how long to furlough?

The law, of course, requires specific budget cuts, and we are taking a variety of steps – cuts in training, cuts in facilities maintenance, furloughs – to meet them. DOD chose among these various approaches based on a simple criterion: minimize adverse effects on mission, especially near-term readiness.

The secretary carefully considered the numbers and looked at a variety of options. He also considered advice and inputs from his senior leaders before deciding on furloughs. DOD is directing furloughs because, if not, the agency would have to make even larger cuts in training and maintenance – cuts that would heighten the already significant risk that sequestration poses to our national se-

curity.

Describe a situation that could lead to the elimination of furloughs.

If Congress would immediately detriger sequestration and restore a significant portion of our FY13 funding – that would eliminate the need for furloughs.

What will happen in October of this year – and beyond in FY14?

DOD is currently executing the FY13 budget with sequestration. No decisions have been made on how sequestration will effect operations and personnel management in FY14.

Will there be a RIF in FY14?

DOD has stated that if sequestration continues in FY14 then the agency will need to look at a range of personnel management tools in order to manage the sharply reduced budget. No decisions have been made.

What is the schedule for furloughs?

Furlough proposal notices will go out starting May 28. Components will issue furlough decision notices in late June/early July. Furloughs will begin July 8.

How are employees notified?

To the greatest extent possible, employees will be notified of a furlough in writing, hand delivered to the employee by the immediate supervisor.

Continued on Page 6

Shared Work Unemployment Benefit

For those furloughed there is an unemployment benefit program called "Shared Work", or "Work Sharing" where some furloughed Federal Employees are entitled to participate in but enrollment by the employer is not automatic and rules vary from state to state;.

In New England only Maine, Massachusetts and New Hampshire participate in the Shared Work program.

Maine - <http://www.maine.gov/labor/unemployment/workshare/>

Massachusetts - <http://www.mass.gov/lwd/unemployment-insur/business-support/worksharing/>

New Hampshire - <http://www.nhes.nh.gov/nhworking/stay/index.htm>

Furlough pay calculator for federal workers

Federal workers now have a convenient way to calculate their loss in pay if planned furloughs of about 800,000 Defense Department civilians take effect.

Stars and Stripes has posted a furlough pay calculator in spreadsheet format that allows federal workers to plug in their hourly pay wage, along with several possible deductions. It automatically calculates the expected 20 percent pay cut they will absorb.

"Keep in mind that it is not an official pay scale and only estimates how much your pay will change," according to a base statement announcing the spreadsheet.

The Stars and Stripes online furlough calculator is accessible at <http://www.stripes.com/news/sequestration/furlough-calculator>.

Frequently Asked Questions

Continued from Page 5

While this is our preference, if not available in person, notifications will be mailed by certified/return receipt to their home address of record.

Email is also an option.

What does it mean that there is a "reply" period?

Employees are given at least seven calendar days to answer orally and/or in writing to the proposal notice and furnish documentary evidence in support of his or her answer, e.g., relief from the furlough.

The employee develops their own package.

The "Deciding Official" reviews the merits of each package and provides a decision whether to proceed with furlough.

Who is affected at the New England District?

At this time, only those New England District employees assigned to the District's Military UIC (those who are Direct Charging a majority of their time to Military Projects) are subject to the furlough action. Currently there are 38 employees in the New England District subject to furlough.

Was the Union notified and was the plan negotiated?

The process by which the furlough requirements will be implemented has been negotiated with New England District's local Labor Unions, NFFE Local 1164 and AFGE Local 2682 resulting in signed Memorandums of Understanding. The local Unions have been a great partner in helping to greatly reduce the impact to those affected by the furlough action.

What is the furlough schedule?

Pending further DOD guidance, the current furlough schedule was outlined in Secretary Hagel's Memorandum:

May 28 – June 5, Furlough proposal notices will be served to employees subject to furloughs;

June 4 – June 12, Individual employee reply period ends 7 calendar days from when the proposal was received;

June 5 – July 5, Furlough decision letters will be served to individual employees subject to furloughs, depending on when the proposal was received and prior to the first day of furlough;

July 8, Furlough period begins no earlier than this date.

