



DISTRICT TIDES

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Spring 2005

Great Bridge Bridge completed early, under budget

By Megan Nelson

The celebration for the completion of the \$46 million Great Bridge Bridge project was held March 4, 2005, at the new Great Bride Bridge viewing platform, constructed atop the 1917 bridge caisson and the 1943 bridge platform.

Patricia Biegler, Chesapeake Director of Public Works, was Master of Ceremonies and Col. Yvonne Prettyman-Beck and Chesapeake Mayor Dalton S. Edge co-hosted the event. More than 100 city, state and federal officials and community members joined guest speakers Congressman J. Randy Forbes, (R VA-4); Brig. Gen. Merdith W. B. (Bo) Temple, USACE North Atlantic Division Commander; State Senator Harry B. Belvins; and Delegate John Cosgrove to celebrate this welcomed accomplishment.

Brig. Gen. Temple said, "This great bridge was completed six months ahead of schedule and one million dollars under budget. The Corps prides itself on quality work on time and within budget. This bridge reflects that superior work."

"Teamwork" was the key to the projects success according to Project Manager Bryant Wilkins. "The Project Delivery Team (PDT), over a period of almost 15 years, operated as a true team through the planning, design, real estate acquisition, contracting and construction phases of the project," said Wilkins.

There were nearly 90 people who were members of the PDT representing all parties involved. Resident Engineer Andy Spendlove stated on many occasions, "If someone were to observe the team when it was working on problems and not know any of the team members, the observer would not be able to tell which member worked for which organization."



The recently completed Great Bridge Bridge in Chesapeake opens to allow boat passage on the Atlantic Intracoastal Waterway.

The previous bridge, constructed in 1943, was a 280-foot, low-level, double swing, two-lane bridge. In 1995 Congress authorized the replacement of the bridge and in 1999 the city of Chesapeake and the Corps signed a project cooperation agreement that replaced the old bridge with the present five-lane, two-leaf bascule bridge and approach roadway.

When opened, each leaf on the new bridge extends vertically about 140 feet--14 stories-- into the air. Wide pedestrian walkways and multi-use lanes run along each side

of the bridge and are protected from traffic. The new highway bridge is the first in Virginia to be fully hydraulically operated. Other features include significantly better traffic flow, which will improve air quality along the bridge approach corridors, and widening the roadway to five lanes from Wayne Avenue southward to Causeway Drive.

Now that the bridge has been completed, ownership and all operation, maintenance, repair, rehabilitation and replacement responsibility has been turned over to the City of Chesapeake.

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Commander's Corner

*Col. Yvonne J.
Prettyman-Beck*

Change is in the air

Spring is upon us and I know you probably enjoy the change in the weather as much as I do. It's a time of growth and transformation and nowhere is that more evident than here in Norfolk District.

In the last month our district has completed several major projects that have been 10 years or more in the making. On March 4, Brig. Gen. Bo Temple was in town to attend the celebration marking the completion of the new Great Bridge Bridge with our partners at the City of Chesapeake. Meanwhile, in Fredericksburg, contractors were removing the last pieces of the historic Embrey Dam. We also finished construction and cut the ribbons on the Military Entrance Processing Station and Aerial Delivery and Field Training Facility, both at Ft. Lee.

We have also celebrated our history and heritage. It was my privilege to be a part of the celebration for the 200th Anniversary of the Dismal Swamp Canal, the oldest operating artificial waterway in the United States. And our Equal Employment Office put on wonderful events that commemorated Martin Luther King Jr. Day, Black History Month and Women's History Month.

But with endings come new beginnings. The next step in our plan to revive the native oyster in the Chesapeake Bay

was kick-started with the seeding of 15 million oysters in the Great Wicomico River. Our military construction team is hard at work providing temporary facilities including barracks, office space, motor pools and support facilities for the stationing of approximately 1200 soldiers to be assigned to the 49th Quartermaster Group at Ft. Lee.

Even our landscape is changing as we watch construction crews busily work on the Harbor's Edge facility that will be located next door to our district headquarters.

