

Flagship

SEATTLE DISTRICT



Seattle District
gets in the mud

Volume XXXIII
No. 4

Flagship

SEATTLE DISTRICT

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Cover: An American bullfrog, a common invasive species, is found during surveys at Oden Bay, near Albeni Falls Dam in Idaho. Seattle District biologists are conducting wildlife surveys to determine which species are on Corps lands, where they are located and what habitats they are associated with.

Photo by Rhonda Lucas

Flagship

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Ed Payne:

This Flagship is for you

We dedicate this Flagship to Ed Payne, Seattle District Systems Accountant. Ed manages the District CEFMS and spent numerous hours overseeing and executing the CEFMS year-end database closing. This included coordinating close-out activities with District organizations, ensuring the District was prepared for this critical year-end action. He also manages and coordinates the District's DOD- and USACE-required Tri-Annual Unliquidated Obligation review. This past year the review consisted of 21,186 line items valued at \$815.2 million. Thank you Ed.



This Flagship is for you!

Seattle District: Command Philosophy

With my first column I thought it would be helpful to reiterate my town hall comments concerning what I label as my internal “Leadership Operating System” or command philosophy. This framework of how I approach organizational leadership hasn’t substantively changed since I’ve been a major – it basically defines how I think as a leader. Although I have modified my leadership style some based on the team I’m leading (I’ve never led an organization comparable to the Seattle District before now), I find that the five precepts that comprise my leader philosophy are equally applicable here. At the end of each concept, I have added in parentheses which USACE priority it best nests with conceptually.

“Follow-Through on Our Commitments” The fundamental tenet of every Soldier, Civilian, and Army unit is to meet our obligations to the nation and to each other by completing our assigned mission. For our District, this most clearly manifests itself in executing our core functions, on schedule and on budget. It also extends to the full gamut of support functions and to individual training/certification and readiness requirements. It absolutely does not equate to zero defects; however, it must be our collective aim point – the Northwest region and the Nation deserve nothing less. Having served a significant amount of my career in rapid deployment forces, previously I had this component labeled, “Be Ready for a Fight,” but the core message is the same. (DELIVER THE PROGRAM)

“Steady as She Goes” Delivering our District’s program is a marathon, not a sprint. Band-aid approaches to problem solving produce quick fixes, but invariably “fall-off,” requiring more work later and generate undue friction for our District and our stakeholders. A systems approach to problem solving may take a little longer initially, but establishes enduring solutions, predictability, and helps reduce crises responses. Avoid snap decisions that can often be drastic and detrimental to the long-term sustainment of our team. (STRENGTHEN THE FOUNDATION)

“Do Routine Things Routinely” The central process for virtually everything we touch is the Project Management Business Process. The centerpiece of this process is the integrated Project Delivery Team, led by Project Managers/Operations Project Managers. When a PDT shortcuts a known process they can expose our mission, organization, and stakeholders to undue risk. That being said, left to their own inertia, processes can spin in endless do-loops – that’s where the PM comes in to manage the process

and lead the PDT. Other standards and procedures can have significant effect and also require disciplined execution (such as initial/mid/final counseling, Individual Development Plans, safety Standard Operating Procedures, time cards, etc.). (STRENGTHEN THE FOUNDATION)

“Power Down, but Don’t Power

Off” I believe the best way to build strong units is to develop people and maximize their potential. In my experience, this requires three elements: 1) two-way trust; 2) providing subordinates the requisite training, guidance, mentorship; 3) not launching subordinates out on a “fire-and-forget mission.” To ensure that they are actually learning in this process and not missing significant milestones, you must do periodic azimuth checks. A good litmus test for this is if your team can operate seamlessly in your absence. (ACHIEVE THE VISION)

“Good Units Cross-Talk on the ‘Command Net” This is especially true during periods of increased workload. When things get hectic, good organizations fight the tendency to hunker-down in their cubes and will actually pick-up the traffic on the command net to increase everyone’s situational awareness. This increased communication enables all employees and stakeholders to be mutually supporting. Remember, email does not equal coordination—when all else fails, pick-up the phone and give someone a call or walk over to their desk and have a face-to-face discussion. Part of this dialogue should include constructive feedback – feedback is the breakfast of champions and helps all of us, and our District as a whole, to step up our game. (ACHIEVE THE VISION)

I look forward to the next three years getting to know and serve with you as we deliver on our obligations to the Pacific Northwest and to the Nation.



