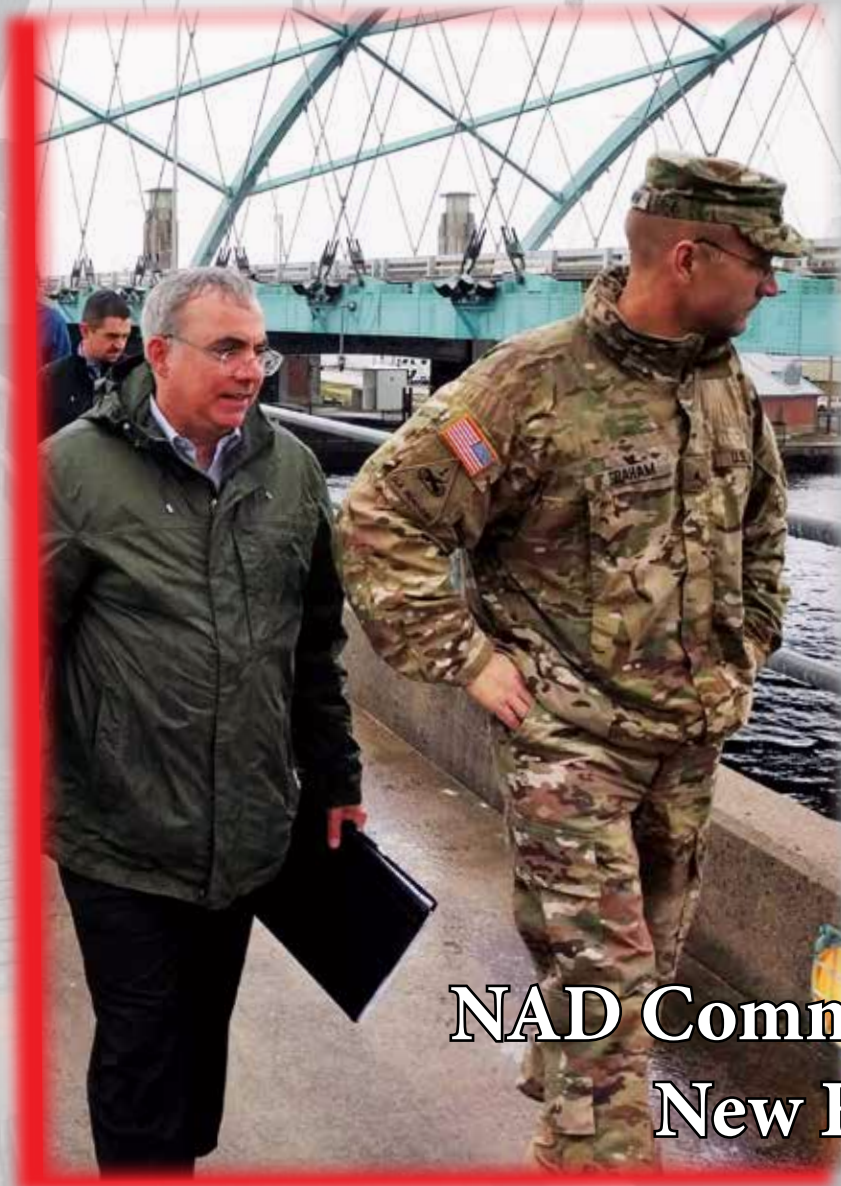


Yankee Engineer

U.S. Army Corps of Engineers, New England District, Volume 50, No. 3 January 2017

Building Strong

®



**NAD Commander comes to
New England District**
Story on page 6

Yankee Voices



Andrew LaBonte, Brig. Gen. William Graham, Ron Woodall, John MacPherson, Sean McDonald and Geoffrey Steuervald

Your New England District News on Facebook

NAE Internal News is a group on Facebook to notify employees of important news related items. This is a closed, private, group open only to District members.

In order to join this group, you must first have a Facebook account. It is free and easy to sign up for this service. Please use your real first and last name so we (the Public Affairs Office) know who is requesting access to this private group.

The first step is to go to <https://www.facebook.com/groups/1422189451329983/>, and you will be guided to sign into Facebook in order to see the group page. On the line that says "NAE Internal News," there is a button to "Join Group."

Once you're added to the group, you can see the news. Employees will also be able to add their own posts, photos, questions or files, once vetted through the group's admins.

New England District Inclement Weather and Contingency Alert Program

The winter months are upon us and with them come the threat of inclement weather.

