



CONSTELLATION

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Military Advanced Training Center opens to aid Wounded Warriors at Walter Reed

By Jennifer Walsh
Public Affairs Office

On Sept. 13, Sgt. 1st Class Jacque Keeslar, a double amputee wounded in Iraq, cut the ribbon on the \$10 million Military Advanced Training Center at Walter Reed Army Medical Center in Washington, D.C.

“This center is an evolution in how we treat and honor those that have been injured in service to our country,” said



(Photo by Jennifer Walsh, Public Affairs)

Sgt. 1st Class Jacque Keeslar, a double amputee injured last year in Iraq, prepares to climb a two-story rock wall at the new Military Advanced Training Center Sept. 12.

Gen. Richard A. Cody, U.S. Army vice chief of staff, as he addressed hundreds of spectators during the ribbon-cutting ceremony.

The center was built to provide advanced training and centralized rehabilitation to Wounded Warriors with limb loss and functional limb loss.

“They went to war in the best shape of their lives,” said Elihu Hirsch, Baltimore District project manager. “We are going to get them back (to that level).”

The Corps, who partnered with Turner Construction Company from Arlington, Va., and Health Facilities Planning Agency headquartered in Falls Church, Va., began building the MATC in November 2006 using a design-build method. This allowed construction to begin before the designs were completed.

“We would put the features together along with user requirements into a design that worked and flowed,” said Hirsch. “Then we would pass the requirements on to the contractor and start the next design phase.”

As a result, the building was delivered two months ahead of schedule. In addition, instead of waiting for the completion of the building and postponing the opening another month, equipment was placed in the building as it was being constructed. The MATC will open in October for patients to use full-time.

“As the commander of USACE, I am extremely pleased by the Baltimore District’s execution excellence of this critical project,” said Lt. Gen. Robert Van Antwerp, chief of Engineers. “My beret is off to the Baltimore team for a job

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U.S. Army Corps
of Engineers
Baltimore District

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Commander's Comment

Our Fiscal Year in Review

By Col. Peter W. Mueller
Commander and District Engineer

As you read this we will have closed out another very successful fiscal year. I want to review some of our many accomplishments in the context of my command philosophy that I provided to you just over a year ago.

We continue to *Accomplish Our Mission* as a superb team. We celebrated completion of the District of Columbia Public Schools rehabilitation; awarded contracts for the Cell Six closure at Poplar Island, the Whitney Point environmental enhancements and the lead options for the National Geospatial-Intelligence Agency New Campus East; completed construction of the Military Advanced Training Center at Walter Reed two months ahead of schedule; and our Operations and Maintenance execution was Green. We have advanced in all our other Base Realignment and Closure projects; are near completion of the Mid-Bay Island Feasibility Report; and Real Estate, the Realty Services Field Office and the Washington Aqueduct continue to deliver their specialty services.

We have been *Caring for Our People* and each other. I shared with you that taking care of people means that we must provide the tools, training, resources and a positive work environment that enables our team to accomplish our mission. Our Leadership Development Program is a model program with quality participation again. This program builds future leaders and I encourage each of you to apply now for next year. We have been deliberate in our implementation of the National Security Personnel System through quality training and hands on use. We have continued our telework program with more than 230 employees registered. We have also closely scrutinized transformation of our Logistics Office and continue to do our best as we transition our IM/IT office to ACE-IT. Our

Specific Management Action Plan and aggressive safety program continues to help guide us as we strive to ensure that we provide a safe and healthy work environment.

We are *Doing What's Right...Always Doing Our Best*. This is at the core of our Army Values of loyalty, duty, respect, selfless service, honor, integrity and personal courage. With the volume and diversity of our missions and competing demands for our time, this tenet is critical to allow us to empower every individual to perform their duties. I am proud of the many examples I can provide. Our volunteers who have deployed as part of our debris team or to support our nation's efforts in the Global War on Terror; our Regulatory Team balancing competing desires; and the Washington Aqueduct Team delivering safe drinking water; dam operators, quality assurance inspectors, credit card holders and classified program leaders. The list seems endless.