**Seattle District Commander
Col. Mark A. Gerald**



-BUILDING SEATTLE STRONG!



Rhonda Lucas takes data during kayak surveys for painted turtles (*C. picta*) in the Morton Slough wildlife management area near Albeni Falls Dam. (Courtesy photo)



Rhonda Lucas releases a mouse at Hoodoo Creek Wildlife Management Area. (Photo by Kaitlin Schnell)



A painted turtle poses for a photo at Hoodoo Creek near Albeni Falls Dam. (Photo by Rhonda Lucas)



Rhonda Lucas searches inside a downed log at Albeni Vista. (Photo by Andrew Huddleston)

mation is shareable.

“We don’t want to collect habitat and species information in a vacuum that just goes into a report filed in a drawer somewhere,” Lucas said. “So we modify our protocols and collect data in a format our state wildlife partners can use in their databases.”

In September, Lucas published an Albeni Falls Reptile and Amphibian inventory report complete with geo-

graphic information system, or GIS, maps indicating species densities and associations with particular habitats.

“This report will help inform future wildlife management and land use decisions and make recommendations to conserve species and wildlife habitats while discouraging invasive species,” Lucas said. “We want to encourage sustainability and just be the best wildlife stewards we can be.”

Getting in the weeds

Surveys to inform long-term wildlife management planning

By Scott Lawrence
Public Affairs

Crawling around on all fours, flipping rocks and logs, and coming face-to-face with reptiles and amphibians where they live may not appeal to some people.

For Rhonda Lucas, however, it’s a terrific day at the office.

A terrestrial wildlife biolo-

gist for Seattle District, U.S. Army Corps of Engineers, Lucas is conducting wildlife surveys to determine which species are on Corps lands, where they are located and what habitats they are associated with.

“It’s important to get baseline information because we can’t do long term planning for wildlife management or sustainability on our lands if we don’t understand what species

we have and where,” Lucas said.

Working with natural resources staff, Lucas is leading a years-long effort to document everything from birds and bats, to reptiles and amphibians at the district’s six operating projects.

“We’ve been at it about four years with our east-side projects and next year we should be ready to work on the west side,” Lucas said.

This year’s focus has been on reptile and amphibian surveys at Albeni Falls and Chief Joseph dams.

At Albeni Falls, Natural Resources Management staff helped Lucas identify and select more than a dozen diverse sites and habitats to maximize the number of animals they may encounter. A minimum of two surveys are conducted at each site, at least four weeks apart, to complete a detailed field inventory.

“We survey the same site across multiple seasons to capture the entire breeding and activity season, and to maximize the number of animals we encounter,” Lucas said.

