



CONSTELLATION

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**"Of all the
rights of
women,
the greatest
is to be a
mother."**

-Lin Yutang



(Photo by Christopher Augsburger, Public Affairs Office)

Fishermen overlook Tobyhanna Lake, part of Tobyhanna State Park in Pennsylvania.. The park and the adjacent State Gamelands 127 comprise about 21,000 acres of the former Tobyhanna Artillery Range.

Tobyhanna project sparks interest

By CHRISTOPHER AUGSBURGER
Public Affairs Office

A committee composed of concerned residents, property developers, local emergency management agencies and other state and local government representatives gathered in Gouldsboro, Pa., April 19 to discuss Baltimore District's progress in the investigation and long-term response to the presence of munitions and explosive of concern, or MEC, in Tobyhanna State Park and Gamelands 127. The Corps and its partner, the Pennsylvania Department of Environmental Protection, or PADEP, are in the final stages of a remedial investigation and feasibility study, or RI/FS, which will help determine the appropriate MEC response.

The park and its adjacent gamelands comprise about 21,000 acres of the former Tobyhanna Artillery Range – an active military installation from 1912 until its transfer to the

Commonwealth of Pennsylvania in 1949. Much of the property served as an artillery range and impact area during World War I and at the beginning of World War II. The state park and gamelands are classified as a Formerly Used Defense Site, where ordnance fired at the site included 37 mm, 75 mm and 155 mm conventional munitions.

After the park was turned over to Pennsylvania, munitions began to become uncovered. In May 1997, an individual using a metal detector discovered 53 unexploded 37 mm artillery rounds at the Tobyhanna State Park campground.

"I remember when all of that happened," said Mike Galada, a nearby resident who has been fishing in the park's lakes since 1971.

"Everyone made a big deal of it, but no one got hurt," he said.

(continued on page 3)



U.S. Army Corps
of Engineers
Baltimore District

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Commander's Comment

Exciting times ahead in the Military Program

By COL. ROBERT J. DAVIS
Commander and District Engineer

One of the toughest parts of my job is to look ahead in order to identify our future workload. Based on this projected workload, we then develop our command operating budget in order to get it done. Due to the nature of our business — national security, economic development and environmental protection for the nation — we must rely on how much Congress appropriates each year for these activities.

Recently, based on the president's priorities and the will of the Congress, we've seen available dollars for our Civil Works Program trending downward. However, my crystal ball tells me that exciting times are not too far away in the Military Program!

There are three indicators that make me optimistic. First, the Army is transforming from a "division" centric organization to a "brigade" centric organization. These brigades, sometimes called "units of action," will be structured for independent deployment, quick insertion into global hot spots and rapid integration into available command and control nodes.

To accommodate this transformation, the Army will create more of these brigades than it currently has. For us, this means that new facilities must be built quickly for these new units. Initially, construction of modular type buildings will be required, as has been the case in Fort Stewart, Ga., by the Savannah District.

In our North Atlantic Region, new facilities at

Fort Lee, Va., and Fort Drum, N.Y., will be required in fiscal year 2006. We must be postured to assist. Beyond fiscal year 2006, similar facilities may be required by the National Guard at Fort Indiantown Gap, Pa.

Second, many units that were home stationed overseas in Europe and Korea may be returning to the continental United States over the next few years. Facilities to accommodate these returning units will need to be constructed at yet to be determined locations. Base camps, similar to what we were involved with in Kosovo and Bosnia, will need to be constructed in Eastern Europe to accommodate brigades that

periodically rotate to these locations. We must be postured to assist.

Finally, Base Realignment and Closure, or BRAC, decisions will be announced later this year. BRAC funding in subsequent fiscal years will require real estate, environmental and military construction activities at both closing and expanding installations. We must be ready to assist.

In these times of declining Civil Works budgets and potentially expanding Military Programs budgets, we must remain flexible. Many employees in the North Atlantic Region will need to shift from civil works activities to military activities.

Project locations will most likely not be where the right number of employees in the region are currently stationed, so we need to prepare to move, go on temporary duty or to receive other Corps employees to accomplish the missions.

As always, I know I can count on you to make it happen!

