



CONSTELLATION

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The Chestnut Ridge Sewage Treatment Facility in Fishertown, Pa., is one of many water-related environmental infrastructure projects to receive technical assistance from the Corps of Engineers as part of the Section 313 Program. (Photo courtesy of Jim Thornton, Construction Division)

District helps rural areas improve their environment, quality of life

*by Doug Garman
Public Affairs Office*

Rural communities across the country experience problems from inadequate wastewater treatment, contaminated sources of drinking water, poor water supply and degraded surface and ground water quality.

For these communities new sewer and water systems are the answer, but a lack of local economic resources and stiff competi-

tion for state and federal assistance programs has often prevented their development.

However, a pilot program established by Section 313 of the Water Resources Development Act of 1992 is helping many communities in south central Pennsylvania obtain the assistance they need to make these projects a reality.

The South Central Pennsylvania Environment Improvement Pro-

gram, known simply as the Section 313 Program, allows the Corps of Engineers to provide fast-track assistance to communities for design and construction of water-related environmental infrastructure projects. Among these projects are wastewater and drinking water treatment facilities and the collection and distribution systems that support them.

(Continued on p. 3)



U.S. Army Corps
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Baltimore District

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District Engineer
Col. Bruce A.
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From the Commander

by Col. Bruce Berwick
Commander & District Engineer

When Chief of Engineers Lt. Gen. Joe Ballard addressed the Baltimore District last fall, he talked about changes in selecting civilians for jobs at the upper grades. He said the goal of the revised process is to choose the best person for the job from among all qualified candidates.

The new regulation to which he referred— Engineering Regulation 690-1203, Civilian Personnel—Corporate Recruitment and Selection — was issued March 1. It makes higher levels of management more involved in the recruitment and selection for paygrades GS-14 and 15 positions. Here's how it works.

The first part of the process remains much the same. A recruitment strategy is developed. The job is announced. Applications are accepted.

The biggest changes come during the next part of the process, evaluation of the applicants and selection for the position. The new regulation clearly designates the recommending and selecting officials and defines the make-up of the panel that reviews the applications.

For district-level GS-14 positions, the district engineer takes the role of recommending official, and the division commander is the selecting official.

The recommending official chairs the panel. The panel must include the

position's supervisor and a GS-15 from outside the district.

For district-level GS-15 positions, the selecting official is the deputy commanding general at headquarters, U.S. Army Corps of Engineers. The division commander serves as the recommending official and the panel chair. The panel must contain the position's supervisor and a headquarters employee of the senior executive service rank.

As you can see, this system ensures multi-level input to the selection process.

At Baltimore District, we have a parallel policy for GS-13 positions. I am the selecting official. The recommending official and panel chair is the deputy district commander.

The remaining panel members consist of the supervisor and the appropriate career program manager. Representatives of the equal employment opportunity and the human resources offices often sit in as non-voting members.

In all cases, the panel looks at specialized experience, leadership capabilities, awards, education and training, performance appraisals and a number of other factors.

The goal, as the chief said, is to get the best person for the job. These changes give a broader perspective to the selection process and allow us to consider, select, train and employ a more diverse work force.

Essayons.

District helps improve environment, quality of life *(continued from cover)*

Because the Section 313 Program is not a budgeted program of the Corps of Engineers, Congress identifies the projects and provides the necessary funding to the Corps, who in turn, works with local non-federal sponsors to develop these projects. Project costs are shared 75 percent federal and 25 percent non-federal.

The first Section 313 project for the Baltimore District was the design and construction of the Mill Run Water Treatment Plant in Altoona, Pa. Since its completion in 1997, the number of communities requesting assistance for similar environmental infrastructure projects has steadily increased.

According to Marilyn Benner, the District's project manager for the Section 313 program, the Corps designs and constructs some of the Section 313 projects, but most are developed by the local sponsor and partially reimbursed from federal program funds.

"For the reimbursement projects, we conduct environmental compliance and provide oversight of the design and construction to ensure the projects are developed appropriately," said Benner. She points out that the unique reimbursement aspect of the program, along with the recent significant increase in the number of projects, has challenged the District's Section 313 Program team.