In an era of so much ebb and flow, the Corps must constantly work to adapt to change. As I'm sure you know, the President's proposed Fiscal Year 2006 budget was released in February, and because we are in a wartime economy, funding continues to be tight. Being able to take advantage of regional assets and expertise will be important as we try to best serve our customers with limited resources. USACE 2012 is also shaping us into an organization poised for change. And the federal government is beginning to implement the National Security Personnel System (NSPS) which will modernize an outdated civil service system, and allow us to attract, recruit, compensate, reward and manage employees, with a focus on performance, flexibility and accountability.

In the spirit of change, we're also working to make *District Tides* more reader-friendly, with shorter news stories and updates on Norfolk District projects and initiatives.

I want to thank each one of you for your dedication and commitment to all of the growth and change that is going on around us. Please don't forget to take time out for yourself, your family and enjoy life! And, as always, BE SAFE!

Essayons!

Col. Yvonne J. Prettyman-Beck

Happy Retirement!!

Farewell to our recent and upcoming Retirees. You will all be greatly missed.

- * *Charles "Bud" Brinkley, TSD*
- * *W. Meade Stith, TSD*
- * *M. Paul Matthews, TSD*
- * *Renee Etheridge, Office of Counsel*
- * *Anna "Ann" Dwyer, BRD*



A look inside Regulatory's mission

By Megan Nelson

The Corps' regulatory program is often one of the most visible parts of our mission. Daily interaction with the community is a key part of Regulatory's day-to-day operations. A few of the benefits of an effective regulatory program are cleaner water, a healthier environment, more jobs and a stronger economy.

Peter Kube, an environmental scientist in the Regulatory branch, said, "I have always been drawn to the majesty of mother nature. My job in Regulatory allows me to protect the aquatic environment to make this a better world for tomorrow."

The Corps' efforts to balance society's many needs officially begin with the permit process. Many developers work with the Corps during the planning stage to avoid the need for a permit, but when an impact on aquatic resources is unavoidable, organizations must obtain a permit.

There are three basic types of permits: standard, general and letters of permission. Standard permits are issued for projects that are likely to have more than a minimal impact on aquatic resources. General permits, which cover projects that will have minimal impact, and letters of permission are granted on a quicker timeline.

Norfolk District and the Commonwealth of Virginia recently became the first partners to implement the new U.S. Army Corps of Engineers' electronic Joint Permit Application (eJPA). The eJPA will allow a permit applicant or consultant to fill out the entire regulatory permit application online, scan project drawings and submit the whole package electronically to a centralized server that then directs the application to the pertinent Corps district. The system will help to streamline the process for the applicant as well as the Corps.

The heart of the Corps regulatory program is the public interest review process, which is designed to produce fair, flexible and balanced permit decisions. Through this process the Corps considers the views of the public, government agencies, tribes and project proponents. Once all sides have been heard from the Corps determines what will best serve the public interest.

The primary mission of the program is to protect the nation's wetlands. The Corps supports the national goal of "no overall net loss" of wetlands. For permitted activities that result in unavoidable losses, the Corps requires replacement wetlands to offset those losses.

In the past each individual was responsible for replacing the wetland on their own, which resulted in unsuccessful replacements and a lot to keep track of. Bob Hume, Chief of Regulatory, said, "Now individuals can work with consultants or a mitigation bank to replace wetlands, making it easier to follow-up on and create successful replacements."

Over time, this focus on ecological quality may lead to a net gain in wetlands. In 2002, the Corps issued permits across the nation that affected 25,000 acres of wetlands. By contrast, more than 58,000 acres were restored, created, enhanced or preserved under the program.

One of the strengths of the permit program is that it is backed by a strong enforcement effort. The Corps is committed to enforcing compliance with the terms of all of the permits it issues. They act on approximately 6,000 reported violations nationally each year.

Besides being valuable to the environment, the regulatory program has a huge impact on the economy by enabling billions of dollars worth of construction and development projects to proceed each year. The program reduces effects that would negatively impact fishing and hunting and it supports commercial navigation and recreational boating activities, all which are multi-billion dollar industries.

The regulatory program creates tremendous benefits for individuals, communities and society as a whole. By protecting aquatic and wildlife habitat, the program ensures that

current and future generations will be able to enjoy these beautiful natural resources.