As survey data is collected and sorted, another consideration is ensuring infor-



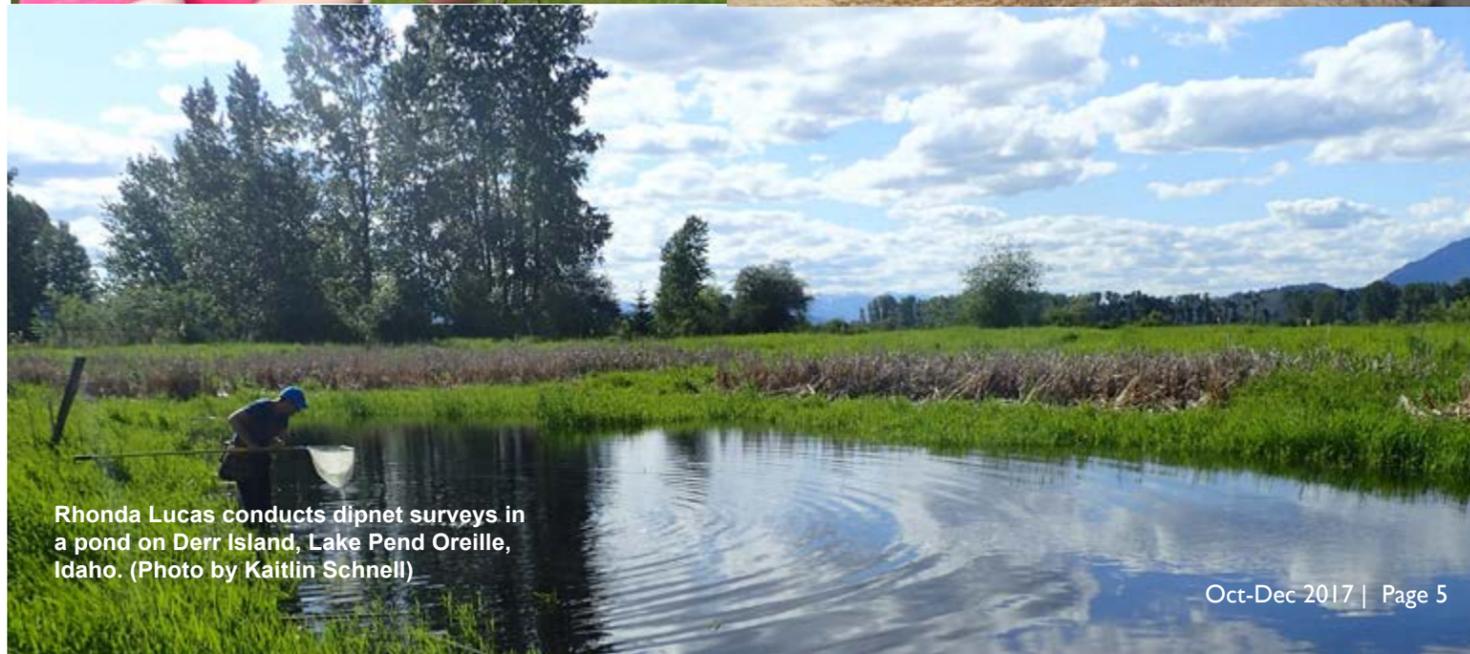
The American bullfrog, like the one photographed here, is a common invasive species, found during surveys at Oden Bay, Lake Pend Oreille, Idaho. (Photo by Rhonda Lucas)



Kaitlin Schnell holds common garter snakes. (Courtesy photo)



A shrew is captured at Morton Slough Wildlife Management Area during spring herpetofaunal surveys near Albeni Falls Dam. (Photo by Rhonda Lucas)



Rhonda Lucas conducts dipnet surveys in a pond on Derr Island, Lake Pend Oreille, Idaho. (Photo by Kaitlin Schnell)

Seattle District's hurricane support



(Top) Hurricane Irma on the northern coast of Cuba. (NASA/NOAA image)

(Bottom Right) Franchesca Gilbert pets a comfort dog during her deployment to the Florida Keys. (Courtesy photo)

(Bottom Left) Bill Dowell talks with Virgin Islands Lieutenant Governor Osbert Potter at the first Blue Roof installation on St. Thomas, Sept. 23. (Photo by Nickie Begeman)



In the wake of Hurricanes Harvey, Irma and Maria Seattle District, has deployed dozens technical experts to support recovery efforts. Under a federal emergency response, the Corps serves as the lead agency to respond with public works and engineering support and to coordinate long-term infrastructure recovery. When disasters occur, Corps teams and other resources are mobilized from across the country to assist local Corps districts and offices in their response missions. The U.S. Army Corps of Engineers is prepared and ready to respond to natural and human-made



