



CONSTELLATION

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New chief gives District future direction

Promptly at 9:30 a.m., he walked to the front of the ballroom, introduced himself and told the audience of his experience working for Baltimore County a couple of summers when he was a college student.

This introduction began Lt. Gen. Robert B. Flowers' town hall on Nov. 9 at the Wyndham Hotel for Baltimore District employees. Baltimore was among the first districts the new chief of engineers has visited, but he said his goal is to visit every Corps district and division by March 2001.

He said he wanted to communicate his goals and the direction he hoped to take the Corps.

Flowers said that he had been on the transition team four years

ago when Lt. Gen. (ret) Joe Ballard was hired as chief of engineers. The team charged Ballard with changing the Corps. He said that Ballard was the right man for the Corps at that time, and the changes he made were ones that needed to be made. Flowers said that it was Ballard's hard work that enabled him to do what he had to do today.

He said he hoped that at the end of his four years as chief, people would know that the Corps:

- provides excellence with integrity and credibility;
- serves the Army and helped its transformation;
- serves the nation through effective advocacy for water resources development;
- accomplishes environmental stewardship; and

• seeks consensus—does what is right.

Flowers told employees that he wanted them to commit to memory Stephen R. Covey's definition of synergy, and that the Corps of Engineers will be synonymous with synergy.

"Synergy is the fruit of thinking win-win and seeking first to understand... It's not compromise... It's the creation of third alternatives that are genuinely better than solutions individuals could ever come up with on their own."

He said he would charge all with four individual responsibilities:

- **know your job,**
- **be situationally aware,**
- **be healthy, and**
- **treat every individual with dignity and respect.**

Flowers said these four things are the hallmarks of positive, proactive people. With these kinds of people, there isn't anything this organization can't do.

He said that all employees will be issued a "**Just do it**" card soon.

There will be three questions on the card that each employee should ask him or herself:



The chief walks among the audience of nearly 500 employees while addressing them at his Nov. 9 town hall.

Photo by Tex Jobe

(Continued on p. 3)



U.S. Army Corps
of Engineers
Baltimore District

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District Engineer
Col. Charles J. Fiala, Jr.

Public Affairs Chief
Lucy Lather



Commander's Comment

Happy Holidays!

*by Col. Charles J. Fiala, Jr.
Commander &
District Engineer*

The holidays are the best time of the year. They heighten our feelings of love for our families and warmth and friendship for those we see at work every day. The decorated homes and offices attest to it, and the smiles and "Happy Holidays" greetings bring it continually to life.

But there is a downside, too, with the added activity of decorating, shopping and entertaining. Although we enjoy most of these, the added work can be taxing and stressful.

I urge you to take time for your family during this holiday period. Your family is central in your life, whether they are with you daily or far away. If they are far away, make that phone call or drop them a card or letter.

Secondly, I want you to think safety. You know the rules about drinking and driving, so I'll not go into those. Just be sure to have a designated driver if you party away from home.

There are other safety con-

siderations, too—around your home, for example. Fires this time of year are so frequent because people just don't always follow the basic safety precautions.

Holidays are primetime for burglars because gifts can be sold or returned to stores, so be sure to keep your doors locked, whether you're at home or away. And be on guard for injuries. Falls from an unsteady ladder; a shock from low-quality lights—these types of accidents happen all too often during the holidays.

And finally, take some time to reflect on this past year. The Baltimore team again had some great successes.

We saw some projects move to completion—construction of the Little Falls fish passage, the Neale Sound jetty and Fort Dietrick Physical Fitness facility; renovation of the GSA building and successful move by HQUSACE; and DC schools opening on time for the third year.

Others are under way—a shoreline protection project design for Smith Island, restoration of

Kingman Lake, a dredging permit for the new Wilson Bridge. And still others continue—Spring Valley and Valley Forge formerly used defense sites and Wyoming Valley levee raising, for example.

I've highlighted just a few of the many, many projects in Baltimore District.

As you know, we are one of the busiest districts in the Corps, and arguably, the most visible. We head the rest of the organization by what we do day in and day out. Each of you can be very proud of your contributions to that work.