A cypress-tupelo swamp, common in southeastern Virginia. (Photo Courtesy of Regulatory Branch)

Did you know...

More than 60,000 acres of wetlands are restored, created, enhanced or preserved by the Corps every year

Nearly 90,000 important developments and renovation projects are permitted every year with little or no impact

On average permit decisions are made within 32 days

4,496 permits were processed in FY04 by Norfolk District and 86,177 by the Corps as a whole in FY03

Happy 200th to the Great Dismal Swamp

By Megan Nelson

The Dismal Swamp Canal celebrated its 200th anniversary on Feb. 11, 2005, with a luncheon honoring the national historic landmark. More than 200 people gathered at the Chesapeake Conference Center to kick off what officials hope will be a year-long birthday party.

Bland Simpson of Elizabeth City was among those who appeared during the event. Simpson read passages from his book, "The Great Dismal, A Carolinian's Swamp Memoir," recalling his childhood memories of walking along the canal that stretches between North Carolina and Virginia. Simpson also led the audience in a toast to the year ahead, saying, "Here's a toast to the future, a salute to the past, and a tribute to our friends far and near. May our deeds of today sustain all of tomorrow. And the canal remain open year after year. Here's to the Dismal Swamp Canal."

Chesapeake Mayor Dalton S. Edge also spoke during the event. He talked about the important role African-Americans

played against their will as slaves--in building the canal and making it the important recreational resource it is today. Eric Sheppard, president of Slave Descendants, Freedom Society Inc. said, "Without the slaves who built the canal, we would not be enjoying it today."

Among the events planned this year to celebrate the canal's 200th anniversary are the Second Annual Paddle for the Border --a canoeing event from Chesapeake to South Mills--set for April 30; the dedication of a 4.5-mile hiking and biking trail at the Welcome Center in South Mills on June 10; and a symposium on the Great Dismal Swamp and the Underground Railroad at Elizabeth City State University on Nov. 11-12.

The canal is operated and maintained by the Corps and is the oldest man-made and continuously operating waterway in America. A vital transportation link between the Elizabeth River in Virginia and Pasquotank River in North Carolina, the canal is also used by thousands of pleasure boaters sailing the Atlantic Intracoastal Waterway.

EEO events continue to celebrate diversity

By Megan Nelson

From Native American Heritage Month to Martin Luther King Day and into Black History Month and through Women's History Month, Equal Employment Office has continued to provide Norfolk District with enjoyable and educational events.

November was Native American Heritage Month with the theme, "Strengthening the Spirit of our Nation." Keynote speakers were Meghan Powell and Juanita and Curtis Smith of the Nansemond Indian Tribal Nation. Curtis Smith entertained the group with a tribal dance presentation.

Many of us may not be aware that many of the words in today's English language have been "loaned" by the Algonquian languages that were once widespread along the Atlantic coast. Some of the words we have borrowed include chipmunk, hickory, igloo, kayak, moose, and pecan.

On January 18, the Corps remembered Dr. Martin Luther King, Jr. with music, readings and the passing of candlelight. Guest speaker, Rev. Yvonne Delk, former member of the Community Renewal Society, spoke of how Dr. King's dreams inspired many people's actions.

February was Black History Month, which this year marks the 100th anniversary of the Niagara Movement, the first significant Black-organized protest movement of the 20th century. Speaker Louisa Strayhorn, who is the first African-American woman to serve on the Virginia Beach City Council and School Board, spoke about the movement and teamwork and communication. "No question, even after so many have done so much, there is still so far to go," she told the audience.

On March 22, the Corps celebrated Women's History Month with a panel discussion of women from the community including Col. Yvonne J. Prettyman-Beck, Norfolk District Engineer; Ms. Susan Ballard-Hirsch, president of Government Services IPT, a women-owned AE firm; Deborah Newell, business administrator and active board member of Women of

Hope; and Adriane James, Norfolk District Environmental Program Manager. They each shared their experiences and the road they traveled to get where they are today. Keeping with the theme, "Women Change America," the panel members discussed how they hope to influence young women to change America.

The next event will be Asian-Pacific Heritage Month in May. Keep an eye out for programs that will be entertaining as well as informative.