We are *Having Fun*. The spirit and camaraderie in the District is impressive. District visitors see it and have told me so. I've seen cubicles decorated for colleagues who have reached a milestone birthday, supervisors taking an employee out to lunch to celebrate a promotion or a farewell and divisions throwing baby showers for an expectant mother. The Logistics Management museum was a fun idea. Each official event the District has hosted has been an unqualified success. From the District Holiday Party to our light hearted Spring Awards Ceremony, June picnic, or golf tournament, people are having fun. I've seen people smiling out in the field and even in our full day of Project Review Board meetings! Life is way too short to not have some fun every day.

This has been a terrific year. Congratulations on the outstanding team effort! Team Baltimore is getting it done! I am honored to serve with you and look forward to our FY08 adventure!

Army Strong, Engineer Ready, ESSAYONS!

MATC

(continued from the cover)

well done. You said what you were going to do and you did it...you delivered.”

Although the project received funding in 2004, there was talk of postponing the construction of the MATC because of the 2005 Base Realignment and Closure program. Ultimately, the care of the patients came first.

“There are Wounded Warriors returning from the Global War on Terrorism that need this facility now,” said Hirsch. “So we built a transitional facility whose equipment could be moved to the National Naval Medical Center in Bethesda, Md., in 2011 when BRAC occurs.”

The 31,000 square-foot building is equipped with cutting-edge technology and a world-class gym.

On the first floor, there are simulation rooms to help the amputees learn to use their new prosthetics.

“One of our unique systems is the Fire Arms Training Simulator,” said Hirsch. “It allows patients to restore their basic skills with weapons in a simulated environment.”

The patients train using real weapons that have been modified to fire at a screen, much like a video game. Another simulation patients use is the Computer Assisted Rehab Environment lab.

On a basic level, the CAREN lab consists of a large projection screen and a treadmill attached to a multi-axis helicopter pad. Patients are secured in a harness on the pad and are placed in a virtual game such as driving a boat. The interactive pad moves in response to the movements made by the patient. This allows patients to train using their new prosthetics in different virtual worlds, but always in a safe environment.

“This is extremely unique equipment,” said Hirsch. “The CAREN lab is one of three in the world.”

There is also a two-story gym located in the middle of the MATC. The lower level focuses on regaining strength in the lower extremities, while the upper level focuses on developing the upper extremities. The lower level has elevating parallel bars, cardiovascular machines and a climbing wall.

The upper level of the exercise area features a padded track equipped with the first in the world Solo Step harness system. This system, which is mounted above the oval running track, allows patients with limited mobility to walk or run without a therapist next to them. If a patient should slip or fall, the harness prevents them from hitting the ground and gives them time to regain their balance.



(Photo by Jennifer Walsh, Public Affairs)

Lt. Gen. Robert Van Antwerp, chief of Engineers, talks to Col. Peter W. Mueller, Baltimore District commander, and members of the MATC project delivery team about the completed center. The center will centralize the rehabilitation process for Wounded Warriors with limb loss and functional limb loss.

“This is going to be amazing for a lot of Soldiers,” said Keeslar. “Everything is going to be centralized.”

Prior to the MATC being built, patients had to travel all over the hospital to get to their physical therapy sessions or counseling appointments. Now, offices for nurse case managers, Veterans Affairs workers and counselors are all in one accessible location.

“It allows all aspects of the treatment team to work more closely together,” said 1st Lt. Eric S. Mutchie, nurse case manager.

According to Mutchie, the counseling offices are unique because one-way glass was installed. It allows patients to unobtrusively observe their peers and set their own goals. Most importantly, it allows patients to see how much they will be able to accomplish by completing the recovery program.

“The real purpose is to give hope,” said Van Antwerp. “It gives hope because you can mingle around different stages of recovery and see the possibilities.”

Overall, the MATC is designed to address both physical and mental healing, which often go hand in hand.

