



CONSTELLATION

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District inducts three former leaders into Gallery

Three notable former staff members were installed in the Baltimore District Gallery of Distinguished Employees at the annual awards ceremony Jan. 18 —Milton Cornish, O. Davis Ditman and Charles Schroer.

Milt Cornish enjoyed a reputation in Baltimore District as a leader who could envision entire projects while carefully tracking their details. He also served as a role model for minority employees. Cornish retired in 1998 after 36 years of service.



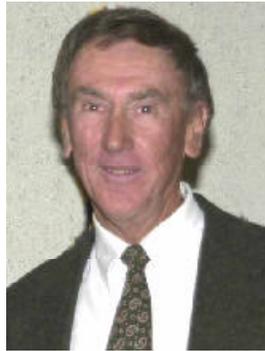
He began his District career as a civil engineering technician in Design Branch, Engineering Division and also worked in Flood Control Section, Planning and Reports Branch, before moving to the Project Studies Branch of Planning Division. Cornish became the first certified senior engineering technician in the District, setting a new standard for others to follow.

He maintained the District's emergency and natural disaster manuals. During Tropical Storm Agnes in 1972, he was key in the Corps' response efforts. In 1987, Cornish became the national emergency program coordinator, Emergency Management Branch, Construction Division.

He served as division chief from 1997 until his retirement.

Cornish demonstrated what a person can achieve through diligence, hard work and a caring, positive attitude.

O. Davis Ditman, better known as Dave, displayed strong leadership abilities during his 37 1/2



years with the District. Ditman retired in December 1997.

He began his career as an engineer in the Dams and Embanks Section, Engineering Division. He worked on the Alvin R. Bush, Curwensville, Foster Joseph Sayers, Aylesworth, Tioga-Hammond and Cowanesque dams, and on many flood protection projects.

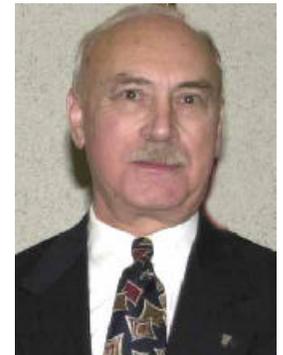
During Agnes and Hurricane Eloise, Ditman was on the spot in Wyoming Valley, eastern Pennsylvania and southern New York. His work was key in deciding remedial treatments, and he helped local officials allay public concerns. He served in the same capacity in 1993 when a potential major seepage was identified and corrected in the embankment at the Whitney Point project.

Ditman trained a cadre of geotechnical engineers who have enabled the District to retain his institutional knowledge.

His dedication, leadership and genuine concern for his subordinates and his customers will be remembered for years to come.

Charles Schroer's work in Baltimore District charted the course for the future. Many policies and procedures he established proved to be "building blocks" for Construction Division's current practices.

Schroer worked for the Corps for 43 1/2 years, including two years as an active duty officer. He served nearly 14 years with Baltimore, beginning his civilian career here in 1974. As area engineer for Walter



Reed Army Medical Center, he managed the construction of several complex projects.

He next became assistant chief, Construction Division, where he managed a military and civil program of 341 contracts worth more than \$500 million. He also oversaw \$300 million in EPA wastewater facilities grants to local communities.

In 1986, he moved to Headquarters as assistant chief of Construction and later was named chief of Construction for Military Programs. In 1992, he became a member of the senior executive service.

Schroer's hard work, dedication and enthusiasm inspired many young engineers to become successful leaders in the Corps.



U.S. Army Corps
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Baltimore District

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District Engineer
Col. Charles J. Fiala, Jr.

Public Affairs Chief
Lucy Lather



Commander's Comment

State of the District

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

At this year's annual awards program, I gave you my thoughts on the state of the Baltimore District. I can sum up the District in one word — **great!** As I look around, I'm continually amazed by the great things you all are doing every day to better our nation. Your talents, professionalism and willingness to meet new missions head on are what makes Baltimore a terrific organization. In the months ahead, I believe we can build on our accomplishments. To do this, we have several challenges before us.