Federal Women's Program Manager Lisa Bobotas and Col. Yvonne J. Prettyman-Beck present Adriane James with an award of recognition at the Women's History Month celebrations. (Photo by Vincent Cotton)

NSPS to overhaul civil service system

By Megan Nelson

The Department of Defense (DoD) and the Office of Personnel Management are issuing proposed regulations to establish the National Security Personnel System. Many of you may be asking what this will mean to you.

The NSPS is a new human resources management system for civilian employees in DoD. The proposal offers new rules and processes for pay

and classification, performance, management, hiring, reduction in force, disciplinary matters and appeal procedures.

Why is this change necessary? The current Human Resources system is inadequate to manage the diverse DoD civilian workforce in today's dynamic national security environment, which requires a flexible and agile total force to meet the threats of the 21st century. NSPS will modernize a 50-year-old, outdated civil service system, and allow us to attract, recruit, compensate, reward and manage employees, with a focus on performance, flexibility and accountability.

Although we may not know exactly what the changes will be, we do know what will not change. Merit system principles, whistleblower protections, rules against prohibited personnel practices, veterans preference, anti-discrimination laws,

benefits, allowances, training and leave and work schedules will remain the same as they are under the current system.

What are the next steps? More than 35,000 comments on the proposed NSPS regulations were received by the March 16 deadline. There will be a full and

fair consideration of comments and recommendations. There will also be a period to meet and confer with employee unions and discuss differences and attempt to reach an agreement. This will take a minimum of 30 days. After discussing differences, Congress will be notified of the outcome. This is also a 30-day process. Regulations will be finalized and implementing instructions will begin. Norfolk District is set to implement NSPS in June 2006.

Five ways Employees can get ready for NSPS

1. Be proactive. Visit the NSPS web site regularly to stay up-to-date on the latest information. www.cpms.osd.mil/nsps.
2. Review your organization's mission and goals. Think about what you can do to help achieve these goals.
3. View this as a positive change. Make a difference!
4. Read the Federal Register Notice.
5. Contact your local NSPS program office about local NSPS training.

COOP will ensure continuous operations in a crisis

By Megan Nelson

We've made it through the brunt of winter relatively unscathed, but natural and even man-made disasters could be lurking around the corner. In the event Norfolk District is affected by a catastrophic event it is essential to maintain continuity of operations.

The Federal Emergency Management Agency's (FEMA) standard operating procedures call for all federal agencies to establish a functional Continuity of Operations Plan (COOP) site within 12 hours of an incident. Continuity of operations is critical not only to meet our customers' needs, but also to integrate with federal, state and local agencies responding to the emergent needs of its citizens after a major disaster.

Norfolk District's COOP Project Delivery Team has been hard at work since last fall formulating a plan that ensures continuous performance of essential district functions and

responsibilities in the aftermath of an emergency. Emergencies that could bring the COOP into action include acts of nature, accidents, technological emergencies and military or terrorist-related incidents.

How will this affect the rest of us? In the event Norfolk District facilities are incapacitated, employees will be notified via the command emergency operations plan, which calls for District status updates via radio and TV news broadcasts; through the PAO emergency update phone recordings; or via the command emergency recall notification roster.

Immediately following an incident, a call will go out to the Crisis Management Team (CMT) to begin the three-phase process: response, recovery and reconstitution. During the response phase an alternate site will be established, while the District building and its mission capabilities are restored. The response phase ends when the CMT has accounted for

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COOP means continuous operations

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all command personnel and reestablished command and control.

Recovery is the operational phase. The designated team exercises command and control and performs essential functions from the relocation site and will coordinate closely with other command personnel working from home or other locations. This phase ends when the District building is ready for occupancy.

The final stage is reconstitution. During this final stage the District Engineer directs the staff to resume normal operations in the District's building. The chain of command will notify the work force to return to work using telephone, e-mail or public announcements. Reconstitution will end when normal operations are restored.

Depending on the severity of the incident, this phased approach will return the district to some sense of normalcy within a few weeks of a catastrophic event. Plans are under way for a District COOP exercise in the spring.