“Your mental side of the house improves when you are physically able to do something,” said Keeslar. “Walter Reed is probably the best place I could’ve gotten the medical attention I needed.”

Partnership uses watershed approach on Whitney Point Lake project

By Jennifer Walsh
Public Affairs Office

On Sept. 11, 12 men and women dressed in military uniforms and suits lined up along the shoreline of Whitney Point Lake in New York. Smiling at the audience, they each reached for a shovel and simultaneously scooped up some soil and heaved it to the side. The sound of metal hitting earth could only mean one thing. The construction phase of the \$7.1 million Whitney Point Lake Section 1135 Project was officially set to begin.

“We have always had a rich history in flood damage reduction here at Whitney Point Lake,” said Col. Peter W. Mueller, Baltimore District commander. “But today is about moving forward with the Corps’ environmental restoration mission in the area.”

The project, which evolved from a 1995 reconnaissance study on the water resources challenges plaguing the Susquehanna River Watershed, targets the low flow conditions in the region.

“When low flows occur, it reduces the area you have for habitat,” said Claire O’Neill, Whitney Point Lake project manager. “It puts undue stress on the aquatic ecosystem.”



(Photo by Jennifer Walsh, Public Affairs)

Federal, state and local officials join Col. Peter W. Mueller, Baltimore District commander (center), and Assistant Secretary of the Army for Civil Works John Paul Woodley (fourth from the right), as they break ground on the Whitney Point Lake Section 1135 Project Sept. 11.

To develop a solution, the Corps formed a collaborative partnership with the Susquehanna River Basin Commission and other state and local agencies. By working together, they were able to combine a variety of resources, authorities and perspectives.

“From my office at the Pentagon we recognize that no single federal agency can solve all of the nation’s water challenges,” said Assistant Secretary of the Army for Civil Works John Paul Woodley. “By collaborating with one another you were able to solve a dynamic and complex water challenge.”

The project will consist of three key parts. During the first part of the project, the Corps will change the dam operating plans at Whitney Point Lake to maintain the summer reservoir levels year-round.

“Previously, the Corps would draw the lake down seven feet during the winter months,” said O’Neill. “By maintaining a higher reservoir level year-round, we’ll be able to make downstream releases when low flows occur and allow wetlands to develop along the lake shoreline.”

In low flow conditions, up to 60 million gallons of water can be released downstream to relieve stresses on the Otselic, Tioughnioga, Chenango and Susquehanna rivers.

The second part of the project involves making modifications to the facilities at Dorchester Park at Whitney Point Lake.

“The Corps is going to adjust the beach and boat ramp levels so they will still be accessible when there are drawdowns in the reservoir throughout the year,” said O’Neill.

Other modifications being made in the park include remodeling a changing station; repaving parking lots and adding new parking spaces; upgrading utilities to meet current New York state standards; and implementing an ecosystem monitoring plan after construction has been completed.

The third part of the project involves altering 20 acres in a mudflat area at the north end of the lake. The area will become a wetlands enhancement project with escape channels and deep pools for fish, new wetland vegetation and fish habitat structures.

Overall, the Whitney Point Lake Section 1135 Project will benefit the aquatic ecosystem and will provide an improved recreational area for surrounding communities to enjoy.

“This is a great example of how the Corps can adapt and improve our current projects to enhance the environment,” said Mueller.

Signing on the dotted line: Contracting

By Jennifer Walsh
Public Affairs Office

Mention the idea of moving and some employees may involuntarily cringe. Moving may lead to a new and exciting job, but the process of moving is not always pleasant. Boxes must be packed, mail must be forwarded and moving trucks must be loaded. However, there are employees who feel the benefits of working at different districts outweigh the burden of moving. Jimm Rich is one of those people.

“Being a chief in different districts has really helped me do the job here because each district has its own culture,” said Rich, chief of Contracting.

Rich started his Corps career in 1979 as a presidential management intern with the North Pacific Division in Oregon. Since then, he has worked his way up professionally by working for districts in Alaska, Kuwait, Texas, Kansas and the Pentagon Renovation Program. In 2001, he became the chief of Contracting at Baltimore District.