First, we are only going to accomplish greater things by teamwork, and I feel we have a very good culture here to do this. Teaming is very simple — put someone in charge, bring in the skill sets you need, and include the customer. Then sit down together, work out a plan, and go to work. Each team member has a mission and should know what his or her responsibilities are.

A second important piece of teaming is the skill sets that each team member brings to a particular team. I'm concerned about main-

taining our technical expertise. To do this, we have to spend more money on training our people. But to spend more money in training, we will have to cut costs other places.

One way we can do this is by identifying duplication of functions in the District. We cannot afford to have two people doing the same thing. Over the next year, I'll need your help to weed this out and improve in this area.

We'll also be looking at ways to cut our cost of doing business in other areas. This next year, I'm challenging our District leadership to cut overhead costs by reducing the size of our footprint in the City Crescent Building.

If we are able to produce some savings, I will direct these funds into supporting training. A second reason for cutting overhead costs here in the headquarters is to push more resources out to our field offices. As I see it, we have two customers — our folks in the field and those who pay our bills.

Speaking of our paying customers, I believe in the months ahead we must focus on improving project costs and meeting customer expectations. The best way you serve your customer is

by developing personal relationships and trust. In this District, we have great examples of how building relationships and trust with a customer can help when certain aspects of a project are not going well.

The other piece of meeting customer expectations is bringing the customer into the team. Our challenge is to do a better job of making the customer a part of the team, a stakeholder in the process.

Another important challenge is to continue to improve our support to the National Capital Region. To help us focus on this, I've decided to re-energize the Project Management 2000 concept. We'll pull together a new team to study how we can push more support to the field, maximize our resources and remain the District of choice in the National Capital Region.

I'm very excited about the new year and challenges before us, and confident we will meet them. As we work to accomplish our goals, remember to ask yourself. Is it good for my customer? Is it legal and ethical? Is it something I am willing to be accountable for? If so, don't ask for permission. You already have it. Just do it.

Essayons.

Awardee employs courtesy every single day

by Mary Beth Thompson

Like the delicately entwined threads of handmade lace, courtesy is an integral part of Brenda K. Parsons' character. Parsons, who was selected as the District's Courteous Employee of the Month for February, makes finely crafted and elaborately detailed lace just as she weaves courtesy into her life—by working at it every day.

"I think that if I can give a little bit of kindness to others, it can help them be more effective in what they have to do," Parsons said. "It doesn't cost anything to be kind and nice." She paused, then added in her soft voice, "In fact, it costs more to be nasty."

As the branch secretary in Engineering Division's Design Branch, Parsons comes in contact with about 70 people every workday. Her co-workers praise

her positive attitude, her smile and her consideration of others.

"The two most important words in the English language are 'thank you' and 'please,'" Parsons said. "I try to use them on a daily basis."

Parsons learned lace making, one of her many hobbies, while living in Belgium. She and her husband, Richard, have lived in Belgium, Germany, Panama, North Carolina, Georgia and New Jersey during his 29-year Army career. They settled in the Baltimore area in 1996.

"Lace making takes patience and perseverance," Parsons said. The graceful, intricate and impressive lace she creates indicates a gift for the work and a love of doing it. The collar she had started at Christmas would take about a month to complete.



Brenda K. Parsons
Photo by Tex Jobe

"I work on it a little here, a little there," she said.

The same could be said for her courteous attitude. A little kindness here, a smile there helps everyone's day along to a positive completion.

Soil removal at Spring Valley moving forward

by Doug Garman

District officials report that the effort to remove contaminated soil from the Glenbrook Road site in the Spring Valley neighborhood is nearly finished. Since December, workers have been removing the top two feet of soil from across the site. The soil was tested earlier and found to contain elevated levels of arsenic.

Although arsenic itself is not a chemical warfare materiel, records indicate that arsenic was experimented with at the former American University Experiment Station between 1917-1919.

Following the soil removal, new soil will be placed on the site and restoration work will begin. Restoration work is



A Corps contractor removes soil at the site.

scheduled to begin in March.

Last month the Corps completed its investigation and cleanup of a small disposal area discovered last year near the Glenbrook Road site. During four days of work, 160 55-gallon barrels of soil, glass and metal debris were removed from this area. No chemical warfare materiel was found. In addition, the

Corps has completed soil sampling at 42 properties near the Glenbrook Road site and several locations on American University.