Army Women's Reunion Celebration 27-30 April 2005

Join your friends at this unique reunion for all Army women—past and present. Celebrate your service to the Army and the 50th Anniversary of the Army Women's Museum.



The Army Women's Museum located at Ft. Lee, Va was constructed by Norfolk District and completed in November 2000. (Photo by Jerry Rogers)

Hours of Operations
Tuesday-Friday 10a.m.-5p.m.
Weekends 11a.m.-4p.m.

U.S. Army Women's Museum
2100 Adams Ave.
Building 5219
Fort Lee, VA 23801
(804)-734-4327

Safety Corner from Oscar Harts

The Secretary and Chief of Staff of the Army recently kicked off the Army Safety Campaign Plan. Its theme—“Be Safe”—says it all in two words. DoD has been challenged to reduce their mishap and accident rates by 50 percent over the next two fiscal years starting in Fiscal Year 05.

The U.S. Army Corps of Engineers reached an all-time low in employee accident rates in Fiscal Year 02; however, these rates have steadily increased. The increase has led to concerns from the Chief of Engineers and he has directed that each District Commander develop and implement a district Safety Management Action Plan (SMAP).

The District has developed a SMAP for fiscal years 05-06 based on a review of District accidents for the past six years. For District employees, two categories are being targeted for improvement, slips/falls and strained muscles. For contractors, being struck by objects, slips/falls and cuts are the categories for improvement.

Norfolk District reported six contractor accidents, one contractor fatality and five reportable employee accidents in Fiscal Year 04. To meet DoD's goal of 50 percent accident reduction the District's cooperation is essential.

The first step of the SMAP was to re-establish the District Safety Committee. The committee is chaired by the District Engineer and meets monthly to monitor the District SMAP and recommend changes as needed, review safety and health issues, promote increased safety awareness and track milestones.

A major part of attempting to prevent injury and illness is recognizing the hazards our employees will face on a daily basis. Once identified, the appropriate control measures can be taken to reduce or even alleviate those hazards. A Position Hazard Analysis (PHA) should be established for every employee. In developing the PHA, supervisors and employees should work together with the Safety and Occupational Health Office to formulate the analysis. Supervisors should review the contents of PHAs with employees upon initial assignment to a position, and at least annually as a reminder.

Seventy-eight action items were identified in Norfolk District's SMAP. Some were directed by Headquarters USACE, some by North Atlantic Division and others by Norfolk District leadership. They include a better means to inform staff about all injuries or accidents that occur in their area and taking actions to prevent similar occurrences. We must also ensure that 25 percent of employees at field offices are trained in First Aid and CPR with current certifications. A collateral duty safety officer should be assigned at each area office to provide required safety training. When there is safety success, it will be recognized through District safety awards and recognition programs.

All managers and each employee must do their part to preserve the safety and health of our workforce. We want Norfolk District to be known as a district that takes care of its people, both civilians and contractors. The District's dedication to ensuring a safe working environment is essential to meeting our goals.

Project Updates

Lynnhaven River Restoration

The Corps has been busy working on two projects to improve the quality of the Lynnhaven River. At the beginning of February, the Virginia Institute of Marine Science (VIMS) was awarded the contract for a hydrodynamic water quality model of the Lynnhaven River Basin totaling \$495,000. Once this modeling is finished the next step will be to complete the feasibility report and develop the alternatives for the ecosystem restoration study. This is a three-year modeling effort that is part of the overall five-year project to assess specific concerns within the river basin.

On Feb. 25, 2005, there was a meeting between the City of Virginia Beach, Lynnhaven River 2007, Oyster Reef Keepers of Virginia, the Corps and other interested parties to discuss planning efforts for an oyster restoration project in the Lynnhaven. Currently a feasibility study is being completed by the Corps in coordination with Lynnhaven River 2007 and the City of Virginia Beach. A draft of the decision documents will be submitted soon for final approval.

Embrey Dam: One Year Later

The dam deconstruction was completed on March 18, 2005. For over a year and half it's been illegal to paddle a three-quarter section of the river above the dam; this ban is expected



Aerial photo of the former Embrey Dam site on the Rappahannock River. (Photo by Harold Wiggins)

to be lifted soon, allowing canoeist and kayakers a shot at a new section of river.