(Top) Col. John Lloyd, TF Power commander and staff visited the newly founded Aguadilla Area Office. Pictured are Lt. Col. Andrew Olson, Steve Kelley and Jim Lampman from Seattle District along with Lloyd and his staff. (Left) Sid Jones, on the right, is photographed with his teammates on the commodities team during his hurricane recovery deployment. (Right) Emergency Management Specialist Everet Sterling deployed to the Readiness and Contingency Operations Center at Wilmington District in support of the Virgin Islands hurricane response missions. (Bottom Left) Seattle District's Infrastructure Assessment Team in Tallahassee, Florida: Tim Warren, Cathie Desjardin and Charles Ifft. (Bottom Right) Seattle District's Matt Walden helping assess Puerto Rico's schools. (Courtesy photos)



disasters. When disasters occur, Corps teams and other resources are mobilized from across the country to assist our local districts and offices to deliver our response

missions. In any disaster, the Corps' top priorities are 1) support immediate life-saving and life-safety response

critical commodities, temporary emergency power and other needs; and 3) initiate recovery efforts by assessing and restoring critical infrastructure.



White River Chinook runs rising

Story and Photos By Bill Dowell
Public Affairs

The White River's 2016 Chinook salmon run numbers were the best seen in 71 years until 2017's run.

Runs consistently averaged 1,565 in the early 2000s, but 2017's count as of mid-October was 15,565, a 67 percent increase from 2016's 9,347 total.

With historical lows of only a few dozen 20 years ago, White River Chinook are seemingly rebounding from the collaborative efforts in managing Endangered Species Act-listed fish and designated critical habitat by officials from the U.S. Army Corps of Engineers, NOAA Fisheries, Muckleshoot and Puyallup Indian Tribes, and Washington Department of Fish and Wildlife.

U.S. Army Corps of Engineers fish biologist Dr. Fred Goetz said operational changes made by Corps officials at Mud Mountain Dam, could be one part of the record-setting runs.

"We're seeing a larger number of young males, called jack Chinook salmon, returning," Goetz said.

Jacks are males returning to spawn after spending only one year in the ocean. Although young, jacks are sexually mature and important in the salmon life cycle. During low Chinook returns, when fewer female fish are on the spawning grounds, having more males present to find the female fish and eggs increases fertilization opportunities. It is rare to have early returning females, or jills.

Operational changes the Corps made

were a result of NOAA Fisheries' 2014 Biological Opinion, referred to as a BiOp. Corps and NOAA officials worked together hammering out details on how the dam operates before NOAA issued their BiOp in 2014, and its recommendations for some major improvements in the dam's fish passage operations and related structures on the White River near Enumclaw, Washington. These improvements were aimed at protecting Chinook and other ESA-listed fish species and their designated critical habitat.

"We began implementing the BiOp recommended improvements in 2015," said Goetz. "For the first change, we began restricting openings of Mud Mountain Dam's (MMD's) 9-ft tunnel between March 1 and June 30."

Restricted use of the 9 foot tunnel reduced potential injury and mortality of juvenile salmonids passing through the tunnel during their spring downstream migration. With lower mortality rates, this could be a reason more jacks are returning.

"The high returns of jacks is considered a good indicator for higher adult returns in future years," said Puyallup Tribe's Russ Ladley.

Every year the Puyallup Tribe transfers thousands of Muckleshoot Tribe's hatchery juvenile spring Chinook, raising them in acclimation ponds in the upper watershed. The acclimation pond network is

a real value in the recovery process according to Ladley. "In 2016, 64 percent of returning fish were acclimation pond origin," he said.

Another key improvement was making interim repairs in 2015 to a deteriorating diversion dam, also called a fish barrier, downstream of MMD. The fish barrier is a key structure of the Corps' 1941-built trap-and-haul facility for capturing salmon and transporting them upstream past MMD.