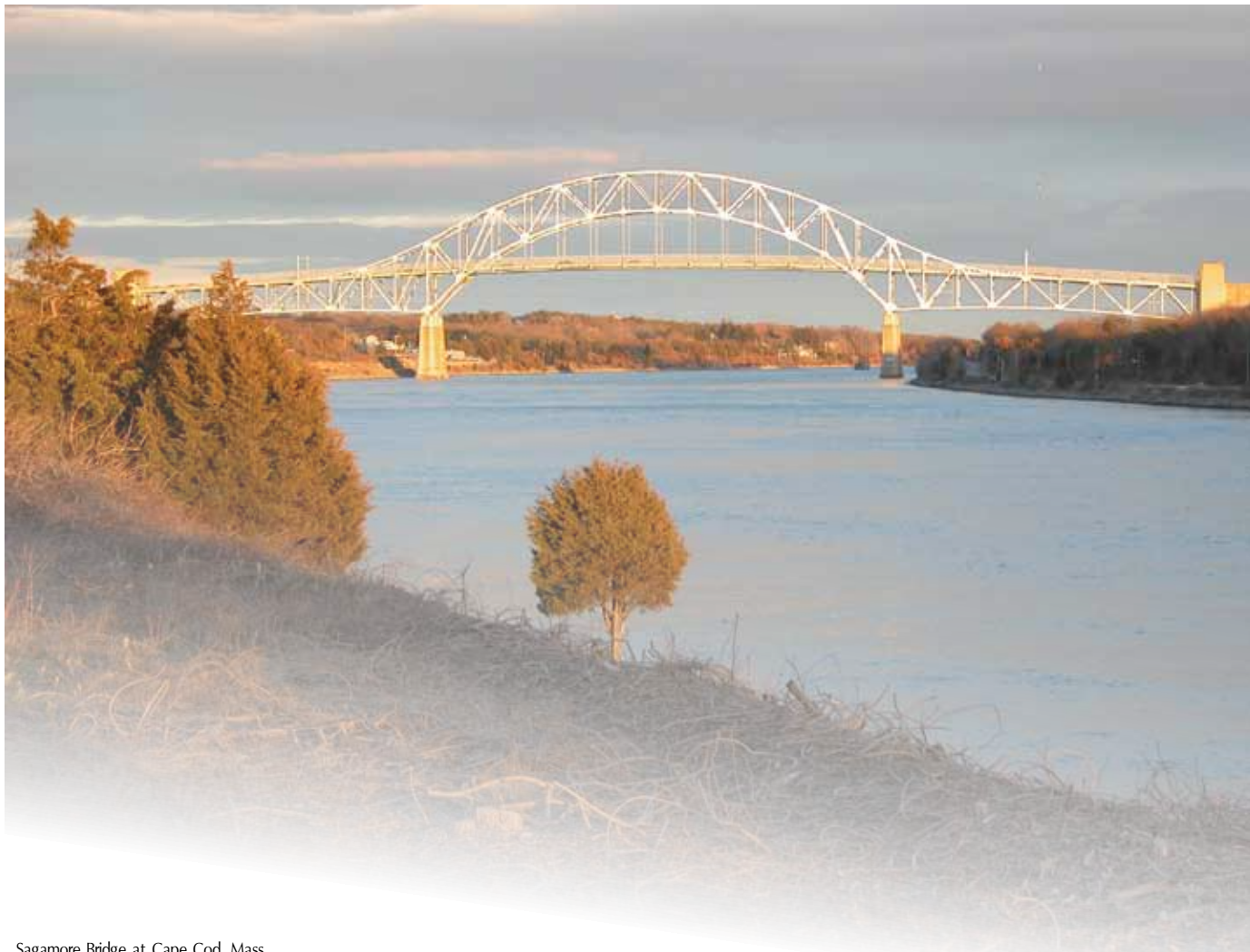
September 30, Furlough period ends.