During periods of extreme weather that may impact on operations, District employees are advised that the District's Inclement Weather/Contingency alerts and announcement hotline is up and running.

Be advised, the WHDH-Channel 7's Text Message School Closing and Weather Alert program has been discontinued; once an alternative is identified we will provide that information immediately.

During those periods, beginning at 5:30 a.m., affected personnel should call 978-318-8888 for the latest NAE advisory information. District team members can also listen to the following radio stations to receive closings or delays: WOKQ (97.5 FM), WPKQ (103.7 FM), The SHARK (102.1 FM) or WCAP (980 AM).

Additionally, the inclement weather alerts and announcements regarding closings or delays will appear on the New England District's Facebook page, the NAE Facebook Internal News Site (employees only), and as Twitter "tweets." If you are a Facebook member, District employees are invited to become a "fan" of the NAE Facebook Internal News Site. The restricted page requires employees to request membership to be included. Subscribers to Twitter must "follow" the CorpsNewEngland to receive tweets.

Those links are:

- NAE Facebook Internal News Site: <https://www.facebook.com/groups/1422189451329983/>
- Facebook: <http://www.facebook.com/CorpsNewEngland>
- Twitter: <http://twitter.com/CorpsNewEngland>

Lastly, it should also be noted that Inclement Weather and Contingency announcements do not affect essential and emergency personnel and those scheduled to work at home on days where weather events affect NAE operations. Further, all closing or delay announcements are Concord Park Headquarters only.



Operations holds annual training at Hubbard Brook Experimental Forest

**By Jason Tremblay, Project Manager
Edward McDowell Lake**

The 2016 Operations Division Training was held on Oct. 25-27 at the Hubbard Brook Experimental Forest, a research facility operated by the U.S. Forest Service in North Woodstock, New Hampshire, situated within the White Mountain National Forest.

During his remarks, Scott Acone, Deputy District Engineer for Programs/Project Management, said the research conducted at Hubbard Brook on watersheds and hydrology influenced the engineering and construction of the flood control dams in New England.

The goal of the annual training was to increase the operational knowledge and situational awareness of the Natural Resource Management staff working at the flood control and navigation projects as well as the associated parks.

With improved understanding the staff is able to provide a safer and more enjoyable experience for the visiting public. In addition, the training is a great opportunity for team building and to update on mission objectives, and goals for the coming year.

Acting Operations Chief, Dave Margolis, and Deputy Operations Chief, Eric Pedersen discussed the changes within Operations, as well as the entire District.

Highlights from this year's training included New Hampshire State Police Trooper Andrew Frigon who provided valuable information on signs of drug manufacturing and dealing in public places such as Corps parks. State Trooper Frigon also discussed what Park Rangers should watch for when suspected contraband items are found in the parks. This session gave important information to ensure the safety of the Park Rangers when dealing with potential drug issues.

Danielle Fowles, Training Coordinator for Tread Lightly, traveled from Utah to speak about her agency's mission and potential partnerships with the Corps. The goal of the partnerships is to protect natural resources and promote sustainable use by the public.

Dr. Jim Haney, Professor of Biology at the University of New Hampshire, discussed cyanobacteria and its potentially harmful effects on people, pets and wildlife. The session was relevant as many of the lakes across the District have been affected by cyanobacteria in the past. The professor talked about his regional research, the health concerns related to cyanobacteria, and provided information that can be used by Park Rangers when addressing the public.

Event host Ian Halm, U.S. Forest Service Site Manager, presented an overview of the research station and discussed



New Hampshire State Trooper Andrew Frigon presents on the N.H. Drug Task Units and observable signs of drug manufacturing and dealing in public places.

ongoing projects for watershed and forests ecology.

Chief of Counsel, John Astley, accompanied by attorney Kiersten Haugen, presented the required annual Ethics training to more than 70 employees in attendance.

Amy Smagula, New Hampshire Department of Environmental Services, and Joshua Levesque, Merrimack River Basin, presented a session on Aquatic Invasive Species Management. They discussed the treatment and methodology of combating aquatic invasive plants at Hopkinton-Everett Lake using research and development from the Corps' Engineer Research and Development Center on field trials of a new aquatic herbicide. This product, which uses less herbicide to accomplish the treatment, has been a case study on the national scene. More research is being conducted on the concentration refinements.