Other challenges the team faced include developing procedures for design reviews, construction oversight, real estate acquisitions and conducting the environmental assessments for the various projects prior to their start.



The first Section 313 project, the Mill Run Water Treatment Plant, produces more than five million gallons of purified drinking water per day to the residents of Altoona, Pa.



This wastewater treatment facility in Langdondale, Pa., is helping improve the environment and quality of life for residents living in this rural community.

"By remaining flexible and willing to look for ways to improve how we deal with this program, the team has successfully met these challenges as well as the recent significant increase in the program," said Benner. "With the 1999 fiscal year appropriations, Congress more than doubled our program overnight. We now have federal funding of about \$52 million for 45 cost-shared projects. The team is handling the increase in stride."

Benner adds that each technical division has dealt with the increased workload by streamlining their processes, developing tracking systems and involving more

staff in Section 313 projects. At the same time, the team has reduced project administrative and oversight costs by half.

In addition to Baltimore, Pittsburgh District is managing about 20 Section 313 projects and Philadelphia District is currently managing four projects.

"Although there is no way to know for sure how many projects will receive Congressional funding in the coming years, the Section 313 team is proud of the fact that we are making a difference in improving the environment and the quality of life in many of these communities," said Benner.

Krol engineers courteous attitude

by Mike Pollis
Public Affairs Office

John Krol, of Engineering, reflects his philosophy of keeping an upbeat attitude every day on the job.

"Basically, we all make a decision every day whether or not we want to be happy," said Krol. "And each day goes a lot smoother with a happy attitude."

As a civil engineer in the cost engineering branch, Krol estimates the price of environmental and hazardous waste projects and cleanups, and analyzes costs and possible alternatives.

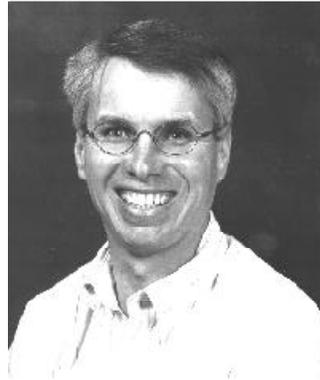
Krol works very

closely with project managers, design team leaders, designers, other district elements and external customers.

"I strive to be friendly towards everyone and never take people for granted," said Krol.

"John's innate ability to interact, and work effectively with others makes him the consummate team player," said Matt Byrne, acting deputy chief of Engineering Division.

Krol, who has been a part of the Corps team for 15 years, always displays the utmost in professionalism and courteous behaviors in his day-to-day interactions with



John Krol

fellow employees and customers. When faced with a potentially frustrating situation, Krol simply lets "things roll off" him.

"You can't take things personally, or any job will really get to you."

When not working at the Corps, Krol loves

anything that involves being outdoors, especially hiking, biking and golfing.

Earlier this spring, Krol and his son had the opportunity to live the ultimate outdoor adventure, hiking the Grand Canyon.

"We took the mule ride down into the canyon and hiked all around," said Krol. "It was a great experience."

So, whether estimating the cost of environmental projects or conquering the Grand Canyon, Krol embraces the courteous attitude necessary to climb the mountain of success.

District employee places second in Baltimore music contest

by Mary Beth Thompson
Public Affairs Office

Music has always been a part of District employee Marianne Matheny's life. As a teen-ager, she played guitar and sang folk songs. Later, she turned to folk rock, and then it was classical guitar and singing in the church choir. For the past three years, Matheny's been performing jazz and blues with the band Park House Jam.

So, it's perhaps not surprising that she placed second in the Mayor's Annual Billie Holiday Competition in Baltimore. But

Matheny, a regional economist in Planning Division, was not expecting the accolade.

"I was pretty stunned," she said. "I was thrilled to come in that high, considering the remarkable talent in the contest."

Matheny had been selected as one of 10 semi-finalists for the competition based on an

audio tape submitted with her application in February.

At the Center Stage Theater competition April 15, she performed the songs, "Fine and Mellow" and "God Bless the Child," before being selected to advance. As a finalist, she sang "A Little Sugar in My Bowl" and was chosen for second place.