As the chief, Rich oversees all the contracts awarded by the District. According to Rich, virtually 100 percent of the construction work done by the Corps is started with a contract.

“The physical construction, the design, the services we procure to support the Army and the civil works projects that support the nation are all executed by contract,” said Rich.

Each fiscal year, hundreds of contracts are awarded by Rich’s division. For FY07, the projected awards total \$500 million. To facilitate the demanding work, the division is divided into two branches – the acquisitions branch and the management and support branch.

The acquisitions branch is divided into four teams. The



(Photo by Jennifer Walsh, Public Affairs)

Nancy Kamphaus, administrative assistant in Contracting Division, hands Jimm Rich, chief of Contracting, a report to review for an upcoming project.

military team handles work such as building a new barracks on an installation; the civil programs team supports projects such as new jetties; the environmental team works on projects such as formerly used defense sites; and the simplified acquisitions team manages purchases of \$100,000 or less such as credit card purchases.

In the management and support branch, employees provide contracting support by maintaining data and checking contract packages for accuracy and compliance. Some of these employees are located off-site at places such as the District of Columbia Programs Office and the Realty Services Field Office. Other field sites also have their own contracting personnel.

“We’re a little unique in that respect. We have people in the building, staff at the Residential Community Initiative facility at Fort Meade and staff at all of the Integrated Program Offices where we have a contract,” said Rich. “We have a lot of folks out there on the ground with the customer and that tends to work extremely well.”

The approach Rich takes with his staff, which is approximately 50 people, also tends to work well.

“We ask that people do the right thing,” said Rich. “Take care of their customers, stay focused on the mission and be proud of what you do.”

Overall, Rich believes in building relationships with his staff, the divisions and the external customers.

“I think we’ve got a great workforce here and I think the senior leadership is terrific,” said Rich. “If we work hard and effectively together, we can get some amazing things done.”

Did you know...

- Rich enjoys experimenting in the kitchen and tries to never cook the same thing twice.
- He taught at the graduate level, including a teaching position at the Fort Leavenworth Command and General Staff College.
- He is a member of a local Bicycle Club and often rides 30 to 40 miles on the weekend.
 - He races his porsche around the region at places like Ripken Stadium in Aberdeen, Md.
- He was involved in school almost non-stop from the age of 5 to 43 and has a Ph.D. in urban studies.

Deployment benefits employees, aids missions around the world

By Joyce Conant
Public Affairs Office

The nation's servicemen and women are fighting to preserve peace around the world, and in a supporting role, so are the men and women of the U.S. Army Corps of Engineers.

Every day a Corps employee is out there doing what he or she does best — supporting national security objectives around the world, including when disasters strike.

Last year the District deployed 87 employees to support missions resulting from the effects of Hurricanes Katrina and Rita, the June 2006 Flash Flooding, and Lake Effect Snow events.

Baltimore District has deployed more than 85 employees to Iraq and Afghanistan in support of the Global War on Terrorism. Currently, there are eight District employees supporting this mission. Collectively, they have provided support to rebuild schools, provided innovative solutions



(Courtesy photo)

The five women gather for a group photo in front of their work tent at Camp Bondsteel in July 1999. They are (from left to right) Carol Ohl, Sara Robert, Debra Ford, Maria de la Torre and Susanne Bledsoe.

to restore water resources, and planned and managed many complex projects.

This dedication is not new to Baltimore District. Civilians have been serving on foreign soils even before the tragedies of 9/11.

Back in 1999, a group of District employees deployed to Kosovo to support the Army by building a base camp later known as Camp Bondsteel, to house and support U.S. troops who were part of North Atlantic Treaty Organization's peacekeeping forces.

"We built them a city," said Carol Ohl in the Resource Management Office, who deployed as an administrator. Ohl spent her days preparing correspondence, travel orders, credit card purchases and budget items.