Whether you are a project manager, budget analyst, design engineer, environmentalist, part of the support staff or whatever, your job is important to the overall mission of Baltimore District, and I applaud your effort and skill. As we move into a new year and officially into a new millennium, I trust that our good fortune will continue.

My family and I wish each of you a warm and happy holiday season. Make it a safe one, and I look forward to our renewed commitment for another successful year in 2001.

Essays.

1. Is it good for my customer?
2. Is it legal and ethical?
3. Is it something I am willing to be accountable for?

If so, don't ask for permission. You already have it. **Just do it.**

Flowers explained that at the recent senior leaders' conference, the discussion centered around the Corps' role in serving the Army and the nation; relevance; Vision 2001; and how we define excellence.

Specifically, the questions raised were: who we are; what we do; and our path to the future. He said that by April 1 he will give employees a plan for what all must do to realize these goals.

There will be a campaign plan on strategic communication; how information technology will be transformed; and most importantly, he wants the Corps to be a power-down organization. Higher headquarters should be responsive to the field, and employees must have the knowledge that the Corps is behind them.

He said to think of the Corps as a body, with headquarters as the head.

"The heart that pumps the blood is the division headquarters," said the chief. He went on to say that the rest of the body belongs to the districts. Each person is part of the Corps body. A head without a body doesn't mean much, but when everything operates efficiently, it can perform very well.

He urged all to think of themselves as part of the Corps body. He said that communication is everyone's job. Headquarters must be comfortable with districts dealing with people in the field, and everyone must get comfortable with people cross-talking.

Flowers said he didn't have a definition yet of

strategic communication, but basically, "it is the way we communicate internally and outside the organization.

"Negative press happens; don't overreact," he said. "I want to build a proactive campaign that tells the American people who we are and what we are about, and use other people to help us tell our story."

We need to identify stakeholders, not have a hard and fast fixed position, and seek to do the right thing, the chief added.

Flowers mentioned several issues that he feels are very important: **employee morale, the Army transformation**, and the fact that the Corps has a role to play; **support for others**—districts should continue working in this area; HQUSACE is looking at the program; **congressional relations**—districts should be involved with the congressional delegations they support, but they need to keep their higher headquarters informed so everyone is saying the same thing.

The chief charged each employee to be proud of the Army's 225 years of service to the nation and optimistic because the future is bright. He emphasized that leaders set the example with a positive attitude. He asked that every employee prepare a 30-second commercial, and reminded them that each has

the power of the organization back of him or her. He said employees should seize the day and make the people around them feel better. Smile and have fun.

After his presentation, he said he liked to play a game with a few employees. One by one, he called names and asked questions, usually too difficult or convoluted to answer correctly. But instead of making their supervisors do pushups as he had warned, he asked each employee to come to the front of the room.

District employees he recognized were Nancy Kamphaus, CT; Christine Milligan, RE; Hans Honerlah, EN; Andrea Walker, PL; Rick Calloway, CO; Mary Wiedorfer, CO; Jeff McKee, OP; Patrick Kopriva, EO; Jack Butler, PP; Ricky Davie, WA; and Joe Schaefer, PP.

The chief gave coins to these 11 employees and offered his thanks for a job well done.

After a few questions from the audience, Flowers asked Col. Fiala for the definition of synergy. Having no accurate answer, Fiala dropped to the floor and did a few pushups. Flowers emphasized that he wanted the Corps to be synonymous with synergy.

He said he had looked at the organization up and down, and

found people who are generally trying to do a good job. He said he believed that when people are coached, counseled, taught and mentored, they will perform exceptionally well. If they don't, they will be frustrated, and this is not good for the organization.

Flowers closed with four charges to the employees:

- think win/win,
- understand,
- don't compromise, and
- find alternatives.



Col. Fiala does pushups after not defining synergy.