Mayor Martin O'Malley

presented Matheny with her \$1,000 prize. Matheny had not entered the Billie Holiday contest or any other competition before, so she was especially pleased to have done so well.

"One of the things that helped me, I think, is that I was very relaxed," Matheny said. "I was in it for fun."

Matheny will perform solo June 22 at the mayor's Artscape breakfast. Park House Jam will perform at the Charles Village Festival June 4 and at Artscape on the Gordon Stage July 23.



Marianne Matheny, third from right, with Park House Jam

WA worker drums to a different beat when off-duty

by Mike Pollis
Public Affairs Office

When he's not providing a vital link to the Corps of Engineers' work at Washington Aqueduct, Morris Harris can usually be found making quite a bit of noise.

That noise is created by the fancy fingerwork that Harris has developed over his last 20 years playing drums. Since he began playing in the concert and stage bands at Dunbar High School in Baltimore, Harris has become a very accomplished jazz drummer. Harris credits much of his success to a long-time friend, Dennis Chambers, who played alongside him at Dunbar. Chambers has gone on to be regarded among the world's elite drummers, according to Harris.

"Dennis is definitely one of the top drummers in the world, and he helped me to become a better drummer," said Harris.

Harris is hardly a typical musician. He can't read music.

"After playing for a while, a drummer pretty much gains a photographic memory, so it hasn't been too tough playing

without being able to read music," said Harris.

Along the pathway of Harris's musical career, he has met and played with many musical giants and celebrities. Topping the list of memorable experiences was the time last year when Harris and his band played at a pre-wedding



Morris Harris takes a break from his drums to jam on the keyboard.

party for Will Smith. Among the highlights of the night was the chance to meet the entire cast of the *Fresh Prince of Bel Air*.

"My best memory of that night was when the band played 'Brickhouse' by the Commodores, and Will Smith came up and rapped along with us. That is an experience I will definitely never

forget," said Harris.

While playing with an R&B band, *Bobby and the Braggers*, Harris opened up for the legendary Ray Charles and had the opportunity to meet him backstage.

"It was a great honor meeting Ray and definitely one of the best musical experiences of my life," said Harris.

Harris also met Hall of Fame running back Jim Brown while playing a show at the Hilton in Washington, D.C. "That man has the biggest hands I have ever seen," he said.

"Playing with so many great jazz musicians and meeting many interesting people have definitely been the most enjoyable part of my musical career," said Harris.

Currently, Harris and his band, *The Soft-tones*, play gigs in and around the Baltimore area each weekend.

Last February Harris and his band opened for the *Temptations* at the Baltimore Arena.

Harris, who grew up listening to jazz, hopes to continue improving as a musician and play full time after retirement from the Corps. But until then, he will continue to be a weekend warrior on the local jazz music scene.



Baltimore District history quiz

Select the caption that correctly describes this photograph.

- Fort Belvoir groundbreaking ceremony participants in 1863 puzzle over the first stone uncovered at the construction site.
- Officials observe a solemn moment of prayer at the grave of Col. Joseph Firsthstone, the second district engineer.
- Amid a lively crowd of spectators, 90-year-old Charles Carroll of Carrollton, one of the signers of the Declaration of Independence, lays the cornerstone of the Baltimore and Ohio Railroad July 4, 1828, in Baltimore. Baltimore District engineers selected and surveyed the route for the railroad and laid the first track for passenger cars in the United States.

Need a lifeline? Call Public Affairs, 410-962-4088. (Photo from the National Archives)

Chief of Engineers Joe N. Ballard to retire

June 9 marks the close of the distinguished career of Lt. Gen. Joe N. Ballard, chief of engineers, who is leaving after over 30 years of military service.

Ballard became the 49th chief of engineers and commander of the U.S. Army Corps of Engineers on Oct. 1, 1996.

Ballard entered the Corps of Engineers in 1965 after graduating from Southern University with a bachelor's degree in electrical engineering. He later earned his master's degree in engineering management from the University of Missouri.