The project delivery team responsible for putting together the training included: Natalie McCormack - Operations Technical Support, Samantha Russo - Operations Technical Support, Kimberly Russell - Operations Technical Support, Jordan Luks - Upper Connecticut River Basin, Matt Coleman - Lower Connecticut River Basin, Dan Defiore - Naugatuck River Basin, Elisa Carey - Cape Cod Canal, Jason Tremblay - Merrimack River Basin, and Jim Hachigian - Thames River Basin.

In addition, many District employees gave their time to travel and present at the training within their field of expertise; Shelia Winston-Vincuilla, Deb Acone, and Steven Lehmann on dealing with problematic contracts, Kate Atwood on cultural resources, Kane Turmelle on safety, Joseph Brossard on maintenance of Flood Risk Management tools and technology, John Pribilla on the Invasive Species Interpretive Trunk, Elisa Carey and Samantha Gray led the team building activity, Eric Pedersen on resume development and interview techniques, and Karen Hoey provided the team trivia activity and tour of the Franklin Falls Dam.

President Obama approves relocation of the Corps of Engineers' New England District to Hanscom Air Force Base

by **Jess Levenson**
Public Affairs Office

President Barack Obama approved legislation to improve infrastructure across America and strengthen the nation's economy by signing the Water Infrastructure Improvements for the Nation Act into law on Dec. 20. The Congress-authorized measure also sanctions the relocation of the U.S. Army Corps of Engineers' New England District headquarters to Hanscom Air Force Base in Bedford, Massachusetts.

The Water Infrastructure Improvements for the Nation Act addresses federal dam maintenance backlogs, approves water settlement agreements benefitting taxpayers and Native Americans, and develops drinking water infrastructure, storage, and delivery. The bill also authorizes the U.S. Army Corps of Engineers' recommendations for water resources infrastructure investment.

With the support of the Massachusetts Congressional delegation, the District plans to renovate former Air Force Research

Laboratory buildings on Hanscom to be used as headquarters, with the long-term goal of saving government funding to taxpayers throughout New England.

Congresswoman Niki Tsongas worked with the New England District to identify the steps needed to authorize the relocation. To ensure language authorizing the relocation was included in the final bill, she collaborated with

workspace, bringing about long-term cost savings and further solidifying Hanscom Air Force Base as a critically important facility for our military."

Congresswoman Clark praised Hanscom, saying the Air Force Base is "a national example of the Commonwealth's strength as a center for innovation and cutting edge technologies."

Congressman Moulton added, "I'm proud that the Army

Corps of Engineers is moving its headquarters to Hanscom Air Force Base. This decision will save taxpayer dollars and sustain jobs for our constituents. It's another example of how Massachusetts is a leader in national defense."

'This decision will save taxpayer dollars and sustain jobs for our constituents. It's another example of how Massachusetts is a leader in national defense.'

- Congr. Seth Moulton

Renovation and maintenance of the facility at Hanscom Air Force Base will be funded by existing funding already included in the U.S. Army Corps of Engineers' budget.

"This is a win all around," concluded Congresswoman Tsongas. "I look forward to seeing some far-reaching benefits take hold."

leaders on the House Transportation and Infrastructure Committee, as well as Congress members Seth Moulton and Katherine Clark. Senator Ed Markey secured authorization for the relocation in the Senate version of the bill.

Congresswoman Tsongas said the move provides the District "modernized

President Obama increases pay raise for federal employees

by **Jess Levenson**
Public Affairs

By executive order issued on Dec. 8, President Barack Obama increased the average pay raise for most civilian federal employees by 2.1 percent. The raise becomes effective on Jan. 8, 2017.

Citing "national emergency or serious economic conditions affecting the general welfare," President Obama implemented the alternative pay increase for civilian federal employees under Title 5, United States Code, superseding the original 1.6 percent plan issued on Nov. 29.

In his notification to Congress, President Obama explained his decision in response to the 2017 National

Defense Authorization Act, "In light of the decision of Congress to provide a 2.1 percent pay increase for military personnel in 2017, I have concluded it would be appropriate to revise my original alternative plan."

The civilian workforce's pay will increase by the same percentage as the military's, continuing a parity that has generally been observed for decades.

By law, increases in military pay are intended to match private-sector wage growth. Citing "budget constraints" and other "serious economic conditions," President Obama capped military pay at levels below private sector growth in recent years. According to OPM, updated GS schedules and charts with Locality Pay will be issued shortly.

Employee Spotlight:

Stephen Dunbar, Programs/Project Management

Stephen Dunbar is a Project and Program Manager for Programs and Project Management's Military Environmental Management Branch. "My duties are managing projects, primarily EPA/Superfund projects, although I've also completed two Hurricane Sandy Navigation Projects," he said. "I am also managing the Air Force Wideband Enterprise Terminal Program."