Based on these results, the Corps will conduct follow-up sampling at 11 of these locations. One location is the area near the American University Child Development Center.

Soil sampling in this area has been expedited and final results are expected soon.

Based on preliminary results, university officials have relocated the Child Development Center to another location on campus. In the weeks ahead, Corps and university officials will begin coordinating possible cleanup actions.

District awards program draws standing room crowd

A room for 500 people is no longer large enough for the District's awards program, as evidenced by this year's standing room only audience.

The Baltimore Convention Center was the site for the Jan. 18 ceremony that began with a special presentation to District Engineer Col. Charles J. Fiala.

Claudia L. Tornblom, deputy assistant secretary of the Army (Management and Budget), presented the Coastal America Project Partnership Award, a national award, to the Little Falls Fishway Task Group. The Little Falls Dam Fishway project competed nationally against 19

other projects nominated by other Coastal America partner agencies. It was one of seven projects chosen for the honor.

The ceremony continued with the service awards, followed by the Federal Executive Board nominees to the annual Excellence in Federal Career Awards Program.

As Lt. Col. Gregory Stinner, deputy commander, read each name, employees who received the Army Achievement Medal and Commander's Awards came to the stage.

Individuals who served on the PM2000 team received Commander's Awards.



Claudia L. Tornblom, deputy ASA (Management and Budget) gives Col. Fiala a Coastal America award for the Little Falls Fishway project.

30 years

Evelyn M. Boone, EX
 Nancy T. Brengle, RM
 Linda C. Brumfield, EN
 John M. Brzezinski, EN
 Andrew T. Carter, Jr., CO
 Barry T. Cortright, EN
 Garland T. Davis, Jr., RE
 Al Eberwein, IM
 Stan Gembicki, EN
 Frank X. Kuhn, III, EN
 William N. Longus, WA
 Michael S. Macri, CO
 Policarpio G. Mijares, Jr., EN
 Ridgely M. Nelson, LM
 John M. Paladino, WA
 Shelia D. Salter, CT
 Stanley J. Snarski, Jr., OP
 Wesley T. Stevenson, WA
 James J. Sweger, EN

35 years

Dorothy R. Broaddus, OP
 Kenneth W. Downey, EN
 Robert W. Lindner, PL
 Phillip C. Murray, Jr., RE
 Nancy L. Roberts, RE

40 years

James K. Hershey, CT

Federal Executive Board Nominees

Outstanding Supervisor Grades 13 & Above

Donald P. Snyder, OP

Outstanding Supervisor, Trades & Crafts

William Kriner, EN

Outstanding Professional (Technical, Scientific & Program Support)

Mark F. Colosimo, PL

Outstanding Professional (Administrative, Management & Specialist)

Christine M. Milligan, RE

Outstanding Para-Professional (Technical, Scientific & Program Spt)

Steven M. Golder, OP

Outstanding Para-Professional (Administrative, Management & Spec)

Marion Deutsch, RE

Outstanding Clerical

Cynthia R. Carter, PL

Outstanding Trades & Crafts

Robert E. Powers, II, WA

Equal Employment Opportunity Service

Patrick Kopriva, EO

Heroism

Brian Retz, OP
 Antonius Sazaklis, OP

Distinguished Public Service Career

Noel Beegle, PL (retired)

Rookie of the Year (Professional)

Jeff Lorenz, Counsel

The three inductees to the Gallery of Distinguished Employees each gave remarks after receiving their awards.



Col. Fiala holds a winning ticket for the Harvest for the Hungry drawing. Harry Williams, in charge of this year's program, holds the ticket jar while Lt. Col. Stinner looks on.

This year 14 District teams were singled out for special recognition. The criteria for team recognition was:

- a major phase of the project must be complete, e.g., planning, design or construction phase.
- The project focuses on team skill sets, e.g., communication, team work, customer care, flexibility, innovation, responsiveness.

Team members came to the stage for a photo and recognition from the colonel while Stinner read a description of the project and the names of the team members.

Amy Guise, Planning Division, named the Planner of the Year by the Deputy Commanding General for Civil Works, received her award from the colonel.