—**Essayons**





(Photo by Christopher Augsburger, Public Affairs)

The state park and state gamelands are classified as a Formerly Used Defense Site. Ordnance fired at the site includes 37 mm, 75 mm, and 155 mm conventional munitions.

Tobyhanna *(continued from cover)*

After the discovery in 1997, the Corps conducted a year-long time-critical removal action, or TCRA, in the developed public use areas of the park. The cleanup covered about 200 acres, including the family campground, lakeside beach, picnic area, boat launch ramp, a youth group camping area and ten miles of developed hiking trails.

Working closely with PADEP, the Pennsylvania Department of Transportation, local township emergency management agencies and other state and local agencies, the Corps implemented unique institutional controls and community education efforts during the TRCA, which the park continues to use today. These efforts include signage on the property, public meetings, media availabilities, news releases, door-to-door visits, public notices and information brochures. The Corps also produced a safety video to distribute to government and state park officials to help educate park visitors.

This community involvement seems to have achieved its goal of public awareness and safety.

“I’ve heard stuff on the radio and read stories in the paper,” said Justin Allman, who has spent the last 15 years hiking the trails in Tobyhanna State Park. He said he feels no more in danger in the park than anywhere else.

“I have just as good a chance of a tree falling on me,” he said.

Nancy Gusy and her husband have been camping and fishing in the park for 40 years and feel just as safe now as they did when they first started visiting Tobyhanna State Park.

“We’ve seen it in the paper, and there are signs all around,” said Gusy. “I don’t think there’s anything to worry about,” she said.

Ordnance removal operations began in November 1997 and were completed a year later. The park reopened for public use in early December 1998 after a total of 276 live ordnance

items were located and safely destroyed during the TCRA.

The Corps teamed with PADEP in 2003 to begin an RI/FS to address ordnance items identified in the remaining 21,000 acres of the park and gamelands – remote acres not investigated during the initial TCRA. Results of the RI/FS will determine the extent and cost of any future MEC removal projects that may be required at the state park and gamelands.

Under a unique joint venture arrangement, PADEP is funding the \$3 million RI/FS contract, and Baltimore District is providing technical and safety oversight of the RI/FS effort. Additionally, the Corps awarded an \$800,000 contract to perform a TCRA along 12.5 miles of trails in State Gamelands 127.

Building on previous community outreach efforts, the Corps, its contractor and PADEP worked hand-in-hand to develop a Technical Review Committee, or TRC, to help guide the partnership in its decision-making process.

“The TRC maximizes the local knowledge and expertise of those who visit or use the parks daily, or have an interest in developing land surrounding the parks,” said Nicki Fatherly, design team leader for the investigation.

According to Fatherly, the committee members review and comment on draft decision documents, volunteer information and highlight issues they feel should be further addressed.

“This candid input allows the Corps to make reasonable adjustments to decision documents that reflect the intricate and detailed interests of the community,” said Fatherly.

The final remedial investigation report and the final feasibility study are scheduled for release in June and July respectively.



(Photo by Christopher Augsburger, Public Affairs)

As part of the community outreach effort, the Corps and its partners developed a Technical Review Committee, composed of concerned residents, property developers and state and local government representatives to help guide the Corps in its decision-making process.

District responds to customers' needs

By JOYCE M. CONANT
Public Affairs Office

When Betty Boyland, the cultural and natural resources manager for Fort Detrick, Md., called Baltimore District to request a wetland delineation and floodplain analysis of the installation's Area B, known as the farm and recreation area, Planning Division was quick to respond.

"With so much construction taking place on Fort Detrick, it was imperative that the wetlands and floodplains be identified to ensure that area was not developed," said Boyland, referring to a burst of new construction activity to take place the next five years. "Wetlands are vital and part of the Chesapeake Bay initiative — we don't want to lose any more wetlands."

In just two months, a District team completed a delineation and verification of the Area B wetlands and floodplains and prepared a final report consisting of maps and photographs, which will be used by Fort Detrick for citing future development projects. The team was led by Larry Eastman and included Stacey Underwood, Craig Thomas, Heather Wells and Jared Scott of Planning Division, and Joe DaVia of Regulatory Branch, Operations Division.

"After the completion of the two projects, the Corps provided complete documentation, maps and photographs of the area. The wetland and floodplain areas were added as layers to our geographic information system. In addition to having layers for storm water, pipelines and cables, we now have a layer for wetlands," Boyland said.