In addition to his regular duties, Dunbar is a Leadership Development Program (LDP) Advisory board member and participating mentor and District representative on the North Atlantic Division Executive Leadership Development Program.

Dunbar has been with the New England District for 26 years. "I started as a survey rodman summer hire in 1985 and then I was hired as a permanent employee after graduating from the University of New Hampshire in 1988," he said. "I went to the private sector to manage a software development company in Boston from 2000-2003, but then I returned."

Dunbar graduated from the University of New Hampshire with a Bachelor of Science Degree in Civil Engineering. He also graduated from Northeastern University in 1996 with his Masters Degree in Geotechnical Engineering.

When asked what he enjoys most about being a Corps of Engineers team member, Dunbar said, "Working with so many motivated, professional people who are also my friends."

Dunbar is extremely proud of the rich legacy his late father, John C. Dunbar left behind, not only for his family but for the nation. "My father was a World War II P-38 Lightning Fighter Pilot who later earned a Masters in Aeronautical Engineering," he said. "He worked across the street at



Stephen Dunbar receives a certificate of achievement for his work on the North Atlantic Division Executive Leadership Development Program from former Division Commander Brig. Gen. Kent Savre in this Oct. 28, 2014 photo. The late John C. Dunbar was a WWII P-38 Lightning Fighter Pilot and left a substantial legacy to his son and his family.

Hanscom for Draper Labs as a pilot testing the first autopilot system. He later designed the cockpit of the first space shuttle. Although he passed in 2013, his achievements and actions impact me every day."

In his spare time, Dunbar enjoys spending time with his family. "My biggest reward is watching my four children also achieve great things in school, sports and life."



Winter Wonderland

Winter has come to New England as is evident by this picturesque snow scene of Tully Lake in Royalston, Massachusetts. Tully Lake has recreational opportunities year round to include winter snowshoeing and skiing on the ungroomed, marked trails. Call (978) 249-9150 for more information.



Brig. Gen. William Graham, North Atlantic Division Commander gets a tour and briefing of the Fox Point Hurricane Barrier in Providence, Rhode Island.

Site visits, briefings keep North Atlantic Division Commander busy

Brig. Gen. William Graham, North Atlantic Division Commander, visited the New England District to meet customers, go on site visits and to get informational briefings from District team members.

The General's first stop was to West Hill Dam in Uxbridge, Massachusetts on the West River. The project was built as a result of damage caused by Hurricane Diane in August 1955. The storm resulted in 90 lives lost and more than \$540 million in damages. Completed in 1961 at a cost of \$2.3 million, the West Hill Dam has prevented \$96.6 million in flood damages. Dave Margolis, Acting Chief, Operations, Eric Pedersen, Deputy Chief, Operations, Basin Manager Adam Durando and Project Manager Joe Zanca were on hand to brief the General and answer questions.

From West Hill Dam, Brig. Gen. Graham visited the Fox Point Hurricane Barrier in Providence, Rhode Island. Margolis, Sean McDonald, Cape Cod Canal Manager, and John McPherson,

Assistant Canal Manager, gave the General a tour of the barrier and provided a briefing on the project.

Fox Point Hurricane Barrier is one of three hurricane barriers owned and



Brig. Gen. Graham listens to a question posed by Maureen Davi during the MASSPORT tour.



Brig. Gen. Graham meets with member of the U.S. Coast Guard during his trip to New England District.

(U.S. Coast Guard photo by Petty Officer 3rd Class Nicole J. Groll)

operated by the District. Fox Point was built as a result of damages caused by the September 1944 hurricane that had the greatest known energy of any recorded storm along the Atlantic Coast. Fox Point was designed to withstand a storm of the magnitude of that hurricane. The barrier was constructed at a cost of \$15 million and was placed into service in 1966. To date, the barrier has prevented over \$3 million in damages.

During a working lunch, Larry Oliver and John Kennelly, Planning Division, presented an overview of the Rhode Island Department of Environmental Management and the Rhode Island Coastal Resources Management Council.

Brig. Gen. Graham spent the rest of his first day with a visit to the Armed Forces Center in Warwick, Rhode Island with Anne Kosel, Chief of Real Estate and Peter Quinn, Recruiting Team Leader.

Leadership Development Program (LDP) review by Stephen Dunbar was followed by a round table discussion with LDP members. Later in the morning, the General traveled to the U.S. Coast Guard in Boston, Massachusetts, before heading to the Massachusetts

Institute of Technology (MIT) for an afternoon of meetings and seminars.

