

NAVIGATION



RECREATION



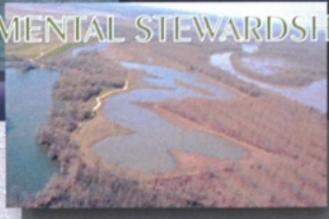
HYDROPOWER



FLOOD DAMAGE REDUCTION



ENVIRONMENTAL STEWARDSHIP



2004 Vicksburg District OPERATIONS PLAN

The Vicksburg District provides quality engineering and other professional products and services to develop and manage the Nation's water resources needs in an economically and environmentally sustainable manner.

TE-10-8

The Way Ahead

Our FY04 Operations Plan charts the way ahead for the Vicksburg District for the next 12 months. A team composed of personnel from throughout the District developed the goals based on our FY03 Operations Plan, the Mississippi Valley Division Campaign Plan and the Army Performance Improvement Criteria (APIC). By achieving these goals we will also make progress on our 5 year strategic plan. Take together, the result will be a more capable workforce, more satisfied customers, increased efficiency in the use of our resources and continued overall outstanding accomplishment of our mission.



COL Fredrick L. Clapp, Jr.

Our FY03 plan has paid dividends such as the development of a customer feedback management system, leadership development program, and formal mentoring program. In FY04, we will complete implementation of the Project Management Business Process and we will field P2 as our corporate project management system. USACE 2012 and competitive sourcing are also scheduled to become part of our operating environment.

I know with the dedication and professionalism that I have observed throughout the District, we will continue to make a positive impact on the lives of all citizens in our area of operation. By accomplishing the goals outlined in the Operations Plan, we will continue to add new chapters to the Vicksburg District's proud record of public service. *Esayous!*

"Mission First, People Always!"

Goal 1 - Use PMBP

By Sep 04 complete PMBP training and implement P2/P3e
(Champion: Doug Kamien)

Goal 2 - Increase understanding of customer requirements

2.1 By Feb 04 assess implementation of success of customer requirements of PMPs. (Champion: Doug Kamien)

2.2 By Apr 04 implement, expand and assess outreach, feedback and management system. Develop implementation plan with grouped list of customers and provisions for customer feedback. (Champions: Renee Turner and Mack Ross)

2.3 Continue "project champions" program (Champion: Chief of Operations Division)

Goal 3 - Demonstrate commitment to employee support

3.1 By Oct 03 revise, improve, and implement the second VLDP class (Champion: Pat Hemphill)

3.2 By Jan 04 assess success and sustain formal mentoring program (Champion: LTC Langan)

3.3 By Jan 04 review and assess 5-year capable workforce plan. (Champion: Bob Fitzgerald)

3.4 By Jan 04 consider other capable workforce initiatives to include Upward Mobility Plan (Champion: Glen Oliver)

3.5 By Feb 04 Conduct Annual Employee Surveys (Champion: Pat Hemphill)

3.6 Continue developmental assignments at MVK and MVD for team members. (Champion: Doug Kamien)

3.7 Continue emphasis on wellness and fitness by providing resources and opportunity to participate in exercise programs, and by presenting monthly wellness seminars. (Champion: Mac Wimbish)

Goal 4 - Implement USACE Communications Principles for employees, customers, partners and stakeholders

4.1 By Oct 03 develop top 3 internal issues/messages for FY04 (Champion: Doug Kamien)

4.2 By Jan 04 develop web based complaint management plan (Champions: Michael Logue and Mary Anne Woods)

4.3 By May 04 develop means to determine effectiveness of communications (Champion: Michael Logue)

4.4 By Jul 04 evaluate data from external customer survey (Champions: Mack Ross and Renee Turner)

4.5 By Apr 04 update MVK strategic communications plan (Champions: Doug Kamien and Michael Logue)

Goal 5 - Use KM Strategic Plan

By Mar 04 identify PM for EGIS and prepare PMI!
(Champion: Bob Fitzgerald)

Goal 6 - Continue employment of APIC principles

6.1 By Jan 04 develop interim measures for progress in implementing APIC (Champion: Doug Kamien)

6.2 Semi-annually monitor implementation of opportunities for improvement identified by State Quality Program Examiner site visit. (Champion: Pat Hemphill)

Goal 7 - Improve contractor/supplier relationships

7.1 Coordinate contractor/supplier outreach activities with other districts. (Champion: Shirley Reed)

7.2 By Sep 04 assess and finalize outreach feedback and management system. (Champions: Joe Lorine and Shirley Wilson)

Goal 8 - Continuous Implementation of Environmental Operating Principles

8.1 By Dec 03 develop charter for Environmental Advisory Panel. (Champion: Norwyn Johnson)

8.2 Monitor and report on mitigation progress quarterly. (Champion: Environmental Team)