Before becoming chief engineer in 1996, Ballard served as



Lt. Gen. Joe N. Ballard

chief of staff, United States Army Training and Doctrine Command, Fort Monroe, Va.

District picnic to be at Blob's Park

It's almost that time of year again. That's right, the District's Annual Organization Day Picnic is just around the corner.

The festivities will take place Friday, June 16, at Blob's Park in Jessup, Md., from 9:30 a.m. until 4 p.m. According to picnic organizers, Corps employees should "be prepared to have some old-fashioned fun, with just a small modern twist."

This year's event will feature a dessert contest, an animal exhibit and show for the kids, tug-of-war and a karaoke contest, in addition to the usual softball and volleyball.

Children can compete in a "Horse" basketball contest, participate in a scavenger hunt, or get wet with a splashball toss.

Starting at 11 a.m., meal ticket holders can feast on pit beef, barbecued chicken, hamburgers, hot dogs, and an assortment of other treats.

Tickets are \$7.50 until June 9; then \$9.50; beer tickets, \$3.50; children's tickets, \$4.50. Kids under six, free.

A free shuttle to the picnic for employees and their families will depart the Redwood Street breezeway at 9 a.m. sharp, and leave Blob's park promptly at 4 p.m. Anyone interested should call 410-962-3641 or 4091 no later than June 9 to reserve a seat.

Take the B/W Parkway (Rt. 295) to east Rt. 175 (Odenton/Fort Meade). Turn right at the firehouse flashing light - Max Blob's Road; follow to the end.

Happy 225th

This year marks the 225th anniversary of the Corps of Engineers.

The Corps traces its history back to June 16, 1775, when the Continental Congress organized an army with a chief engineer and two assistants. Col. Richard Gridley became Gen. George Washington's first chief engineer. Army engineers first formed into a Corps by resolution of Congress on March 11, 1779 and were instrumental in several Revolutionary War battles.

From the beginning, politicians wanted the Corps to contribute to both military and civil projects. The result has been an abundance of various accomplishments. Although fortifications were important, perhaps the greatest gifts the early Corps gave the young nation were canals, river navigation and roads.

In the 19th century, the Corps built roads, supervised railroad work, and during the Civil War, Army engineers built bridges, forts and batteries, demolished enemy supply lines and conducted siege warfare.

The Corps also contributed substantially to building many public buildings and monuments in Washington, D.C.

Over the past 225 years, the Corps has evolved into a key component of the Army mission with a workforce of over 37,000 civilian and military employees.



District supports Chesapeake Bay Program through workshop

Baltimore District hosted an Amphibian Monitoring and Conservation Workshop for federal natural resource personnel from the mid-Atlantic region at the National Wildlife Visitor Center in Laurel, Md., May 15-16.

The workshop was part of an ongoing effort by Planning Division to help federal land managers who work in the Chesapeake Bay watershed to become better environmental stewards. The sessions provided an overview of current federal conservation efforts and initiatives to monitor, protect, enhance and restore amphibian populations and habitats.

Attendees learned techniques to identify, collect and monitor the life stages of toads, frogs and salamanders. During two field trips to remote parts of the Patuxent Wildlife Research Center and Refuge, they used their new skills and the tools. They collected a marbled salamander, a red-backed salamander, a green frog, an American toad, a northern ringneck snake, tadpoles in different stages of

growth, a southern leopard frog and cricket frogs.

The workshop concluded with a discussion on habitat enhancement and restoration. The discussion led the attendees to realize they face ecological challenges in addition to engineering constraints in dealing with amphibian habitats.



As part of one field exercise, workshop participants check under artificial cover boards for amphibians.

F.E.B. announces award finalists

The Excellence in Federal Career Awards Ceremony and Luncheon on May 5 honored hundreds of federal workers in the Baltimore area.

Among those who were recognized as gold and silver award finalists were these Baltimore District employees:

Lorenzo Hylton, Outstanding Supervisor Trades and Crafts; **Joseph Huber** and **Thomas Donahue**, Heroism; **Harold**

Nelson, Distinguished Public Service Career; **Maria De La Torre**, Outstanding Professional - Administrative; and **Clyde C. Jeffers**, Outstanding Para-Professional - Technical.