"The Corps is the only group that does wetland delineation and has jurisdictional determination with final authority," said Boyland. "We wanted to ensure we met all legal requirements to avoid future problems obtaining building permits, or worse, holding up projects because we didn't take the necessary precautions."

Section 404 of the Clean Water Act regulates the discharge of dredged or fill material into waters of the

United States, including jurisdictional wetlands.

"A fundamental precept of the Section 404 program states that impacts to U.S. waterways should be avoided and minimized to the maximum extent practicable," said Joe DaVia, an environmental protection specialist.

"Floodplains, too, are vital and sensitive areas," said Larry Eastman, the project team leader.

The floodplain analysis performed by Planning Division identified potential flood hazards and endorsed prudent

use and management of the floodplains. Such upfront planning and early consideration of obstacles is the cornerstone of the Baltimore District's planning support to military construction.

"Assessing project impacts on wetlands, historic resources and other areas of concern are fundamental items of consideration in the planning process," said Eastman.

With its unique experience and specialized personnel, Planning Division assists military customers and other federal agencies in determining appropriate courses of action for future use and development of their facilities. When issues arise outside of Planning's area of responsibility, other District expertise, such as Regulatory Branch, is called upon, said Eastman.

"We want to get the word out to the facilities that we do this type of work and that by knowing what they are dealing with ahead of time, facilities can avoid problems with future construction," said Craig Thomas, an environmental protection specialist.

Boyland said she's sure as development pressure increases at installations, the services provided by the Planning Division, Regulatory Branch and other District elements will likely be called upon again by others seeking to develop in an environmentally sustainable manner.

"Working with the Corps was a pleasant experience — the whole process was very timely and we received a full package," said Boyland, who has since requested work to be done in two other areas located at Fort Detrick.



(Photo by Heather Wells, Planning Division)

To preserve wetlands, Fort Detrick officials asked District planners to perform a wetland delineation and floodplain analysis of the wetlands located in Area B off Shookstown Road in Frederick, Md.

'One Tough Project' becomes even tougher

By MAJ. JOHN K. BAKER, P.E.
Afghanistan Engineer District

The Afghan National Army Regional Brigade Facilities at Gardez, Afghanistan is a \$65 million, fast-track, design-build project to provide a base with more than 130 structures for over 6,000 soldiers in less than 12 months. The project's short duration and "expeditionary" environment have made it a truly challenging effort for members of the Afghanistan Engineer District, or AED.

The contract schedule is aggressive by U.S. standards. It is particularly tough given working conditions in the world's 5th least developed country — so much so that the good contractors include liquidated damages in their bids. The schedule is tough on AED personnel as well. Submittal reviews must be completed within five days under contract requirements.

Significant to the start of work is mobilization in a remote and austere environment, clearance of mines and unexploded ordnance in all work areas, not just the jobsite, and at all times — security, because we're still in a combat zone. Very easily, the project team can find itself two months behind schedule before anything is even built, as we did on this project.

Construction is fairly simple by U.S. standards. Most structures are single-story concrete and masonry buildings. But U.S. standards are hard to come by in Afghanistan.

Procurement of quality materials has been a wildcard and cause for further schedule slippage. There is only one commercial airport in the country to receive air freight, and the



(Photo by Maj. John Baker, Afghanistan Engineer District)

The untreated wood at lumber yards, like this one in southeast Kabul, is just one of the challenges members of the Afghanistan Engineer District face in building projects for the Afghan National Army.

nearest sea port is Karachi, Pakistan, more than 600 miles away.

Overland routes are predominantly one or two lane unpaved roads that traverse mountain ranges in which passes are closed for most of the winter months. Our contractor spent nine days with earth-moving equipment at a local pass to keep the roads open for material shipments. Locally-procured products are often of lower quality, and we must sometimes make exception for these products to keep the job moving.

The weather has not cooperated either. The project has seen 54 inches of snow, sub-zero temperatures, flash floods and, most recently, sandstorms with "brownout" conditions.

Supervising work is no easy task in Afghanistan. Quality and safety are tremendous challenges for the more than 1,200 members of the workforce, including 700 local Afghans who have never been subjected to any standards at all. Workers lack skills, protective

equipment, tools and machinery for which the contractor must compensate. No fewer than six different languages are spoken by workers on the jobsite, making this project strikingly similar to the Tower of Babel project from biblical times.