Who can I talk to about furloughs and where do I get more information?

The New England District will continue to communicate new information and guidance as it's received. If you have questions, please do not hesitate to engage your supervisory chain, at any level. We fully understand the anxiety and frustration that exists across the team.

Extensive information is available at www.opm.gov/furlough/, click on "Guidance for Administrative Furloughs" and "Supplemental Guidance for Administrative Furloughs."

The best reference to answer any and all possible furlough-specific questions also resides at OPM <http://tinyurl.com/b7c83a8>.



Sagamore Bridge at Cape Cod, Mass.

Photo by Kevin Burke

Corps awards \$12.3 million contract to paint Cape Cod Canal's Sagamore Bridge in Bourne

By Timothy Dugan
Public Affairs Office

The Cape Cod Canal's Sagamore Bridge in Bourne, Mass., will be painted under the terms of a \$12,390,000 contract issued by the U.S. Army Corps of Engineers, New England District. Work will be accomplished by Atlas Painting and Sheeting Corp., of Amherst, N.Y. Field work for the project began in March and will take about 18 months to complete. The expected completion date for the project is August 2014.

The project includes abrasive blast cleaning of the entire steel superstructure of the Sagamore Bridge to bare metal. The 1,408-foot-long bridge will then be re-painted with a new high performance paint system. The existing paint system on the bridge contains lead primer; therefore all work will be performed in accordance with applicable environmental regulations and health and safety stan-

dards, including containment, emissions monitoring, collection, and proper disposal of all contaminated debris. Workers are currently installing access platforms and the containment system on the bridge.

Travel lane restrictions on the Sagamore Bridge will be necessary during the project. The restrictions will be temporary and will avoid dates of peak traffic volume using the bridge.

Message boards and bridge work alert emails will be used to help inform motorists about pending lane restrictions. To sign up for bridge work alert emails send an email to CapeCodCanalBridges@usace.army.mil with the subject title "Bridge Work Alerts." An email alert is sent when there are major changes to the bridge work status or schedule.

For more information about Corps' projects visit the website at: <http://www.nae.usace.army.mil/>

District, Contractor make repairs to Newburyport Harbor South Jetty

The New England District and its contractor, Hugo Key and Son of Newport, R.I., recently completed a phase of repair and maintenance work on the South Jetty of Newburyport Harbor, Mass. Maintenance work on the jetty has not been performed since 1970.

"We've repaired approximately the first 600 feet of the 1,400-foot-long South Jetty in Newburyport Harbor by delivering and placing approximately 12,000 tons of rock," said Project Manager Jack Karalius. "The largest rock we placed weighed 12 tons."

Newburyport Harbor is about 2.5 miles-long and stretches from the mouth of the Merrimack River to the U.S. Route 1 Bridge. The South Jetty extends from Plum Island Point in Newburyport and is 1,400 feet long.

The project was originally funded with \$3.5 million and then additional funds amounting to \$5.5 million. The additional funding was attained as part of the Disaster Appropriations Act of 2013. Newburyport Harbor was adversely affected during Tropical Storm Irene, Hurricane Sandy, Winter Storm Nemo and several other severe winter storms. The South Jetty sustained damage from these storms as a result. The winter storms that followed Hurricane Sandy caused problems for the project. Because the Contractor worked from the

land, he had to cross over 2,500 feet of dunes, on a temporary access road consisting of timber mats, to get from the staging area at the Plum Island parking lot to the jetty. After the first winter storm washed away some of the mats, he took precautionary measures before the subsequent storms, and removed some mats and reset them afterwards. Due to the storms, in combination with the dynamic nature of the inlet, the toe of the side slope on the north (channel) side of the jetty was undermined, while the south (ocean) side of the jetty had an unusual amount of water-deposited and windblown sand.