Photo by Tex Jobe

Kosovo 'vets' look back

One year since their return

by Doug Garman &
Mary Beth Thompson

December marks the one-year anniversary of the return of the District's 29 civilians and soldiers who spent nearly six months deployed to Kosovo last year. While in Europe, the Baltimore team helped develop crucial base camps for over 5,000 U.S. troops who are part of the NATO-led peacekeeping forces there.

Team members worked 14 hours a day in unpleasant conditions. They slept on cots in tents. They always traveled with armed escorts. They used portable latrines and could shower only once or twice a week. Privacy was nonexistent. They were thousands of miles away from their loved ones and seldom had the instant communications enjoyed at home.

Despite these hardships, the Baltimore District team, as part of the Department of Defense engineering mission in the Balkans, planned, designed and built two base camps, the military equivalent of towns, virtually in the middle of nowhere in the space of a few months. Their many achievements captured the attention of the military's highest leaders and set the benchmark for those who followed them.

When asked about their experiences, each team member carries with them special memories of their time away.

"The exciting part was that sometimes we would meet with customers, identify requirements, write scopes of work, develop cost estimates, coordinate approvals and do quality assurance



Construction of SEAhuts continued around the clock, seven days a week.

checks—all in about three days," said Debra Ford of Engineering Division's Hazardous, Toxic and Radioactive Branch, who worked in Kosovo as a project manager. "One week we'd discuss a project, and the next week, it was being built.

"Because of the work we were doing, I found I didn't miss TV and things like that," added Ford.

"I appreciated sunsets and spent time enjoying nature. I had more time left with my thoughts."

"I looked at the whole thing as a chance to give back to my country," said Sara Gracey, also of the HTRW Branch, who served as an environmental officer in Kosovo. "It gave me a tremendous sense of accomplishment. It was so fast moving that you got to see the results of your work right away."

Gracey visited virtually every encampment in Kosovo to view conditions and prepare environmental surveys, and she explained that the experience



Debra Ford



Sara Gracey

reinforced for her how good we have it in the United States.

"We kind of forget how blessed we are," Gracey said. "There are lots of countries far less fortunate."

"I remember thinking that the country has so much potential, so much beauty, that anyone could have a good life there if not for the conflict," said Lloyd Caldwell, chief of Construction Division and the civilian leader for the Baltimore team.

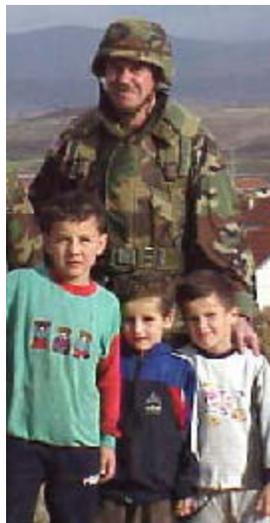
"Despite the long hours, cramped quarters and cold showers, my experience broadened my horizons of how I see the world," said Will Hettchen of Engineer Division's Design



Joe Hollshwander



U.S. Forces build roads at Camp Bondsteel.



Lloyd Caldwell with Kosovo children.



An aerial view of Camp Bondsteel.

Branch, who served three months as the lead civilian engineer at Camp Able Sentry in Macedonia.

“It told me again how important freedom is and how lucky we are to have the right to choose our leaders,” added Hettchen.

“I also learned much about how the military worked. The soldiers had to figure things out quickly and make a decision to get the job done.”

“You realize that there are those who don’t have anything compared to the people in this country,” said Joe Hollshwander of Construction Division’s Northeastern Resident Office at Tobyhanna, Pa., who worked in Kosovo as a project manager.

“It will always be a valuable experience. If nothing else, we gave the people a chance, which was more than they had before.”

For some of the team mem-

bers, their fondest memories were the times they spent interacting with the Kosovo people.

“I can remember that when we would stop our vehicles, the children would come over to you and mob you. They just wanted to be with you,” said Caldwell.

“However, the reaction from adults was somewhat mixed. The Albanians were generally very friendly, but the Serbians were much more cautious and, at times, standoffish.”

Prior to the Kosovo deployment, the U.S. military had seldom deployed civilians to hotspots where physical threat existed.