Remaining work to be accomplished in this contract is seeding of the river banks, plugging the north end of the Rappahannock Canal and site clean up. There will be another contract for a small pump station to provide water to the Rappahannock Canal during times of low in-flow or drought. The City needs to obtain the real estate easement in order for this work to proceed and will most likely be awarded in FY 06.

Restationing at Fort Lee

The Norfolk District has been tasked to provide temporary facilities including barracks, office space, motor pools and support facilities for the stationing of approximately 1200 soldiers to be assigned to the 49th Quartermaster Group at Fort Lee, Va. This consists of a combination of portable buildings, renovations and additions to existing facilities. The total value of the temporary work is approximately \$33 million. Work is expected to begin in May 2005. Four companies are due to activate from 16 September-16 October 2005.

Military Entrance Processing Station (MEPS)

The Fort Lee community celebrated the grand opening of its new Military Entrance Processing Station (MEPS) March 25, by swearing-in five new enlisted inductees. On hand for the ceremony were Congressman J. Randy Forbes (R VA-4);



The swearing-in of five new enlisted inductees at the new Military Entrance Processing Station. (Photo by Jerry Rogers)

Col. Lon M. Yeary, commander of the U.S. MEPS Command; and guest speaker, Dr. Curtis L. Gilroy, director, Accession Policy and Under Secretary of Defense for Personnel and Readiness (Military Personnel Policy). The Norfolk District-managed military construction project replaces the outdated facility in downtown Richmond.

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With spring here and summer just around the corner many of us are going to enjoy the warm weather and great outdoors. Let www.recreation.gov help plan your next trip.

Project Updates

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Oyster seeding on the Great Wicomico River

March 10, 2005 marked the start of the largest native oyster seeding effort ever in Virginia. A load of 3,500, the first of 15 million disease-tolerant native oysters were put in the Great Wicomico River on 3.8 acres of newly constructed reefs. This marks the first time that all of the partners committed to restoring the native oyster population in the lower Chesapeake Bay are



A worker from Sara's Creek Shellfish prepares 3,500 oysters for seeding on the Great Wicomico River. (Photo by Nancy Allen)

collaborating on a single, large-scale effort.

In the past disease, water quality and over-harvesting have reduced the population of the Chesapeake Bay's native oyster by more than 99 percent. Due to the small size of the young oysters used in seeding these reefs, they are more prone to loss by predation. To reduce this number, with the planting began a year-round intensive monitoring program, completed by VIMS with NOAA funding, examining oyster survival in the face of predation, disease challenges and recruitment throughout the Great Wicomico River system.



Ribbon cutting ceremony at Ft. Lee for Aerial Delivery Training Facility. (from left to right) Mr. Theodore J. Dlugos, Director, Aerial Delivery Field Services; Brig.Gen. Scott G. West, Commander, Quarter Master Center and School; Congressman J. Randy Forbes (R VA-4) and Brig.Gen. Meredith W.B. "Bo" Temple, Commander USACE NAD. (Photo by Jerry Rogers)

Aerial Delivery and Field Services Training Facility

The new Aerial Delivery and Field Services Department, Fort Lee, Va., officially opened for business March 25, as Congressman J. Randy Forbes (R VA-4.); U.S. Army Quartermaster Center and School Commander, Brig. Gen. Scott G. West; Corps North Atlantic Division Commander, Brig. Gen. W.B. Meredith "Bo" Temple; and Theodore J. Dlugos, director of ADFSD, cut the ceremonial ribbon.

The facility, a Norfolk District design-build project, will combine training under one roof to better serve the needs of the Army warfighting commanders. "History has taught us that logistics determines who wins and loses on the battlefield," said Congressman Forbes during his remarks. "The Fort Lee community can be proud of this great training facility, but it is only a symbol of the great people here who every day demonstrate their great commitment to defend America."