Personnel turnover has been another challenge. Eight months into the project, the team has seen three AED project managers, two resident engineers, two contractor project managers and a 100 percent turnover of AED quality assurance representatives. We've learned the hard way the importance of effective standard operating procedures and continuous training.

It has taken special sacrifice and dedication of Corps of Engineers civilians to volunteer under these conditions, but their efforts have had great rewards.

—*Second in a series*

Good leadership is a learned behavior

by AMY GUISE, BILL TULLY, JEAN SWALLEY
 2005 Tier III Leadership Development Team

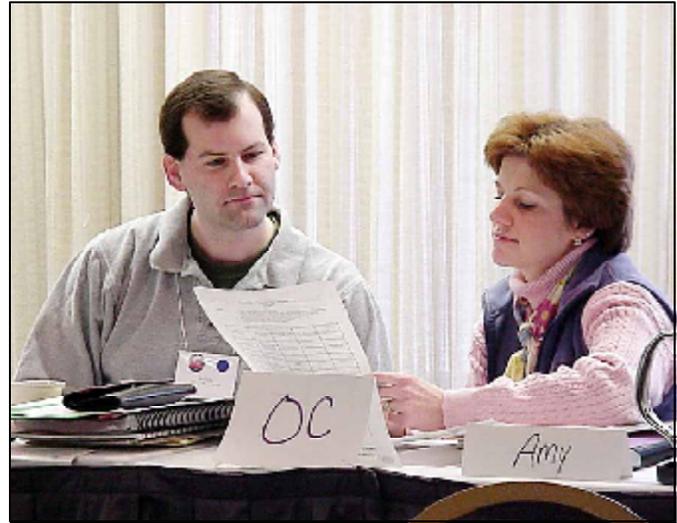
The U.S. Army Corps of Engineers has a long history of success. In order to meet the future global demands and be the world's premier public engineering organization, we need effective, competent leaders to promote the learning organization doctrine. This is why the Baltimore District Leadership Development Program, or LDP, continues to offer employees the opportunity to grow as leaders. The ultimate goal of the LDP is to develop leaders at all levels who are self-aware, adaptive and confident.

The Baltimore District LDP consists of three tiers. All District employees represent Tier I. In Tier I, employees become technically proficient, learn about the organization, complete a variety of mandatory training requirements and may participate in voluntary opportunities. Employees gain an understanding of the Corps' culture and values.

Tiers II and III are each one-year competitive programs open to all eligible District employees. Tier II LDP students focus on self-awareness and team building while Tier III students refine their leadership skills by mentoring others and promoting the doctrine.

To emphasize the values that govern our organization and personal development, Baltimore District Commander Col. Robert J. Davis discussed the Army values during the April town hall meeting. In addition, separate 'brown bag' discussion groups were facilitated in the District. The discussion groups allowed personnel to engage in developing their personal and professional values, and solidify the significance of their role in the Corps. There will be future brown bag discussion groups on various topics. We encourage you to become engaged with your peers on topics that affect our work environment, now and in the future.

Although there are current opportunities in Baltimore District to expand on leadership and



(Photo by Pamela Sleeper, Engineering Division)

Bill Tully, left, and Amy Guise, members of the third tier of Baltimore District's Leadership Development Program, role play a scenario designed to portray the traits of a good leader.

team-building skills through such courses as the Action Officer Development Course, Intern Leadership Development Course, Leadership Education and Development and Organizational Leadership for Executives, these classes are often constrained by time or funding.

To address this, 2005 LDP Tier III participants are coordinating voluntary learning opportunities and

resources to be available and accessible to all District employees. The intent is to strengthen employees as individuals, in teams and as future leaders; and to prepare candidates for competitive programs such as the LDP. A schedule of two-hour classes will be available in the near future and will allow you to learn and refine leadership and team skills. It is up to all of us to commit ourselves to being an active part of our learning organization and future success.

By committing and engaging ourselves in these learning opportunities, we can build individual and organizational talents...together leading change.