Muckleshoot officials also collect Chinook at the structure for their hatchery and saw a 10 to 20 percent pre-spawn mortality rate drop to less than seven percent following repairs, according to an email from a hatchery official.

Fin clips are collected and used for DNA analysis during the Muckleshoot and Puyallup Tribes' monitoring of fish returns and hatchery stock collection at the Corps trap and haul facility in Buckley, Washington. Salmon are also checked for marks and Coded Wire Tags establish if they're hatchery or wild fish.



cording to an email from a hatchery official.

"The strong returns this year are evidence of the time, effort and resources the Corps has put into the much-needed improvements at Mud Mountain Dam and the deteriorating diversion dam downstream," said Keith Kirkendall, Chief of the Environmental Services Branch for NOAA Fisheries' West Coast Region. "The fish are telling us that if we can work together to continue to provide them safe passage upstream and downstream, they will do the rest."

The next hurdle is completing the third BiOp recommendation, a long-term project to replace the aging structure and related fish collection facility to allow for safer capture and transport of fish upstream. The present design and facility isn't adequate for current conditions or salmon numbers, especially with recently increasing numbers, according to officials from each agency.

Puyallup Tribal Fisheries' Blake Smith selects a Chinook salmon during biological inventory and hatchery stock collection operations at the Corps' trap and haul facility. This fish has a ventral fin clipped, identifying it was raised in an acclimation pond.



ESA-listed Puget Sound Steelhead, Puget Sound Chinook, and Coastal-Puget Sound and Coastal Bull Trout are all species needing to use the trap and haul facility. The Muckleshoot and Puyallup Tribes hold treaty reserved fishing rights on the White River and have long sought the improved fish passage. The solution comes with a price, somewhere between \$100 and \$250 million.

That's the cost to build a new fish passage facility that protects passing fish and allows for safe capture and transport of ESA-listed fish upstream past Mud Mountain Dam. What complicates the runs are the pink salmon that also migrate in odd years. Their numbers approach 500,000 each migration season and must be transported

along with the ESA-listed species. Corps officials are nearing design completion of the new facility that could see 60,000 fish a day during pink run years. They are preparing for a contract award in 2018 and officials hosted an Industry Day in August. Vendors received more information on the project and requirements to construct the new barrier structure, fish passage facility, associated site work and appurtenances. Completion is expected in 2022.

"Ultimately, the Army Corps of Engineers is committed, as we know every one of our partners is, to improving fish passage conditions at Mud Mountain Dam and making the White River a place where fish can flourish again," said Goetz.

Mud Mountain Dam's Dan Robinson loads a Chinook salmon into a truck for transport upstream of the dam. The Muckleshoot and Puyallup Tribes are performing biological inventory and hatchery collection operations. Once hatchery salmon are all collected, trucks are loaded in large batches at the trap and haul facility.



USACE Internship Program

Seattle District with 555th Develops Technically Competent Leaders

By Capt. Danielle Peterson
555th Engineer Bde.

Often referred to as the “jack of all trades,” this equivocal nickname does not do the engineer branch justice. The engineer branch boasts an extensive history of expertise and is frequently sought after for solutions to the challenges no one else can solve.

By definition, an engineer is “a person who carries through an enterprise by skillful or artful contrivance.” This definition suits engineer leaders perfectly.

(Left to Right): Lt. Col. Andy Olson, Deputy Commander, U.S. Army Corps of Engineers Seattle District, Capt. J.C. Vantland, Intern, Capt. Travis Emery, Intern, Stephen Holcroft, Ship Master, Maj. Ross Browning, Project Manager, Capt. Danielle Peterson, Intern, Capt. Grant Wanamaker, Project Engineer and 1st Lt. Sam Briscoe, Intern, pose for a photograph on the Essayons dredge vessel during a professional development session. (Courtesy Photo)

Another definition of an engineer is, “a person who has scientific training and who designs and builds complicated products, machines, systems or structures.”