Wearing uniforms and becoming accustomed to the constant presence of weapons were adjustments team members had to make. The Baltimore team seemed to quickly adjust to the extra security measures.

“There was an element of risk, but I never felt personally threatened while traveling in Kosovo,” said Caldwell.

“There were incidents of violence in villages or against

some local contractor employees, but we worked hard to ensure that our team remembered the potential risks and did not become complacent in following security procedures.”

“I didn’t really feel threatened, just a keen sense of awareness that at any moment something could happen that you did not have control,” said Hollshwander.

“A lot of military expressed concern about civilians being there, and they were pleasantly surprised by our performance,” Ford said. “We made a difference.”

“I’m very proud to have served with this team,” said Caldwell. “Their hard work, personal courage and ability to perform so well in an intense environment left a very positive perception among soldiers about what USACE civilians bring to the Army.”

Gracey summed up the deployment in words that seem to describe the feelings of the entire Baltimore team.

“I wouldn’t have traded this experience for anything.”



Mount Washington, N.H., the hikers' goal.



A mountain stream.

Magical memories of a mountain climb

story and photos by Mike Pollis

Arriving just before dusk, we peered with excitement at the ominous mountain of massive sparkling greens surrounding us on all sides, unknowing of the enormous challenge that lay ahead.

The stage was set — five friends, 6,000 feet of raw, unforgiving earth and the savage will of mother nature — to make this an unforgettable experience.

Mount Washington in New Hampshire, the highest peak east of the Mississippi River, was quite a bold venture for any group of rookie hikers, but it was no match for us invincible 21-year olds... or so we thought.

The first obstacle was a torrential downpour that spit golf ball-sized water pellets on our heads. With aching feet, a heavy wet pack and bodies that were soaked to the bone, we figured it couldn't get any worse. Unfortunately, we were wrong.

Our estimation of the trek to our first campsite was a little off so we spent the final two hours of the first day inching our way through a dark, frigid, puddle-filled forest.

Setting up camp was an adventure in itself as we all clumsily attempted to pitch a tent and cook some dinner using a small propane stove, all done with limited vision. Note to new hikers — always make sure you have plenty of daylight to get to your destination!

Resting our weary bones that night was one of the most satisfying respites of my entire life despite the fact that we slept on rocky, rain-soaked ground.

But the next morning the rising sun brought with it a rejuvenation of spirits. With newfound energy, we five trailblazers set out again on our mission — one that had begun with a cramped 12-hour car trip before we even began the climb.

Hiking up clear trails, bounding over slippery rocks, vaulting over broken tree stumps and even climbing over bigger boulders and trees, we slowly but surely made our way up the mountain. With the steep climb tearing at our knees and thighs and our heavy packs driving an agonizing burn into our shoulders, a shadow of doubt began to once again come over us. But there was no room for doubts. We had driven all this way so we were going to climb this mountain if it killed us, which, at times, it seemed it would.

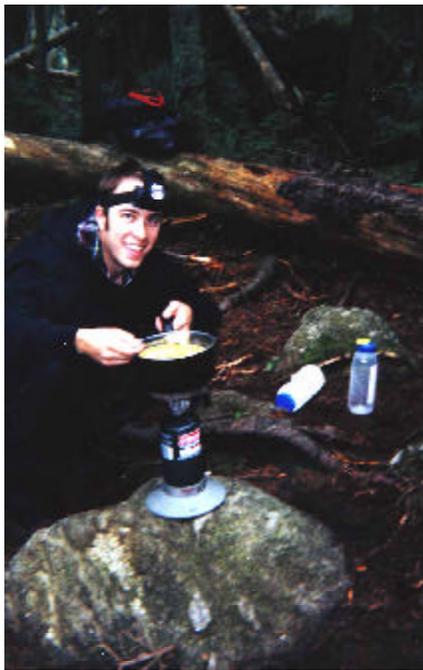
Along the way, the pain was eased by some of the most remarkable scenery anyone could hope to envision in a lifetime. Proud, majestic pines towered above our heads and the relaxing trickle of a crystal clear creek put our minds at ease. Near the summit was a lake that looked like something out of a fantasy movie. This wide pool of perfect

blue water provided a quick drink and the inspiration to push ourselves up the final leg and get to the top.