Closing the ceremony was a drawing for a lunch or dinner aboard the Bay Lady and a parking place in the City Crescent Building for February.

To be eligible, employees donated food items or money to the Harvest for the Hungry campaign.

Gilbert Dent, Emergency Management, won the parking place; Alton Warner, Construction Division, can enjoy a leisurely lunch or dinner while cruising down the harbor.

Army Achievement Medal for Civilian Service

E. Carol Bostwick, RM
 Craig M. Georg, EN
 Christanne E. Haught, CO
 Albert W. Jeffries, COF
 Kelly M. Marshall, CO
 Jennifer A. Moyer, OP
 Mary C. Wiedorfer, CO
 Joe-L Yancey, RM

Commander's Award for Civilian Service

Cathy N. Bevans, CO
 John R. Calloway, CO
 Thomas H. Hurlbut, OP
 Michael F. Iarosis, CO
 Gary R. Miller, OP
 Rodger G. Reynolds, RE
 PM2000 Team

Robyn Colosimo, PL George O. Lea, Jr., PP
 John A. Chubb, EN Billie R. Leigh, EN
 Terri Davis, OC Susan K. Lewis, RE
 Denis L. duBreuil, COF Stanley J. Snarski, OP
 Christanne E. Haught, CO William Wilson, PP
 Gregory E. Johnson, EN Lisa A. Ziomek, RM

Gallery of Distinguished Civilian Employees

Milton Cornish
 O. Davis Ditman
 Charles Schroer

Team Awards

Continuing Authorities Program Management (CAP)
 DCPS FY00 Roofs
 ECOPOD
 Flexiplace
 Hangar and Training Facility
 HOUSACE Relocation
 Kingman Lake
 Malcolm X Renovation Project
 Section 313 Program
 Southern Maryland Wood Treatment
 Spring Valley OU3
 Strasburg Landfill
 Tolchester NIKE Site
 Whole Barracks Renewal, Carlisle

Special Award

Planner of the Year
 Amy Guise

HOUSACE Merit Awards

NAPL Petroleum Recovery Skimmer System, Defense Supply Center, Philadelphia and Renovation of Barracks, Building 47 Fort Lesley J. McNair

Voices heard in celebration of Martin Luther King's life, dream

Children literally stole the show at the 2001 Dr. Martin Luther King Jr. birthday commemoration Jan. 17 at the Baltimore Hilton. Sponsored by Baltimore District and the Small Business Administration, the ceremony featured remarks from Sen. Barbara A. Mikulski and the Rev. Dr. Elmore E. Warren Jr., senior pastor of Whitestone Baptist Church.

Warren, the keynote speaker,

spoke in the deep ringing tones of an accomplished orator before the audience of about 250. Using stories to illustrate, he asked everyone to consider what would happen if "the dream" died.

"Dr. King's dream should become personal to each one of us," Warren said, referring to King's famous "I have a dream" speech.

Mikulski described the time she heard King preach in Balti-

more and called it inspirational.

"Our job is to make sure the dream comes true," she said.

The senator also expressed her pride in the employees of the Small Business Administration and the Corps of Engineers and explained how they serve the community and the nation.

Those inspirational messages were well received, but the children of the New Psalmist Christian School Choir of Baltimore won the hearts of all. These disciplined third- to fifth-grade students sang songs reminiscent of King's era, such as "If I Had a Hammer" and "We Shall Overcome." They also sang hymns, songs about King and involved the audience in their performance.

Their sincere presentation and serious demeanor united with the uplifting messages of their songs and impressed the audience. The choir earned a standing ovation.

The audience joins the children of the New Psalmist Christian School Choir in a special song. The choir participated in the District's Martin Luther King celebration at the Baltimore Hilton on Jan. 17.



Is PPE really the least effective factor in safety?

A recent article in Safety and Health (National Safety Council) listed five safety factors in what the author concluded were their order of importance. They showed personal protection equipment, or PPE, as least important.

How could it be that such things as safety glasses, hearing protection, and hard hats were the least important factor in safety?

The Council said it was because using PPE turns out to be a matter of choice. It can't be controlled for certain because people may leave their safety glasses in their pockets, forget to bring their hard hats to the job site, or remove their ear plugs

and not put them back in place.