Awards ceremony builds on success

By ANGELA MOORE
Public Affairs Office

Building on Success was this year's theme for the Baltimore District annual awards ceremony, held at the Baltimore Convention Center April 13. A year-in-review video kicked off the ceremony in the form of a fictional news broadcast by WNAB News. The newscast provided a humorous and informational look at the accomplishments of Baltimore District during 2004.

Lt. Col. J. T. Hand, deputy commander, served as master of ceremonies, as Baltimore District recognized employees and team members who received awards for their accomplishments over the past year.

The ceremony also recognized more than 60 employees with length of service awards for 30, 35, 40 and 50 years of service to the government. Federal Executive Board nominees, as well as employees receiving the Army Achievement Medal and the Commander's Award for Civilian



(Photo by TexJobe, Information Management)

Col. Robert J. Davis, Baltimore District commander, pins the Army Achievement Medal for Civilian Service on Rosalind Wiseman, a financial analyst in the Resource Management Office. Turhan Robinson, right, civilian aide to the secretary of the Army for Maryland, joined Davis in congratulating some of the award recipients.

Service were also honored.

Turhan Robinson, Maryland's civilian aide to the Secretary of Army, joined Col. Robert J. Davis, Baltimore District commander, on stage in

presenting the Department of Army civilian awards and medals.

Two former District employees, Noel Beegle and George H. Weitzel, were inducted into the Gallery of Distinguished Civilian Employees. There were also a number of special awards presented for individual achievement, and eight project teams were awarded the 2004 Team Honors Award.

The awards program concluded with a town hall presentation by Davis, during which he addressed the District on the upcoming changes within the Corps of Engineers and acknowledged how proud he is of Baltimore District's accomplishments over the past year.

District employees received a sweet treat upon returning to the city crescent building. Division and office chiefs served up slices of cake, capping off the annual celebration of the Baltimore District successes.



(Photo by Angela Moore, Public Affairs)

Gary Schilling, a program manager for the Programs and Project Management Division, enjoys a slice of cake served by Joyce M. Conant, a public affairs specialist in the Public Affairs Office.

District emphasizes Ability awareness

By TIM ANDERSON
Office of Counsel

Second in a series of articles addressing Consideration of Others topics

Hiring and developing employees who happen to have a disability is a good business practice. As supervisors, we have yet to take full advantage of a valuable resource pool that can help achieve the District's "better, faster, cheaper" goals.

The above title is not a misprint. The Baltimore District puts the emphasis on "Ability." President George W. Bush said, "Americans with disabilities are active and contributing members of our society, and they must have the opportunity to develop the skills they need to compete and obtain jobs in the 21st century workforce."

For people with disabilities, employment promotes greater independence and productive, fulfilling lives, while employers benefit from employees who are eager to contribute. That's a win-win situation that is demonstrated every day in the Baltimore District. However, celebrating successes should not stop us from continuing to set our sights higher.

Some documented facts about persons with disabilities:

- The number of Americans with disabilities in the adult population ages 18 to 44 has been increasing sharply in recent years.
- Employees with disabilities are competitive, quality employees. Surveys continually show that employees with disabilities rate comparably with non-disabled employees in job performance, in terms of safety, performance of job duties, attendance and job stability/turnover.
- Employers who have hired a person with a disability said the most difficult change to make for meeting that employee's needs was "changing co-worker and supervisor attitudes."

A myth about workplace accommodation:

Myth: Accommodating a disability requires significant workplace modifications and is expensive.

Fact: Studies have shown that 15 percent of accommodations cost nothing, 51 percent cost between \$1 and \$500, 12 percent cost between \$501 and \$1,000, and only 22 percent cost more than \$1,000. Technology to assist the hearing or sight impaired can be provided under a government program at no cost to the Corps!

Workplace guidelines:

In the workplace, the most important rule to remember is to treat all people with respect and dignity.

If you are attempting to assist someone with a disability, first ask if they need assistance, and then ask how to assist.

People with disabilities know what they need and how best to achieve it and generally prefer to be independent. If your offer is not accepted, don't be offended.

The Easter Seals Web site, www.easterseals.com/site/PageServer?pagename=ntl_disabfacts, has some practical suggestions for putting people at ease and being a considerate teammate, when someone has a disability. In addition, the District's Equal Employment Opportunity Office, also has valuable information on disability awareness.