After 12 long hours of non-stop climbing, we found ourselves now above the clouds and on top of the world. We had made it!

We had reached the summit of Mount Washington, the only place in the world where four weather patterns meet and where wind gusts of over 200 miles per hour were once recorded.

There was a little blood, tons of sweat but tears of joy at the end of this steep journey. The bruises, scrapes, hunger and aching muscles were a small price to pay for the sheer beauty and wonderful memories that we experienced over this four-day adventure into the wilderness.



One hiker eats dinner he cooked on a propane stove. The hikers sustained themselves for four days primarily on freeze-dried food that could be prepared quickly and easily.

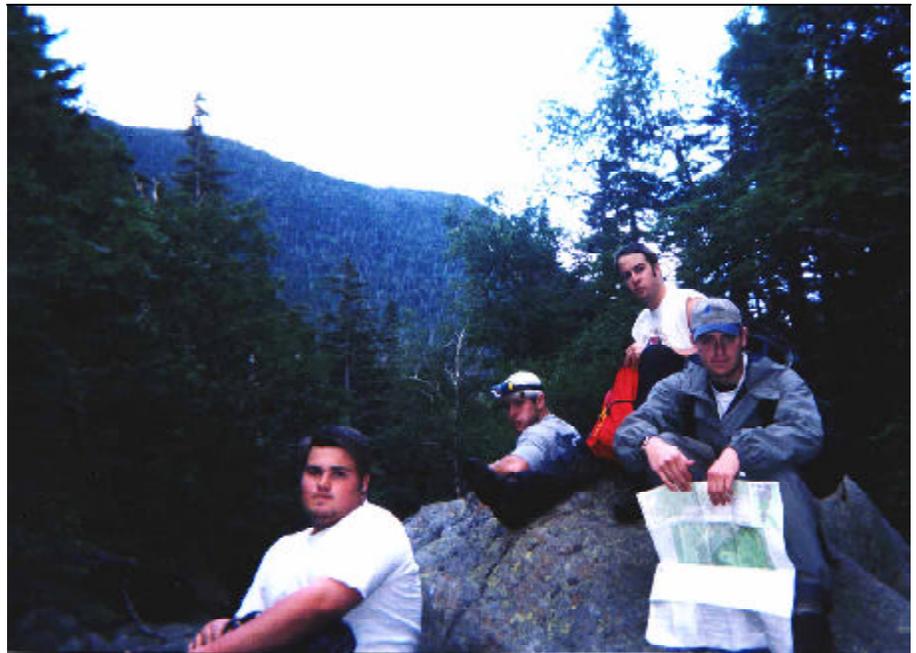
With all the high-priced entertainment that runs rampant in our society, it was great to realize that some of the most enjoyable life experiences are given to us all free of charge... courtesy of mother nature.

The beauty of our environment is something no one should take for granted and hiking is a great way to take advantage of it, as well as get a great workout.

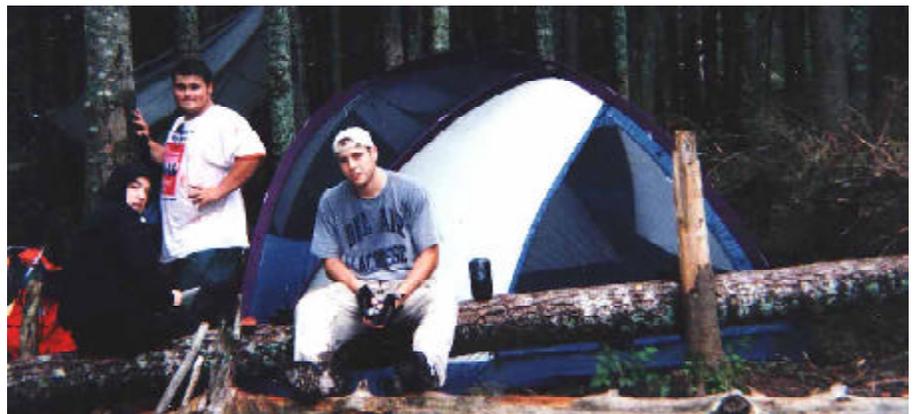
While the scenes of Mount

Washington are something everyone should see, you hardly have to travel to New Hampshire to enjoy a fun day of hiking. There are numerous trails sprinkled throughout Maryland, so get out there and blaze a trail!