On this last day in New England, Brig. Gen. Graham received a briefing by Dan Stenstream on the MIT/Lincoln Labs project and a briefing Cori Rose and Alan Anachecka-Nasemann on the District's Regulatory Program. Brig. Gen. Graham's final stop before returning to Fort Hamilton, New York,

was to meet with the Massachusetts Port Authority (MASSPORT) where he received a Boston Harbor Dredging briefing and an overview presentation and a tour of the Conley Container Terminal.

The LDP members that shadowed the general during his visit were Bob Garrahan, Ben Emery, Mike Boirdi, Kim Russell and Maureen Davi.



Brig. Gen. Graham, Stephen Dunbar and Alan Anachecka-Nasemann at one of the briefings at Concord Park.



Photos by Edward Loomis, NAD PAO

Col. Christopher Barron and Scott Acone stand with Brig. Gen. William Graham as he presents Jay Clement with a North Atlantic Division Certificate of Achievement.

Clement latest graduate of Division Leadership Program

Jay Clement, Team Leader, Maine Regulatory Project Office, recently completed the North Atlantic Division Executive Leadership Program (NAD ELDP).

A ceremony marking the event took place at NAD Headquarters in Fort

Hamilton, New York on Nov. 4.

The year-long program strives to develop results-oriented, agile leaders with an enterprise perspective capable of effectively leading people and change in complex environments, according to the NAD ELDP Project

Management Plan.

Stephen Dunbar is the New England District member on the NAD ELDP Project Deliver Team. "The program is one year with a 120-day tour of duty in a developmental position in another District within NAD or at NAD that requires leadership and gets the candidate outside their comfort zone," he said.

Clement went to Norfolk District's Water Resources Division for his developmental assignment. "For me this was by far the most worthwhile element of the entire ELDP," he said. "I was far removed from my home district, I was exposed to and actively engaged with each of the district's leaders, I worked on projects with real time application, and I was exposed to many unique and high profile missions within the district. In a word, this assignment was perfect."

In addition, candidates travel to the University of Maryland for a week. The training includes a 360 assessment by subordinates, peers and upward



Jay Clement addresses the audience of the graduation ceremony.

reports It also includes a three-hour session with a leadership coach to review the assessment results and develop an action plan to improve.

According to Clement, the focus of the course is on self-awareness, learning agility, communication, influencing people, thinking and acting systematically and being resilient. "Active and passive listening skills and giving feedback are taught," he said. "The pre- and post-class assessment by you, your peers, your supervisor and others is detailed and informative. Daily interaction and team building exercises with government and non-government leaders broadens your Corps-myopic perspective."

As part of the program, participants take part in a team project. "We were tasked with determining if leadership in each district and at division actively engage with their employees on a regular basis, whether employees feel listened to and empowered by their supervisors and if they know their role in the organization's missions," said Clement on his project.

"In executing the assignment, the group researched employee engagement within government and non-government organizations. Each of us deployed and analyzed district specific and division questionnaires that were given to both employees and executive staff."

Clement said that their findings were presented to NAD senior leaders, executive staff and district commanders at the November 2016 Command Week event. He said the findings were well received and the findings will feed into NAD's Human Capital Plan for implementation.

The new graduate also had the opportunity to shadow Brig. Gen. Graham and several others during his time in the NAD ELDP. Clement said all the shadowing opportunities served to broaden his mission awareness.

According to Clement, in addition to the shadows and the University of Maryland training, participants also collectively choose one educational assignment for each quarter. The educational assignment could include leadership books, technology, entertainment and design talks, newspaper articles, personal stories or other media. Another part of the program included a multi-day training course in Washington, D.C., that offered an in-depth understanding of Congressional operations and its relationship with USACE. "In addition to a comprehensive look at congressional processes and the organization, participants received briefings on the current status and insider analysis of legislative issues of most interest and importance to the Corps," said Clement.

Participants attended a NAD Regional Management Board meeting, a Regional Command Council meeting and other Senior Leadership meetings in their own districts during shadowing sessions. "Attendance at other Regional Governance Board meetings during the program is expected and highly encouraged," said Clement. "The ELDP is very much a program of getting as much out of it as you put in."

Clement said his participation in the program was time well spent., "it was one of the best, if not the best, experience of my career. The ELDP offered a tremendous and rare opportunity to break out of my Maine Project Office bubble and gain a much broader regional awareness of the missions and challenges that the division faces. The ELDP re-energized me personally and professionally and I would strongly encourage any eligible candidate to consider applying. Don't wait 34 years like I did."