Of course, for questions about job interviews, accommodations, legal rights and obligations regarding people with disabilities, consult Human Resources, EEO and/or the Office of Counsel for the applicable rules.

Further information:

A wealth of relevant information for prospective employees and employers alike can be found at the following Web sites:

- <http://www.disabilityinfo.gov/digov-public/public/DisplayPage.do%3fparentFolderId=500> and
- <http://www.opm.gov/disability/index.asp>

Springing up



(Photo by Maj. Thomas J. Verell, Programs and Project Management)

The Baltimore District planted 22 trees of varied species last month in Friendship Park, a children's playground in the Spring Valley neighborhood of Washington, D.C. The newly planted trees will replace the trees taken out during the removal of arsenic-affected soil from city property and will one day bring shade and added beauty to the park.

Boating begins with safety

By PUBLIC AFFAIRS OFFICE

The kick-off of boating season begins with the 2005 North American safe boating campaign message “Boat Smart. Boat Safe. Wear It!,” which should be emphasized throughout the year. Boating safety should become a common, everyday practice.

Annually, more than 70 million Americans enjoy recreational boating at various locations, including such Corps’ sites as Jennings Randolph Lake in Maryland and West Virginia and the Cowanesque, Hammond, Raystown and Tioga Lakes in Pennsylvania. Boat registrations have increased steadily to more than 12.8 million.

Focusing on safety, the U.S. Coast Guard reports:

- The number of drownings as a

percent of total boating fatalities is about 70 percent. Other causes of fatalities include trauma, hypothermia and carbon monoxide poisoning.

- Alcohol was documented in 38 percent of boating fatalities.
- Open motor boats were involved in 56 percent of fatalities, and personal watercraft were involved in 10 percent.

Life jacket use by all boat occupants can reduce drownings. Coast Guard approved life jackets are now more attractive in appearance and comfortable to wear. When properly fitted, a life jacket can prevent a tragedy.

Alcohol use affects judgment,

vision, balance, and coordination. In fatalities involving alcohol use, over half of the victims capsized their boat or fell overboard. More than a third of all fatalities resulting from a collision involved alcohol use. Don’t drink when boating.

About 70 percent of reported accidents could have been avoided by the boat operator. The main causes of accidents are operator inattention, carelessness or recklessness, inexperience, unsafe speeds and failure to post a lookout to identify hazards.

Boating education courses teach rules for safe operation and navigation of boats.

Getting a vessel safety check is a free public service provided by the Coast Guard Auxiliary and volunteer organizations promoting safety. They check safety equipment and provide valuable information.

A \$3 launch fee is collected at every Corps of Engineers boat launch. Several lakes have no open and close boat launch dates. Be sure to check boating schedules prior to departure.



(Photo by Bill Donnellan, Operations Division)

A kayaker enjoys the waters along the north branch of the Potomac River during a whitewater release from Jennings Randolph Lake. Above, Jonathan Dayton, left, and Jaden Donnellan — nephew and daughter of Bill Donnellan, lead park ranger at Jennings Randolph — make life jackets a part of their boating attire.

Anacostia River gets face-lift for Earth Day

By JOYCE M. CONANT
Public Affairs Office

Baltimore District employees provided trash removal services for the Anacostia Watershed Society's Earth Day cleanup April 16. A total of 1,652 volunteers collected 50 tons of trash and 286 tires, all of which were disposed of by Corps employees.

"We filled an entire dumpster and barge," said Charlie Campbell, chief of the Debris Removal Team. The five staff employees providing service were all members of the Washington Debris Removal Unit.

"This is truly remarkable and a fabulous accomplishment," said Jim Connolly, executive director of the Anacostia Watershed Society. "The assault on trash must continue, and through the ongoing effort to engage everyone within the watershed, we are slowly gaining traction."

At the closing ceremony Robert Pace, chief of Planning



(Photo by Charles Campbell, Operations Division)

Division, said the Corps is busy working every day to keep the Anacostia and Potomac rivers free of hazardous debris. Because of the outstanding work of our debris removal unit, we can safely navigate these waterways.