Hugo Key and Son received the contract award on Sept. 27, 2012 and began mobilizing to the site that October. The first delivery of rock was Dec. 3, 2012. According to Karalius, those same storms caused such severe beach erosion in Newbury, several houses were lost. The unusually severe winter storms pushed the completion date into April, which brought on an environmental concern. Piping Plovers, a bird species federally listed as threatened and endangered, begin nesting in the area at the time.

"The District applied to the U.S. Fish and Wildlife Service (USFWS) for a work extension to April 15 and we were given it," said Karalius.

The conditions of the extension included having a Piping Plover monitor on the site daily, according to Karalius. Fortunately there were no sightings during that time and the work continued until its completion on April 15.

The New England District team expects to begin another phase of repair and maintenance work on the jetty. "The next phase will complete the 1,400-foot-long jetty," said Karalius. "We'll be adding about another 12,000 tons of rock."

Karalius says he hopes the District will award a contract and start work this fall.

New England District team members who worked on this project were Bob Meader, Todd Randall, Bob McCusker, Bob Casoli, Jim Doucakis, Bill McIntyre, Tom Marcotte, Matt Tessier, Susan Dunnagan, Paul Young, Tracy Dorgan, Maureen Murray, Paul O'Brien, Kathleen Pendergast, Joe Redlinger and John Winkelman.

Many agencies and organizations were also involved in the success of this project. They include U.S. Congressman John Tierney's office, State Senator Bruce Tarr's office, the Massachusetts Department of Conservation and Recreation, the city of Newburyport, Massachusetts Coastal Zone Management and the USFWS.



Aerial view of Newburyport Harbor, Mass.

Photo provided by Navigation



Cub Scouts and leaders of Pack 161 collect trash. Glenna Vitello and grandson Jayden Thor Malinoski get ready to help out at Earth Day.

Photos by Tom Chamberland

New England District celebrates Earth Day

Team members at New England District projects throughout the region hosted events in celebration of Earth Day.

Local remote control flying enthusiasts from Nutmeg R/C Flyers, Inc., of Thomaston, Conn., came out to the District's Thomaston Dam to do some cleanup work, April 6. Volunteers from the club cleared a 10'x50' long area from debris. Volunteers also raked and planted seed to improve

the area, clean up the roadways and clear trailbike trails. About 30 volunteers and two District team members participated in the event.

East Brimfield and Westville Lake in Mass., had 59 volunteers arrive at their projects ready to go to work at their annual Trail Day event, April 13. Clean up at the Brimfield area included spreading 80 cubic yards of fine gravel, completing 2,000 feet of trail and installing six trail marker

sign posts. For six Tantasqua High School students the event doubled as a carpentry class when two of their instructors assisted them in installing six posts along the Grand Trunk Trail.

In Holland, Mass., volunteers did their part during the event by installing five sign posts along the trail. Sturbridge volunteers cleared away trail debris, cleaned up leaves, installed sign posts, planted seedlings and spread three yards of mulch. Along the Southbridge portion of the Grand Trunk Trail, volunteers picked up litter and installed 10 sign posts.

The Brimfield Lake workers didn't come empty handed – they brought four tractors of various sizes to help with the heavy work. The volunteers at East Brimfield and Westville saved the government nearly \$4,600 in labor costs.

Celebrating Earth Day – which is officially April 22 – is a time honored tradition at New England District projects. The day which inspires people around the globe to be more environmentally friendly began in 1970 and has been celebrated worldwide ever since.



Volunteers spread out along a section of the Grand Trunk Trail in Sturbridge spreading mulch and planting seedlings.

Corps of Engineers emphasizes water safety at federal recreation areas during the summer months

With warmer weather more people will be recreating near or in the water through the summer months. Now is the time to start thinking about water safety. Each year, an average of 3,880 people drown in the United States. In fact, drowning is the leading cause of injury death for children aged 1 - 4. Yet, it is possible – just by wearing a life jacket or taking other precautions – to reduce drowning deaths.