(Mike Pollis was a summer employee in the Baltimore District Public Affairs Office. He is a senior at Millersville University, Millersville, Pa., majoring in English.)



The hikers stop to check their map and take a much needed break from their grueling trip.



The hikers rest after setting up camp for the night.

Putting others first characterizes courtesy awardee

by Mary Beth Thompson

If it's true that "what goes around comes around," only good things should happen to Levolia A. Jones, who was selected as the District's Courteous Employee of the Month for December. A mention of her name brings accolades about how nice she is from many other District employees.

George Lea, deputy chief of Programs and Project Management Division, described her in his nomination as a real asset to the team and quoted her as saying, "I'm not happy if I am not helping someone."

Jones, a secretary in PPMD, expressed surprise at being selected a second time for this honor. She received the same award in April 1997.

"If I can help another person and make them feel better, it helps me," Jones said, using the expressive hand gestures that

characterize her conversation, "but I don't expect to be rewarded for it." She said that maintaining a calm attitude, even in the face of another person's rage, helps keep her stress level down.

"I try to understand where they're coming from. When people are upset, they have a reason. I try to find out that reason. Blowing up only adds fuel to the fire."

Underlying Jones' positive attitude is a strong belief in God and a firm conviction that putting others before herself is of utmost importance.

"When I look back over my life, I've made several mistakes, taken the wrong road at times," she said. Jones referred to her divorce as a time that she missed the mark.

"But I've never given up," she said with firm resolution. "I keep striving to do the best I can for me and for my son." Jones enjoys spending her free time with her



Photo by Tex Jobe
Levolia A. Jones

son Maurice, 8. "He's my best friend," she said, with a wide smile.

No doubt she gives Maurice the same advice she offers her fellow employees who try to keep courtesy in their everyday lives.

"Put others first, and it'll happen; people will recognize your efforts," she said. That's a nicer way to say that what goes around comes around.

Pennsylvania communities celebrate completion of first two phases of wastewater treatment project

During a special ceremony Oct. 31 in New Paris, Pa., federal, state and local officials celebrated the completion of the first two phases of the Chestnut Ridge Municipal Wastewater Management project.

This \$20 million cost-shared project involves the construction of a new wastewater collection and treatment system designed to replace malfunctioning and unsafe on-lot systems in five communities in Pennsylvania's northern Bedford County.

Earlier this year, the Chestnut Ridge Area Joint Municipal Authority completed Phase I of

the project that included a new regional sewage treatment plant, pumping stations and approximately 30 miles of collection sewers.

Several more communities were recently added to the collection system as Phase II of the project. Phase III of the project, to be constructed next year, will involve expanding the capacity of the treatment plant by adding a third treatment unit to the plant.

Local officials are also planning a fourth phase that would involve extending the collection system to more communities.

The Corps is providing funding and technical assistance to the project through the South Central Pennsylvania Environment Improvement Program established by Section 313 of the Water Resources Development Act of 1992.

This legislation allows the Corps to provide design and construction assistance to local communities for water-related environmental infrastructure projects. The Corps is providing approximately \$12.7 million in federal funds to the project with the Chestnut Ridge Authority providing the remaining funds.

District receives national environmental award

story by Mary Beth Thompson
photos by Tex Jobe

Tom Filip, Operations Division, accepted the Coastal America Partnership Award for Baltimore District at a Baltimore Harbor ceremony Nov. 9. The award recognized a team of federal, state, local and private organizations for the team's efforts to restore and enhance the tidal wetland near Fort McHenry.