NAD employees share regionalization experiences

Our fellow employees from the North Atlantic and European Region shared how they experience regionalization first hand in their workplace. Norfolk District's own Joel Scussel, Project Manager for the Atlantic Intracoastal Waterway, spoke about his experiences:



Joel Scussel, AIWW Project Manager, Norfolk District. (Photo Courtesy of TSD, Norfolk District)

The Atlantic Intracoastal Waterway (AIWW) provides a protected inland route from Trenton, New Jersey, to Key West, Florida, spanning two divisions and eight districts. The Norfolk District's portion of the AIWW follows two routes, the Albemarle and Chesapeake Canal route and the Dismal

Swamp Canal route. During the current federal budget cycle for FY05, it also took two routes to provide continued funding for the shallow draft Dismal Swamp Canal project – a regional approach involving two divisions and active participation of numerous concerned individuals and groups.

When the President's FY05 proposed budget was released in February 2004, the Dismal Swamp Canal lacked funding to maintain operation of its locks and bridges. The Dismal Swamp Canal will celebrate 200 years of existence this year and the effect of its possible closure was distressing to concerned citizens around the nation. Letters and phone calls poured in asking what they could do to keep this historic waterway open.

The North Atlantic Division is responsible for a short but vitally important part of the waterway. Each year over 800,000 tons of commerce passes through our Great Bridge Lock, transiting the waterway without regard to other Corps division boundaries. With the advent of USACE 2012, Steve Cocker,

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NAD Regionalization

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NAD Operations Division, joined the AIWW Regional Group.

In addition to the NAD and Headquarters coordination, since 2000, I have worked with the South Atlantic Division and their district offices to provide a regional strategic approach to the operation of the AIWW.

After the release of the President's proposed FY05 budget, information meetings were requested and held in Elizabeth City, North Carolina, and Chesapeake, Virginia, with stakeholders, partners and elected officials. At both meetings, we provided

an overview of our Corps budget process, while stakeholders and partners discussed ways to voice their concerns about the possible Dismal Swamp Canal closing.

When the final Department of Defense budget was released for FY05, partners and stakeholders had been successful in working with their elected officials for a Congressional add that provided funding to operate the locks and bridges on the Dismal Swamp Canal, keeping the historic canal open to navigation. – *Joel Scussel*

To read about other people's experience with regionalization visit <http://www.nao.usace.army.mil/Documents/Regionalization.pdf>

Bill Robson named Chief, Business Resource Division

By Megan Nelson

Bill Robson was named Chief of Business Resource Division (BRD) on February 15 after serving as acting chief for seven months. When asked about his new position Bill said, "I'm ready for a different challenge and to serve the entire district team."

Although he is new to BRD, Bill is no stranger to the Corps. After graduating from The Virginia Military Institute in 1975 with a B.S. in Civil Engineering, he came to work for the Corps as a project engineer in the Ft. Lee Area Office, now the Central Virginia Area Office. He worked his way up to an Area Engineer and then moved into the position of Chief of Construction Branch. Bill spent all of his years with the Corps in the Hampton Roads area, except for a five-year period from 1984-1989, while with the Japan Engineer District. After 29 years in the construction sector he was ready to take on something new.

Bill said although the two divisions are different, there are similarities. The basic job is to serve our customer; now his

customer is the Norfolk District employees. He enjoys the day-to-day challenges that arise and is proud of all the work performed by the BRD employees. The biggest challenge for BRD is the current A-76 competition of Information Management Office.

Bill likes a good challenge, whether on the job or in his personal life. While working in Japan, Bill took an interest in running. In 1987 he completed his first marathon around Lake Fuji and in 1988 completed the Honolulu Marathon. He reports that his times were not the greatest but the accomplishment and satisfaction of completing two marathons will be with him forever.

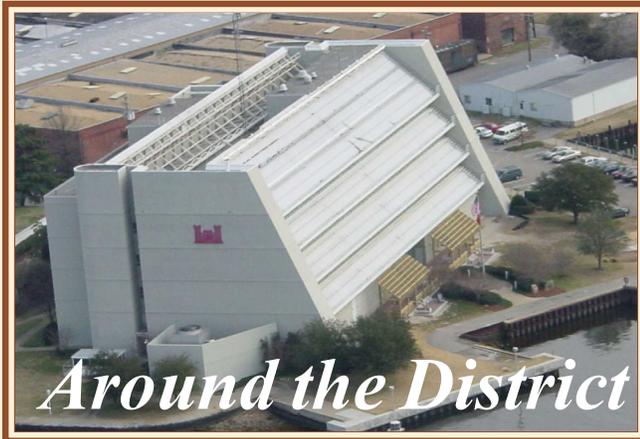
The Massachusetts native is married to Edith and they have two children: Christopher is 27 and Lindsay will soon be 21. Bill enjoys NASCAR and is a Dale Earnhardt, Jr. fan. He plays golf ("badly") twice a year on the Friday before each Richmond NASCAR race.