Mike Bachand, District Levee Safety Program Manager, is the current NAD ELDP participant for New England District.

Contract awarded to dredge Sagamore Creek

by Timothy Dugan
Public Affairs

Work will begin on a portion of the Congressionally-authorized Back Channels portion of the Portsmouth Harbor and Piscataqua River Federal navigation project known as "Sagamore Creek" in Portsmouth and Rye, New Hampshire, with maintenance dredging under the terms of a \$542,970.00 contract issued recently by the New England District.

Work will be accomplished by Prock Marine Company of Rockland, Maine. Dredging is scheduled to start on or about Jan. 10, and take about 4 to 6 weeks to complete. "Approximately 4,300 cubic yards of predominantly sandy sediment will be dredged from the confluence of the three 6-foot navigation channels by mechanical dredge," said Project Manager Mike Walsh. "The sandy dredge material will be transported by scow and disposed of at a nearshore placement site adjacent to Wallis Sands Beach."

The dredging is needed to restore that portion of the navigation project to authorized dimensions and alleviate shoal conditions that are impacting safe navigation. The work is scheduled to be completed before March 1 to minimize impact to natural resources in the area.

For information on the project visit the website at: www.nae.usace.army.mil/Missions/CivilWorks/Navigation/NewHampshire/Portsmouth.aspx.



Lt. Col. Daniel Herlihy serves turkey dinner during the holiday lunch.

Photos by Dialo Ferguson

New England District marks holiday season with lunchtime celebration

The New England District team celebrated the holiday season with an off-site party and an in-house lunch in December. The night time party was held on December 9 at the Sandy Burr Country Club in Wayland, Massachusetts. The annual lunch time holiday celebration was held at the New England District Concord Park Headquarters in Concord, Mass.

During the night-time party, 65 guests were treated to an Italian Buffet dinner. Retirees Joe Bocchino and Raimo Liias attended the event. Two disc jockeys played music for participants to dance to during the entire five and a half hour get together. In addition, door prizes were an early gift to half dozen attendees who were lucky enough to win them. Judy Antonellis organized the event for the WE Committee.

For over a decade, the New England District Team has been partnering with the U.S. Marines to collect new, unwrapped toys for children less

fortunate. Two weeks prior to the holiday party, WE Committee Member Jessica Rudd began the campaign, setting out two large Toys for Tots containers for District team members to deposit their offerings. When the U.S. Marines came to collect the toys the morning of the

holiday celebration, they discovered the containers overflowing with gifts.

During the morning of the celebration, New England District team members were greeted in the lobby by a smiling Paige Kimbrough-Rowan who was offering New England District "Corps



The Toys for Tots bins overflowed with gifts for needy children.

wear” for sale as gift options for those not wanting to brave the stores during the busy season.

Just before the 143 attendees gathered for the holiday lunch, Ruthann Brien and her assistants began laying out 16 gift baskets created and donated by offices from all over the District for the annual Gift Basket Auction. According to Brien, the auction needed \$769 that will help with the cost of future WE Committee-sponsored District activities over the next year.

After taking their seats in the main cafeteria, guests were call up by table to the adjoining conference room to get their hot turkey dinner or vegetarian meal. Guests were served by members of the Executive Staff and Division and Office Chiefs before returning to their seats with their meals. Water, soda, coffee and desserts were also part of the meal.

Amongst the crowd of current team members, former and retired faces could also be seen in the crowd. They included former District team member Tony Riccio and retirees Bill Scully, Byron Race, Dave Lubianez, Townsend Barker and Bob Meader. Real Estate, Resource Management and the WE Committee hosted this year’s event.



Deb Barresi, Sarah Emery and Mike Tuttle get into the holiday spirit.



New England District team members examine Paige Kimbrough-Rowan's wares during the WE Committee Corpsewar sale.



Scott Michalak pets Ruth Ladd's puppy during the celebration.



Ruthann Brien awards the gift baskets to the lucky auction bidders.

Dredging up the past



Photo by C.J. Allen

Paul Marinelli gives visiting Park Rangers a tour of the Reservoir Control Center during the Rangers Conference in this March 11, 2003 photo.

First Class
U.S. Postage
Paid
Concord, MA
Permit No. 494

Public Affairs Office
New England District
U.S. Army Corps of Engineers
696 Virginia Road
Concord, MA 01742-2751
Meter Code 40