"Anything they asked for — we made sure it happened. We built roads, helicopter runways, hangers, a hospital, housing and dining facilities, a camp theater, sewage treatment facilities, a post exchange and so much more," she said.

Ohl and other employees from Baltimore District went to Fort Benning, Ga., for training prior to deploying to Kosovo. Although they did not know one another prior to deploying, Ohl and four other Corps women would create a bond that continues today.

Among this group of women was Debra Ford who now works for New York District as a Base Realignment and Closure project manager at Fort Belvoir, Va.; Susanne Bledsoe who works as a photographer at the Architect of the Capital in Washington, D.C.; Maria de la Torre, chief of Emergency Management; and Sara Robert, project manager in Engineering Division.

Each of these women had different experiences in Kosovo and different reasons for deploying, but the one thing they had in common when their mission

was complete was a sense of pride and accomplishment that will last a lifetime.

"I was looking for more of a



(Courtesy photo)

The ladies held a weekend reunion at Sara Robert's West Virginia cabin earlier this year. Eight years after returning from Kosovo, the ladies still share a special bond. (From left to right) Debra Ford, Carol Ohl, Maria de la Torre, Sara Robert and Susanne Bledsoe.

personal challenge than a professional one," said Ford. "I wanted to see if I could handle extreme conditions when pushed. I ended up encountering both personal and professional challenges. In the end, these challenges brought out strengths and talents that I did not realize I had."

For Robert it was a chance to give back. She served as an environmental engineer and was the person responsible for addressing environmental issues for the entire U.S. area of responsibility for not only Kosovo, but also Macedonia.

"I grew up in the Army but obviously didn't join the military myself — I saw this as an opportunity to give back," said Robert. "The General made a statement 'Soldiers in SEAhuts

by 1 November' and we all worked to make that happen."

Bledsoe's mission was to photograph the work the Corps accomplished in Kosovo.

"I provided photo documentation of the 'whole story,'" said Bledsoe. She documented the Corps' mission at Camp Bondsteel and traveled with the Soldiers as they interacted with the public in the surrounding communities. "I photographed the work day and daily life of a deployment."

As Bledsoe looks back she is curious about the Kosovo citizens she met.

"I'll always wonder how the local people I met are doing. I saw it face-to-face that not everyone in this world is as fortunate as those of us in the United States. I know not to take what I have for granted."

The five women acclimated well to the challenging environment, but friends and family members back home had some concerns about their safety and wondered how their loved ones were doing.

"My friends thought I was crazy... my family as well. My mother begged me not to go. She was extremely upset and worried about me until the time she started receiving calls and newsletters from the District," said Ford.

The phone calls and newsletters turned out to be a welcomed blessing for the family members.

"The first time I called my mother from in country, I thought I would find her weeping. On the contrary, she was very positive because just that week she had received a phone call, I believe from the District Engineer, as well as a newsletter describing some of our first experiences in Kosovo. The District's outreach program to family members really put my mother's fears to rest," said Ford.

Once the team returned home from deployment, adjusting to life and work was different for each of them.

"When I got home I hugged my bathroom! I will never take our luxuries for granted anymore," said Bledsoe.

For de la Torre it was not only living accommodations, but the District's slower pace of work that challenged her.

"The pace of work and the progress was so much slower," said de la Torre, who was used to seeing project completion several weeks after initiating it.

Eight years later these women still have

a bond that cannot be broken. They recently attended a reunion at Robert's cabin in West Virginia.

"There will always be a bond between us because of Kosovo," said Bledsoe.

Today, the Corps' military support mission is as important as ever.

"A deployment is a great opportunity to do something larger than ourselves, but it is important volunteers fully understand the rewards and demanding nature of these commitments," said Col. Peter Mueller, Baltimore District commander. "I encourage employees who are considering a mission overseas to talk to people like Carol, Sara, Debra and Maria. See how this can help you meet your own personal and professional goals while serving a larger purpose. These can be life changing experiences."

For more information about deployment opportunities, contact Maria de la Torre in Emergency Management at (410) 962-4223.