National Safe Boating Week is May 18-24, 2013. Water safety officials urge everyone to learn more about safe boating practices and always engage in responsible conduct while on the water. America's rivers, lakes and oceans are excellent places for boaters to gather with family and friends while enjoying the outdoors. As they do so, it is important that individuals avoid risky behavior that can lead to boating accidents. Factors such as careless and reckless operation, inattention and excessive speed contribute to accidents.

By practicing responsible boating habits, people can help contribute to a safer, more enjoyable experience on the water. Here are some safety tips from the Corps of Engineers to help recreation seekers stay safe in the water at federal recreation areas through the summer months.

Watch your children

It only takes a child an average of 20 seconds to drown, according to water safety officials. Watch your children at all times when around the water. Don't let them wander very far from the adults and never let them go into the water unless you know it.

Alcohol and water activities don't mix

Alcohol is a leading contributing factor to fatal boating accidents, according to the U.S. Coast Guard. Just one beer can impair balance, vision, judgment and reaction time. Research shows that about four hours of boating – with exposure to noise, vibration, sun, glare and wind – produces fatigue that simulates drunkenness. Boating fatigue combined with alcohol consumption intensifies the effects of both and increases accident risks.

Boaters should know the rules

Boaters should take appropriate safety classes, be familiar with governing state laws and have proper safety equipment onboard. Many states require boater education or boat operator licenses. As an added incentive, many insurance companies offer discounts to boaters who have

successfully completed a boating safety course. While boating make sure you wear a life jacket. Don't just carry one on board. Make sure it is U.S. Coast Guard-approved and appropriately sized. Most states require children under the age of 13 to wear life jackets. Know your state law!

Don't overload the boat (consider boat size, number of passengers and extra equipment before loading). Check your boat for all required safety equipment. Carry a set of navigational charts. Check the weather forecast. File a boat plan with family or friends who are not on the vessel so in case something does happen or you are late returning someone will know your approximate whereabouts.

Learn to swim/know your limits

Surprisingly, about two-thirds of those who drown never had the intention of being in the water. Never dive head first into lakes and rivers – the results can be tragic. Never rely on toys such as inner tubes and water wings to stay afloat.

Don't take chances by over-estimating your swimming skills or give in to peer pressure. Reach or throw a flotation device to help someone in trouble. Don't go in the water! Swim only in designated swimming areas. Use the buddy system and never swim alone. About half of all drowning victims are alone when they drown. It's smart to take swimming lessons and learn to swim.

Water safety must be a top priority for everyone using the nation's waterways and lakes this holiday weekend and through the summer. An estimated 360 million people visit U.S. Army Corps of Engineers recreation areas nationwide annually (<http://corpsslakes.usace.army.mil/visitors/>). Make your visit to any recreation area a safe and enjoyable one. Taking water safety precautions saves lives – maybe even your own.

Federal recreation areas in New England

There are many opportunities to enjoy recreation at federal reservoirs and the Cape Cod Canal in New England this Memorial Day weekend and through the summer. Most areas feature small lakes with facilities designed for day use such as picnicking, swimming, boating, fishing and hunting. A few facilities have overnight camping. For details visit the District web site at <http://www.nae.usace.army.mil/> and select "recreation" and then your state and nearest location on the map.

Sustainability topic of New England District's Women's History Month

"Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics," served as the theme for the 2013 Women's History Month event, sponsored by the Federal Women's Program and the Equal Employment Opportunity Office, March 27 in the theatre.

Kathy Loftus, Global Leader of Sustainable Engineering, Maintenance and Energy Management for Whole Foods Market, served as guest speaker for the event. She began her presentation with some background information. She said that in high school, Loftus loved poetry and originally aspired to become an English teacher. "Then Proposition 2-1/2 was passed and my teachers advised me to become an engineer," she said.