Their first four choices were factors they felt could be controlled:

1. Hazard elimination
2. Machine guarding, interlocks
3. Warning signs and alarms
4. Training and inspections

The "built in" reason for wearing certain gloves, for example, would be because they make handling materials easier.

"Inconvenience" was labeled as a big deterrent to using PPE. For example, if harnesses are not readily available for protection against falls, workers are less likely to take the time to get

them. The same would be true of all equipment, so workers are urged to have safety glasses, hard hats and other personal protection equipment with them at all times.

Getting an immediate personal payoff for using PPE was seen as one reason people might be more consistent in using it.

Rewards are good, but keeping your vision or your hands intact, being able to hear for a lifetime are even better. Some may say PPE is the least-effective safety measure, but having these items could make the difference between safe work and an accident.

In the real estate game in a big way

'location, location, location...'

by Mary Beth Thompson

The Baltimore District's Real Estate team is in the hunt for a developer for one of the largest undeveloped parcels of land remaining in the nation's capital. A Request for Proposal for land lease development of about 49 acres on the campus of the U.S. Soldiers' and Airmen's Home was issued in December through the home's contracting office.

"Our role is that of a site developer in the private sector," said Frank Palmer, chief of Appraisal Branch.

Nineteen potential developer teams, comprising about 100 people, met with officials at the site Jan. 25 for a pre-proposal conference. Baltimore District appraisers conducted the conference, reviewed the Request for Proposal, answered questions and gave a bus tour of the site and the neighborhood. Proposals are due April 9.

Palmer explained that the size and location of the undeveloped parcel within the city is drawing a lot of interest. He estimated that the initial phase of construction would be in the \$200 million range.

"We were hired initially, two years ago, to do a market survey and market analysis to determine the highest and best use of

the property," Palmer said. "Then, in early 2000, almost immediately after we completed that aspect, we were hired to market it for development."

The District's Real Estate team wrote the Request for Proposal and conducted the Jan. 25 conference. It is putting together the committee that will decide which proposal to select, and it will handle the ground lease. After selection, the District hopes to serve as the project manager overseeing the lease implementation and meeting regulatory requirements.

The parcel of land fronts North Capitol Street at Irving Street. At present, only two cottages sit on the property. In addition to the U.S. Soldiers' and Airmen's Home, three colleges, four hospitals and a rehabilitation center dominate this area of Washington, D.C.

Congress authorized the sale or lease of the land at an amount not less than its approved appraised value. The goal is to augment the trust fund set up by Congress for the Armed Forces Retirement Home, an independent federal agency that manages the home in Washington and the U.S. Naval Home in Gulfport, Miss.

Employees Activities Association plans a trip to Vegas

Join other employees/retirees/friends for a trip to Las Vegas June 24-29. Round trip airfare from BWI, five nights at Treasure Island, hotel tax and service charges, and baggage handling are all included in the

\$510 double; \$490 triple; \$480 quad; \$720 single price. The \$50 non-refundable deposit is due Feb. 23; second deposit March 16. Call Angie Blizzard at 410-962-4649 for more information.

News you can use

Harvest for the Hungry

The annual Baltimore District Harvest for the Hungry program began last month, and will run through March 31, according to Harry Williams, Security Office chief, whose office is in charge of the program this year.

The food drive, sponsored by the Federal Executive Board, helps many less fortunate people in Baltimore City and surrounding areas.

Some of the most needed items are canned meats and chicken, nuts, milk, baby food, pasta, rice, vegetables, fruit and soup. Personal care products such as toothpaste, shampoo and soaps are also needed. No glass, expired or damaged containers will be accepted.

Employees are encouraged to donate canned food and non-perishables to the program.

Key persons from each office will coordinate the food collection.

Employees should watch the bulletin boards for the upcoming events where canned goods can be brought in lieu of purchasing a ticket.

Monument dedicated

On Feb. 21, 1855, the 555-foot Washington Monument was dedicated, although it took another 33 years to finish the structure designed by Robert Mills.

Mileage deduction rises

This year the amount that can be deducted from taxes for business driving rises to 34.5 cents per mile, an increase of 2 cents. There is no change in the 14-cent rate for charity driving.



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