Deployment Updates

Many employees from the Corps have deployed to aid in the recovery efforts in Louisiana and Mississippi and to support the Global War on Terrorism. Here are some ways we are continuing to help accomplish the mission around the world:

Louisiana/Mississippi Hurricane Response

Number of District employees sent: 128 since 2005

Ongoing and Completed Projects:

- 17th Street Canal Breach Repair
- Floodwall Repair at Pump Station 15

For more information:

<http://www.swf.usace.army.mil/pubdata/hurricane/index.asp> (Hurricane Disaster and Recovery Information)
<http://www.swg.usace.army.mil/CorpsHurricaneResponse/> (Corps Hurricane Response)

Iraq

Number of District employees sent: 28 since 2003

Ongoing and Completed Projects:

- Construction of Primary Healthcare Centers
- Ensuring the Shuhada Water Treatment Plant is fully operational

For more information:

<http://www.grd.usace.army.mil/index.asp> (Gulf Region Division)

http://www.grd.usace.army.mil/news/factsheets/docs/August_2007.pdf (Reconstruction Fact Sheet)

Afghanistan

Number of District employees sent: 78 since 2003

Ongoing and Completed Projects:

- Construction of a School in Jaji Maidan
- Improving Titin Valley Road

For more information:

<http://www.aed.usace.army.mil/> (Afghanistan Engineer District)
<http://www.aed.usace.army.mil/programs.asp> (Projects and Programs)

Telework offers flexibility, reduces commute

By Katisha Draughn
Public Affairs Office

It is 6:30 on Tuesday morning. Grabbing his briefcase and his Blackberry phone, Ali Sahal leaves his bedroom and walks down the hallway ready to start his work day. But he doesn't get into his car and head toward Interstate 95. Sahal walks into his home study and begins to prepare independent government estimates and project objective memorandums.

Sahal is enjoying the benefit of teleworking.

Telework is an alternative work arrangement that allows employees to conduct all or some of their work away from the primary workplace.

The District conducted pilot tests in 1998, 1999 and 2000. The program was approved and the permanent telework program began in July 2000.

"I think it's a good benefit to the employees," said Jan Harvin, the District's telework coordinator.

Sahal, a project manager in Engineering Division, has been teleworking since the program launched in 2000.

He works the core telework schedule, which allows him to work from home one or more days per week. He typically works at the District three days and works from home the remaining two days.

Phil Cwiek, a biologist and project manager in Opera-

tions Division, has a different telework schedule. He works from home one to four times a month.

"My main reason for trying the telework program was to see if I could complete my normal duties and tasks in a home setting as well as reduce the number of times I needed to commute to the Baltimore District office," said Cwiek.

Although the telework program has many benefits, there are rules and regulations supervisors and employees need to follow.

The employee requesting to telework must be a full or part-time employee in a position that allows him or her to telework. If the employee is interested in teleworking, he or she must inform their supervisor to get approval and set up a successful telework arrangement. Then the employee must contact Harvin to take the online training and fill out the necessary enrollment forms.

Currently, the District has more than 230 employees registered for the telework program.

"Telework can help morale because it shows that we have confidence that employees can work from home without supervision," said Joe Ignatius, chief of the Flood Protection and Natural Resources Section in Operations Division.

For more information on the District's telework program contact Jan Harvin at (410) 962-2583 or visit the District's Telework Program Web site at <https://nabinfo.nab.usace.army.mil/Telework/index.htm>.

Quick Poll: Why do you think telework is a benefit for the District?



Billie Leigh
Resource Management Office

"It gives the organization another option of getting things done and accommodates employees' private lives."



Nancy Hammond
Engineering Division

"It allows us to recruit capable people from a wider geographic area."



Brian DelGrosso
Information Management Office

"It gives people the flexibility they need with their home life and still contribute to the District."

Do you practice good ergonomics?

By Chanel S. Weaver
Public Affairs Office

Face it. Unless you are born wealthy or just happen to be that one person out of 10 million who wins the state lottery, you will probably have to get a job.