Norfolk District Engineer's Day
Tentative Date: June 23, 2005



Your Norfolk District Welfare Council is already hard at work planning Engineer's Day 2005 and going through the surveys that many of you filled out! Initial perusals of the survey indicate there may be some changes in the format and location this year but we will keep you posted! Thanks to all who participated in the survey!



New Gathright Dam Facility Manager named

Congratulations to William Whitt who was recently selected for the position of Supervisory Facility Operations Specialist (Facility Manager), at the Gathright Dam and Lake Moomaw project in Covington, Va. Whit has over 28 years of superior experience in the operation and maintenance of Gathright Dam, including dam safety and water quality operations. His previous position was Head Dam Operator.

Black Engineer of the Year annual conference

Adriane James of P3MD and Yvette Gause of TSD represented Norfolk District at the Black Engineer of the Year annual conference in Baltimore, Md on Feb. 17-19, 2005. While at the conference they were able to network with many different people and learned how to spend less time trying to correct weaknesses and how managers can better identify the strengths of their employees.

Richmond Field Office employees aid in Florida disaster relief

Jeanne Richardson and Todd Miller, environmental scientists in the Richmond Field Office, recently returned to Virginia from Florida, where they assisted FEMA in their efforts to provide temporary housing to victims of Hurricanes Jeanne and Ivan. As part of the Corps' temporary housing team, they worked as National Environmental Policy Act compliance managers to provide expertise during site evaluation. They worked 10-12 hours per day, seven days a week, for 30 days. Jeanne said, "After our mission we concluded that it was a very rewarding experience. Without a doubt, we would both don the red Emergency Operations shirts and answer the call again to represent the Corps and bring aid to those in need."

Speaker's Bureau

On January 15, **Scharlene Floyd**, environmental scientist in the Norfolk District Regulatory Branch, presented a brief history of the Regulatory program, navigable water and

wetlands and their value to the nation to Delta Sigma Lambda Sorority affiliated with Old Dominion University. On Feb. 8, she gave a presentation on wetlands and waters of the United States, the Corps of Engineers and her job responsibilities to Virginia Tech's Sustainable Landscape Systems graduate class. Both presentations were very well received.

Todd Miller and **Silvian Gazzera**, environmental scientist with the Richmond Field Office, gave a presentation on Sept. 16, 2004 to the National Resource Conservation Service about Section 10 of the Rivers and Harbors Act and Section 404 of the Clean Water Act. They talked about what a wetland is and the jurisdiction of the regulatory program. They outlined the permitting process and went over different activities that require a permit.

Kathy Perdue, environmental scientist in the Norfolk District Regulatory Branch, spoke to preschoolers at Churchland Country Day School in Chesapeake, Va. She told them about types of wetlands, why they are important and what lives there. She brought in a wetlands model with animals in it that she made. The students loved the model and the photos.

Community Relations Award of Excellence

For the first time, the Army Corps of Engineers was awarded the Army Community Relations Award of Excellence. Norfolk District's Public Affairs Office placed second in the Special Events category for their submission of the Embrey Dam Breaching. The award was presented at the 2005 Worldwide Public Affairs Symposium Alumni Banquet in Washington, DC on March 10, 2005, to Diana Bailey and Nancy Allen, of Public Affairs and Doug Fawcett, Director of Public Works for the City of Fredericksburg.

Herbert A. Kassner Journalism Contest

The Corps held its annual Herbert A. Kassner Journalism Contest on Feb. 11, 2005 where Norfolk District placed second for our district brochure, "A Century of Excellence," in the Special Achievement in Print Media category.

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