Filip, the District's representative to the team, helped develop the concept for the project, which is officially called the Tidal Wetland Restoration and Field Station at Fort McHenry.

The wetland, constructed in 1982 and functioning by 1985, is located off the fort's southern ramparts. It was created as part of mitigation work the District required when it issued permits to the State of Maryland in connection with the construction of the Fort McHenry Tunnel and the Seagirt Cargo Terminal.

Over the years, it has become an environmental success and, at the same time, a maintenance challenge for the park service, which had to remove debris that accumulated there. Tons of trash,

from plastic caps to refrigerators, had to be collected and discarded regularly.

"The Fort McHenry marsh does what marshes are supposed to do: it filters out pollutants," Filip said. "When the tide goes out, the marsh grasses trap debris, so a couple times a year, the National Park Service had to put together a group of volunteers to clean out the trash."

The Fort McHenry project involves 19 federal, state, local, corporate, academic and non-governmental organizations in a partnership that brings about regular cleaning and studying of the marsh.

Morgan State University will use the marsh to include aquatic resources study in its curriculum. The university will set up a monitoring station and study how the marsh is functioning, Filip said. Other academic institutions will also participate.

"It changes the view of the marsh from something to be maintained to something that benefits the community in addition to its environmental advantages," Filip said. "It goes

well beyond the benefits Regulatory envisioned 20 years ago when we required that the wetland be constructed."

The Nov. 9 event began with a boat ride from the National Aquarium in Baltimore to Fort McHenry for a tour of the wetland. The group returned to the aquarium for the ceremony. Chuck Fox, assistant administrator of the Office of Water for EPA, and Mike Davis, deputy assistant secretary of the Army for civil works, presented the award.

Other dignitaries who participated in the ceremony were U.S. Rep. Benjamin L. Cardin; Virginia K. Tippie, director of Coastal America; David Pettinger, executive director of the aquarium and Glenn Page, director of conservation for the aquarium.

Coastal America is a multi-agency organization established in 1992 to restore and protect the coastal environment. The projects of its members can be nominated for special awards that recognize

outstanding partnership efforts, multi-agency projects and team endeavors that demonstrate the successful collaborative nature of Coastal America.



The wetlands at Fort McHenry.



Tom Filip holds the District award. Congressman Ben Cardin spoke at the ceremony.

CFC moves toward finish line

The Combined Federal Campaign in Baltimore District is progressing toward the goal of **\$76,580**, according to chairman Al Eberwein, IM.

Eberwein said that everyone in the District had been contacted, and as of Nov. 20, 33 percent had participated. The campaign ends Dec. 7.

Steve Israel, PL, was the District's semi-finalist in the CFC national drawing for a Dodge Durango SUV.

Tana McFatrige, RMO, was selected as the second person, if the national campaign permits two nominees from Baltimore.

To encourage more participation, one of the Eagle contributors has donated a limited edition Year 2000 eagle painting by artist Chris White as a prize in the District drawing. Details

about the drawing will be announced later.

Eberwein said that employees still have time to make a pledge or contribution to this year's campaign. He urged all employees to see their keyperson for assistance.



After the holidays...

How will you reward yourself at the end of the year? Here are a few suggestions:

- Take yourself or your spouse on a weekend away from home.
- Hire a personal trainer to get in shape from all that holiday overeating.
- Dine at the best restaurant you can find. Take plenty of time, relax and enjoy the fine service, but don't undo the work of your personal trainer.
- Spend some time alone.
- Get a membership to a museum, or just visit one. The Smithsonian is at Baltimore's backdoor and offers something for everyone.
- Buy all new underwear, and get rid of all the old stuff.
- Buy a hammock. It will be waiting for you in the spring.

Attendance breaks record at Small Business Conference

The 4th annual Small Business Conference in Arlington, Va., attracted over 600 registrants this year.

Hosted by the HQUSACE Small Business Office Nov. 13-14, the purpose of the conference was to provide a unique forum for small businesses to partner with Corps of Engineers' employees and pursue contract opportunities.

A number of Baltimore District employees attended, including the district engineer, his deputy and the Small Business Office personnel.