The average American spends 40 hours per week in the workplace which can amount to more than 60,000 hours over one's lifetime. So if people are spending that much time earning a living, shouldn't they at least be comfortable?

Safety experts say "yes." Every year, more and more Americans are visiting the doctor's office complaining of aches and pains, and in many cases, these ailments can be prevented.

Conditions such as carpal tunnel syndrome, neck pain and lower back pain can be attributed to an improper setup at the workplace.

Awkward postures, inadequate lighting, excessive noise levels and improper desk configurations are just some of the workplace conditions that can cause injuries to workers.

But implementing good ergonomics could significantly reduce these injuries.

"Ergonomics is fitting the workplace to the worker," said Bonnie Rathbun, an industrial hygienist in the District's Safety and Occupational Health Office. "It's making sure that an employee can do his or her job in an environment that does not put unnecessary strain on the body."

For the employee in the field, good ergonomics could mean using a hoist or cart when transporting heavy loads or wearing comfortable shoes if one will be doing a lot of standing.

"Sound ergonomic practices are important for employees

who work at a desk too," said Rathbun. "It might mean ensuring that an employee's telephone is in a place where it can be accessed without having to stretch and the top of their computer monitor is level with their eyes to reduce neck strain."

Rathbun said employees should also be sitting in a normal, relaxed posture while typing at their desks.

"They should not be making awkward moves or strain to reach. Injuries happen when you least expect them," said Rathbun. "Frequently after an injury, people will say, 'I was just reaching down to pick something up' when they injured their back, for instance."

Rathbun said good ergonomics saves time and money because an injury can have many negative impacts on an organization's mission.

"Injuries can cause a loss of workers, lost work time, re-training costs, decreased productivity and lowered morale," said Rathbun.

In fact, a national report by Colorado Compensation Insurance estimates that for every \$1 spent on ergonomics, \$17 is saved.

The workplace is not the only location where good ergonomics should be practiced. Good ergonomics should also be implemented at home.

"One can take steps to reduce the chance of injury by using a step stool when reaching for an item on the top shelf in a kitchen cabinet or be sure to carry boxes at waist level," said Rathbun. "Too much stretching and straining could cause a lifetime of problems."

For more information on "Ergonomics" and how to configure your workplace in a safe manner, contact Bonnie Rathbun at Bonnie.Rathbun@usace.army.mil or (410) 962-0645.

Good



Bad



Leadership Development Program wants you!

The Baltimore District Leadership Development Program is now accepting applications for 2008 Tier II and Tier III candidates. All applications are due by Oct. 12.

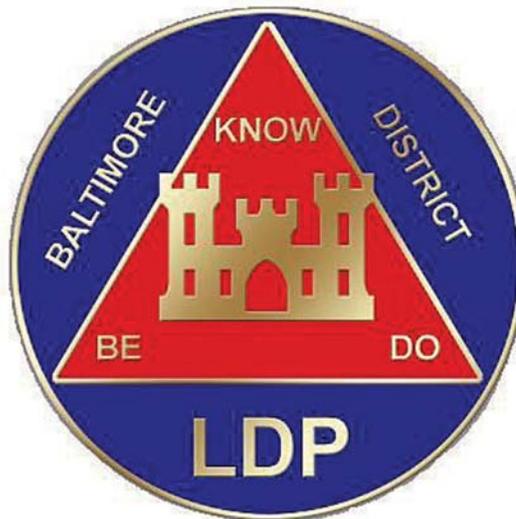
The LDP is a two-tier program that provides employees at all grade levels with leadership potential the opportunity to learn about the Army Leadership Doctrine (BE-KNOW-DO), the Learning Organization Doctrine (LEARN) and themselves.

The Tier II program seeks to provide employees with the necessary leadership skills in line with the Learning Organization and USACE 2012: communication, team building, Army Leadership Doctrine, decision-making and conflict management.