District employees who received bronze awards were: Susan K. Lewis, Michael W. Stello, Heidi Vause, William R. Welsh, Margaret B. Martin, Steven A. Kopecky, and Christina E. Correale.

Happenings

EAA events

Christmas in New York - Dec. 3-4, \$200/person. Bus transportation, motel, breakfast, ticket to Christmas show at Radio City Music Hall, 5th Avenue shopping. \$25/person deposit with reservation. Contact Angie Blizard, Room 7710-K or 410-962-4649 for tickets or reservations.

Book Fair - June 1 is the E.A.A. book fair in the 8th floor conference room of the City Crescent Building.

Little Falls project wins award

The Little Falls Dam Fish Passage project was selected recently to receive a Coastal America Partnership Award.

Coastal America is a multi-agency partnership organization established in 1992 to restore and protect the coastal environment.

Each year projects are eligible to compete for the award that recognizes outstanding partnership efforts and/or multi-agency projects and outstanding team efforts that demonstrate the successful collaborative nature of Coastal America.

The Little Falls Dam Fish Passage project competed nationally with 19 other projects and was one of seven selected.

Happy Birthday, Army

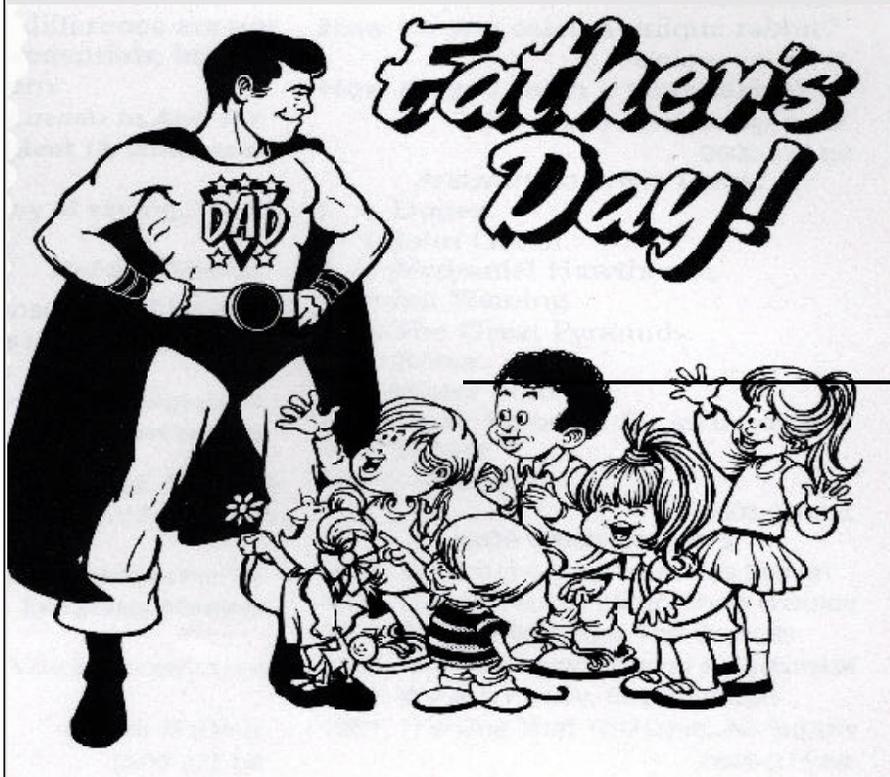
The Army joins the Corps of Engineers in celebrating 225 years of service to the nation. The Army's birthday on June 14, 1775, was the prelude to the birth of freedom the following year when the nation was born.



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Official Business

June 18, 2000



Please note...

In last month's *Constellation*, reference was made to a "former District employee" facing federal bribery charges. While that person is still officially an employee of the district pending the resolution of criminal charges, he is in a non-pay, non-duty status.

In the Smith Island story, we described Smith Island as the last inhabited island in the Chesapeake Bay. It is, in fact, the last continuously inhabited remote island in the Maryland waters of the Bay. Bridges connect the other populated islands to mainland shores.