After high school, Loftus entered Worcester Polytechnical Institute where she received her Bachelor of Science in Mechanical Engineering. After college, Loftus said she joined Crowley Engineering, which began her experience in innovative sustainability. Other companies that she worked for that she said gave her invaluable experience were Energy Investment, Eastern Utilities, Shaw's Supermarkets and EnerNOC, before ending up in her current position at Whole Foods.

After discussing her academic and job experiences, Loftus described what an environmentally conscious business was, illustrating three primary principles of enterprise. She said that one of her company's core values is caring about the community and the environment. Just a few examples she gave of Whole Foods' commitment to sustainability were:

- They are a certified Organic Grocer
- Member of the Sustainable

- Seafood-Marine Stewardship Council
 - Institution of a plastic bag ban
 - Hold numerous Wind Renewable Energy certificates
 - Affiliation with U.S. Green Building Council's Leadership in Energy and Environmental Design Program (LEED), GreenGlobes, EPA's Green Power Partnership, EnergyStar and Others

According to Loftus, Whole Foods has purchased 4.3 billion megawatt hours of wind-based renewable energy and has 16 stores and one distribution center using or hosting rooftop solar systems. "We are committed to reduce energy consumption by 25 percent per square foot at all of our stores by



Keynote speaker Kathy Loftus

Photo by Brian Murphy

2015," she said.

Other topics discussed included Growth and Industry; Statistics from the World Wildlife Fund; the Environmental Footprint of U.S. Buildings; Projected Increase in Carbon Dioxide Emissions; what can be learned from natural surroundings; opportunities for green design; Whole Foods partnerships and collaborations; Whole Foods current and proposed energy programs; the company's energy program; fuel cells; environmental benefits and continuous improvements. Loftus concluded her presentation by taking questions from the audience.

Denise Kammerer-Cody, Federal

Women's Program Manager, and host for the day's event, said she was very excited when Loftus accepted her invitation to speak with the District employees about her innovative work at Whole Foods and she thanked Loftus for her presentation. As a token of appreciation for Loftus' talk, Col. Charles Samaris, New England District Commander, presented her with a New England District Bunker Hill plaque of appreciation.

Loftus sits on the Steering Committee for the U.S. Department of Energy's Commercial Builds Energy Alliance, coordinates EPA Program partnerships and has served as an advisor for the Grocery sector for the U.S. Green Building Council's LEED program. In addition to past roles as Director of Business Development for a start-up energy technology firm and an electric utility company, Kathy also spent eight years as Director for Energy & Environmental Management for Shaw's Supermarket and was a past chairperson of Food Marketing Institute's Energy & Technical Services Committee.

Loftus was a participant on the 2005 New England Roundtable on Federal Renewable Energy Policy and is currently a participant on the Commonwealth's Energy Efficiency Action Network's Utility Motivation Working Group. The guest speaker is a certified energy manager through the Association of Energy Engineers. She recently served eight years on the Advisory Committee of the Massachusetts Renewable Energy Trust and currently serves on the Commonwealth's Large Scale Retail Development Solar, Energy Efficiency & Smart Buildings Committees. She is appointed to her town's Renewable Energy Commission, and is also Chair of the Board of Directors of Clean Air-Cool Planet.

Dredging up the past



File photo

Operations retiree James E. "Jim" Dyer, Sr., (pictured left at the Damtenders Conference in 1970) passed away, April 14. He served as Assistant Project Manager and then as Project Manager of North Hartland Lake before retiring on Sept. 3, 1990 after 25 years of service. He served in the U.S. Air Force from Dec. 26, 1945 until May 3, 1947. He worked at the Cold Regions Research and Engineer Lab from Oct. 1965 until Sept. 1967 before joining NED in 1968. While at NED he earned several recognitions, including two Special Acts, Suggestion and three performance awards. Pictured alongside Mr. Dyer are Dick Withington, Ralph Snow, Hial Lobdell, Ray Ballantine, Dick Marble, Phil Gillette, Saul Cooper, Andy Andreliunas and Jim Wong.

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