The Tier III program seeks to enhance leadership skills by improving communication skills (both oral and written) and fosters organizational success through team building and the development of problem solving, decision making, critical thinking, conflict management and mentoring.

Both tiers are competitive, one-year programs which allow students to interact with District senior leaders and participate in activities which will further develop their leadership attributes and skills.

The potential long-term benefits from participation in this program are clear. By “growing leaders,” individuals



develop a sense of pride in themselves, the Corps, and the incentive to work together as a team toward individual and organizational goals. The future of the Baltimore District is your future — help shape the future of this organization!

To apply for LDP or to get additional information on the program, visit the District’s LDP Web site on the Intranet at <https://nabinfo.nab.usace.army.mil/LDP/index.html>.

A new beginning...



(Photo by Christopher Augsburger, Public Affairs)

(Left to right) Navy Vice Adm. Robert B. Murrett, Director of the National Geospatial-Intelligence Agency; Scott Large, Principal Deputy Director at the National Reconnaissance Office; Army Brig. Gen. Todd T. Semonite, Commander of the North Atlantic Division, U.S. Army Corps of Engineers; Army Col. Brian W. Lauritzen, Installation Commander at Fort Belvoir, Va.; Retired Marine Corps Brig. Gen. Joseph Composto, Director of the Security and Installation Operations Directorate at the National Geospatial-Intelligence Agency; and Matthew Davis, an NGA employee, break ground on the National Geospatial-Intelligence Agency campus Sept. 25. The new \$1.4 billion facility will consolidate 8,500 employees from seven sites throughout the National Capital Region. Baltimore District is responsible for the overall construction of the new NGA campus.

Celebrate Hispanic Heritage Month

By **Katisha Draughn**
Public Affairs Office

On Sept. 15, activities and programs took place throughout schools, museums and military installations; speakers delivered powerful messages; and exhibits were placed for everyone to see. Hispanic Heritage Month has started and is in full swing.

Hispanic Heritage Month is celebrated Sept. 15 through Oct. 15. Sept. 15 is the anniversary of independence for Costa Rica, Guatemala, El Salvador, Honduras and Nicaragua. Mexico celebrates its independence on Sept. 16. and Chile on Sept. 18.

In 1968, then-President Lyndon B. Johnson proclaimed a week in September as Hispanic Heritage Week. Three years later, the observance was developed into a month-long celebration honoring the contributions Hispanics have made to America and celebrating the culture and traditions of Spanish, Hispanic and Latino Americans.

These Americans have made a huge influence on the United States and have formed many "famous firsts":

- Desi Arnaz was the first Hispanic star of a network television show, *I Love Lucy* (1952).
- Richard E. Cavazos was the first Hispanic four-star General (1982).
- Ellen Ochoa was the first female Hispanic astronaut (1991).
- Arturo "Arte" Moreno was the first Hispanic owner of any U.S. sports franchise, the Anaheim Angels (2003).

Also, the words alligator, cafeteria, mustang, patio and tornado have Spanish origin and many states such as California, Colorado, Florida and Montana are derived from Spanish language.

News You Can Use...

American Red Cross Blood Drive

Date: Friday, Oct. 12

Time: 8 a.m. to 1:30 p.m.

Location: EEOC Conference Room
Fourth Floor

**For more information contact
Stephanie Matthews at (410) 962-2087**

Combined Federal Campaign Kicks Off!

This Year's Theme: Be A Beacon Of Hope For Those Facing Darkness In Their Lives!

The CFC will run from the beginning of October through Thanksgiving. It will host a bake sale Oct. 24 to kick off the campaign. More details to follow.

**For more information contact
Steven Brown at (410) 962- 2792**

Hispanic Heritage Observance



Date: Thursday, Oct. 4

Time: 12:30 - 1:30 p.m.

Location: 11240 Conference Room

Guest Speaker: Felicita Sola-Carter, Assistant Deputy Commissioner for Human Resources Social Security Administration and Baltimore Federal Executive Board Chairperson

For more information contact Kim Brewton at (410) 962-6135