****ATTENTION RETIREES****

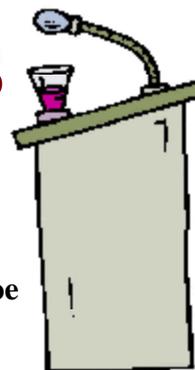
Want the latest news on what the Baltimore District and your former co-workers are up to? Have your name and email address added to the Baltimore District retiree contact list. Just send your email address to angela.moore@usace.army.mil

**29th Annual
USACE Baltimore District
Golf Tournament
Pleasant Valley Golf Course
Stewartstown, PA
Friday, June 10**

For more information call
Frank Meisel at x3375
or
John Naurot at x6723

**REGISTRATION DEADLINE
MAY 20**

Speakers Bureau



Tracy Keefer, Operations, **Joe Phelan**, Construction, and **Robert Moyer**, Engineering, spoke about working for the Corps to students at Col. Richardson Middle School in Federalsburg, Md., during their April 21 career day. **Steve Kopecky**, Planning, gave a presentation about the Corps' work on Chesapeake Bay restoration before the environmentally active Londonderry Retirement Community in Easton, Md., April 22. **Gloria Markovci**, Engineering, spoke to students about working for the Corps during the April 22 career day at Perry Hall Middle School in Baltimore.

Maryland Superfund site removed from priorities list



(Photo provided by EPA Region III)

By EPA REGION III

On April 5, the Southern Maryland Wood Treating Superfund Site was deleted from the National Priorities List. This 94-acre former wood treating site was once contaminated with creosote, which had leaked from a series of unlined treatment lagoons and dripped onto the

ground from drying railroad ties and telephone poles.

The cleanup used thermal desorption to remove the creosote, leaving the site cleaned to residential standards. There are no restrictions on the site's future use because there was no waste left on the site. The cleanup was completed January 17, 2001. Two additional years of groundwater monitoring to assure that the remedy was a success followed.

The \$61 million cost of this cleanup was borne by the EPA and the State of Maryland. The cleanup of this site along with development pressure has already resulted in new housing developments on adjacent properties. The site became the first in Region III to attain an official "Ready for Reuse" determination.

The future use of the site will likely be determined by The National Bank of Fredericksburg which holds a lien note secured by the property that predates the start of cleanup operations. While the U.S. Fish and Wildlife Service has provided information on possible conservation easement options to the bank, it is likely that the bank will sell the lien note to a private developer.



Leave Donation Program

The Leave Donation Program is designed to help employees who will be on leave without pay for an extended period of time because of a medical emergency. To be eligible, employees need to obtain a statement from their doctor indicating the medical condition and expected length of absence. Employees provide this documentation to their supervisor, who forwards it to the chief of the Human Resources Office, or HRO, for review. From HRO, it is sent to the commander for approval.

The Leave Donation Program coordinator sends approved requests to the General Bulletin Board, notifying other employees that they may donate leave to that individual. Employees who wish to donate should complete an OPM 630-A form and turn it in to Samantha Rosen in HRO. The transferred leave will be deducted from the donating employee's leave account shortly thereafter.

Employees in the program should notify their supervisor and the HRO when the medical emergency terminates and donations are no longer required.

Leave Donation Applicants

Mary Blount-Earby	Charlayne Johnson
Deborah Bubp	Leonard Martin
Leslie Dye-Flanagan	Sharon McCain
Mallecia Hood	Tammy Streeter
Michael Howard	

TSP eliminates open seasons July 1

Public Law 108-469, which was signed into law December 21, 2004, eliminates the Thrift Savings Plan open seasons and the restrictions on contribution elections that are tied to open seasons. The Federal Retirement Thrift Investment Board will implement this law July 1.

There will be one more open season, April 15 through June 30. This means that participants may file contribution elections with their agencies or uniformed services until June 30. These elections will be processed under the current rules.

Beginning July 1, contribution elections will be processed under the new rules — that is, the elections must be made effective no later than the first full pay period after they are filed.

The law does not affect the waiting period new employees covered by the Federal Employees' Retirement System must serve before they become eligible for agency contributions to their accounts. In addition, the law does not affect contribution allocations or interfund transfers, which can be made at any time by using the TSP website, www.tsp.gov or by submitting an Investment Allocation form to the TSP.



Department of the Army
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Official Business

Baltimore Newsmakers

MEMORIAL DAY
May 30th