District signs PCA to help Howard County with 19th century schoolhouse

The Ellicott City Historic Colored School, a 19th century African-American one-room schoolhouse, stands a better chance of surviving, thanks to a project cooperation agreement that was signed in late October by Baltimore District and Howard County officials.

A portion of the Hudson Branch streambank, near Frederick Road and Rogers Avenue, has severely deteriorated, undermining the school's foundation and damaging the outbuildings.

The schoolhouse was built in the late 1800s and is considered to be a valuable cultural re-

source and an example of African-American education after the Civil War. The county stated its intention to restore the buildings and convert the site to an educational center. It sought Corps of Engineers' expertise to counteract the harmful effects of the erosion. The cost-share project will total about \$440,000.

The District's team completed the study in October and the design, which will protect the structure and blend aesthetically with the neighboring Ellicott City historic district, in November. Construction is expected to begin in January and be completed in July, 2001.

Party, Party, Party

The District's Holiday Party, hosted by Real Estate Division, will be at the Wyndham Baltimore Inner Harbor Hotel Dec. 8, beginning at 11:30 a.m.

There will be a cash bar, dinner, door prizes and entertainment provided by Livewire Production.

Employees should see their office representative for tickets. The party is also open to retirees; for ticket information, contact Marion Deutsch at 410-962-0994. The deadline

to buy tickets is Dec. 4 for **retirees only**.



What's behind high heating costs, and what you can do about it

An economic chill will be blowing toward consumers this winter. Higher heating prices are certain as inventories of crude oil, gasoline and heating oil continue to be low. The American Petroleum Institute says crude oil stores fell in August to the lowest level in 24 years.

The U.S. Department of Energy is predicting that this could be the most expensive winter for natural gas users in 15 years. In Chicago and Boston, power companies say gas bills will be up by 40 percent.

The widening role of natural gas in power generation is coming at the worst of times for consumers. Utilities have switched to natural gas. But natural gas production declined after prices fell in 1998, and hot weather this year added to the depletion of

natural gas stores. And as natural gas prices rise, so does the price of electricity.

Here are a few steps you can take to save energy:

- Have programmable thermostats installed. They adjust heat levels automatically, so you don't have to.
- Buy low-energy use appliances. Check for the Energy Star. Replacing an old refrigerator can save \$150 or more per year in energy costs.
- Reduce energy used for lighting. Buy Compact Fluorescent (CFL) bulbs that use 80 percent less power.
- Buy a front-loading washing machine. They use half as much water as other machines use.
- Insulate, weather-strip and caulk your home to save on heating costs.

News you can use

Angel Tree Program

The Employees Activities Association is sponsoring the Seventh Annual Salvation Army Angel Tree Program for Corps of Engineers employees. The Baltimore Angel Tree Program provides gifts for the holiday season to needy children in Howard, Northern Anne Arundel and Baltimore counties, and Baltimore city.

The program runs through Dec. 15.

FEHB open season

Open season for the Federal Employees' Health Benefits Program continues through Dec. 11.

Employees now make their open season changes through the Army Benefits Center—Civilian by calling 1-877-276-9287 or by accessing the website at <http://www.abc.army.mil>.

The effective date for open season changes will be the pay period beginning Jan. 14.

Thrift Savings Plan open season

The open season, which runs through Jan. 31, allows employees to contribute (if eligible), increase or decrease contributions, and/or change future fund allocations.

Like the FEHB open season, employees must make changes through the ABC—C by calling (504) 255-8777, or accessing the website, <http://www.tsp.gov>.

You must have your pin number, which is separate from the ABC—C pin number.



Department of the Army
U.S. Army Corps of Engineers
Baltimore District
P.O. Box 1715
Baltimore, MD 21203-1715
Official Business



Bond-a-Month Winners

May & June 2000

Mary Bogdan - HR
Scott Chang - EN
Joe-L Yancey - RM
Janet Faust - RM

July & August 2000

Sun Chen - EN
Jim Ludlam - EN
Ron Bowers - OP
Debbie Singer - CO