The U.S. Army Corps of Engineers has people who do just that.

The Corps was founded in 1802, a mere seven years after the engineer branch was established. The initial purpose of U.S. Army Corps of Engineers was to augment the Army through the foundation and operation of the U.S. Military Academy at West Point.

The Corps’ mission has grown and evolved with the nation’s continuously changing needs. Today, U.S. Army Corps of Engineers provide many services to the nation, including: outdoor recreation, environmental engineering, operation and maintenance of dams and waterways, preservation of wetlands, hydropower, technical and construction support nationally and internation-

ally, emergency response support and research and development of natural resource preservation technologies.

The U.S. Army Corps of Engineers was established to augment the engineer branch by providing focused, technical expertise for all things related to the nation’s infrastructure and waterways.

While this is true, Army leaders are still expected to execute technical operations.

They are also expected to design and build complicated systems, and for an Army leader, these requirements will likely be carried out in a more stressful environment, and in a more expeditious manner than is required of the experienced USACE professionals who do this every single day.

The missions, training requirements and every day demands on the typical engineer unit vary greatly depending on current Army needs. Depending on one’s career path, exposure to the execution of complex technical construction could be



Interns receive a tour and a mission briefing on Portland District’s, dredging vessel Essayons.

very limited. However, as engineers, it is likely that a maneuver unit will ask us to provide these services at some point in our career.

Joint Base Lewis-McChord’s 555th Engineer Brigade’s partnership with USACE’s Seattle District has opened up a window of opportunity for engineer leaders to gain confidence in their skills in the technical engineering field from those who are experts in the analysis and execution of large-scale, complex projects. Interns can fill and supplement the roles of project managers, project engineers, quality assur-

ance representatives, technical construction engineers, and design engineers.

While these are the roles that most interns fill, this list is not all inclusive.

I’ve been serving as an intern for six months and have had the opportunity to work as a technical engineer in the Seattle District’s

construction division, as an assistant project engineer on a four-building project site on JBLM, and in the design branch’s civil engineering section. Although I acquired some understanding of how construction activities are executed while I was a horizontal platoon leader, the amount of technical expertise I’ve gained while working with USACE is incomparable.

I have learned about federal-, state-, military- and USACE-specific safety regulations and construction codes. I have learned how to properly provide quality assurance and conduct techni-

cal inspections on a construction site. I have picked up various bits of knowledge on which products and designs really work and result in a quality end product.

I have witnessed the result of great attention to detail in both design analysis and the construction phases. I have learned from the best what a good partnership with a contractor looks like.

This experience has not only developed my technical skills, but has opened my eyes to the vast capabilities of USACE and how it operates. This is valuable for all Army leaders to understand on some level.

For example, knowing how to utilize USACE as a resource, understanding how projects get authorized and appropriated, or even just being aware of future career opportunities for Soldiers getting out of the military — these are all useful things to be aware of.

In a time when our nation is trying to build a tactically and technically competent engineer force, all engineer units should take advantage of the USACE internship program because it is an invaluable resource.



Quarterly Awards



Rose Monaghan
GS-9 and below



James Balken
GS-10 and above



Rob Didenhover
Supervisor



Army dive team clears Grays Harbor navigation hazard

By Dallas Edwards
Public Affairs

The oceans are littered with shipwrecks and while most sunken vessels don't pose a threat, two U.S. Army units teamed up to remove one that did.

The U.S. Army Corps of Engineers, Seattle District, and 86th Engineer Detachment, out of Fort Eustis, Virginia, recovered a sunken vessel in August which posed a hazard to navigation in Grays Harbor.

"This vessel was found by our survey

crew and we, along with the U.S. Coast Guard, determined the obstruction was a hazard to navigation that required removal from the federal channel," said Seattle District's Waterway Maintenance Unit Chief Brad Schultz. "We also knew it was going to be an impediment when we started dredging for the harbor deepening project."

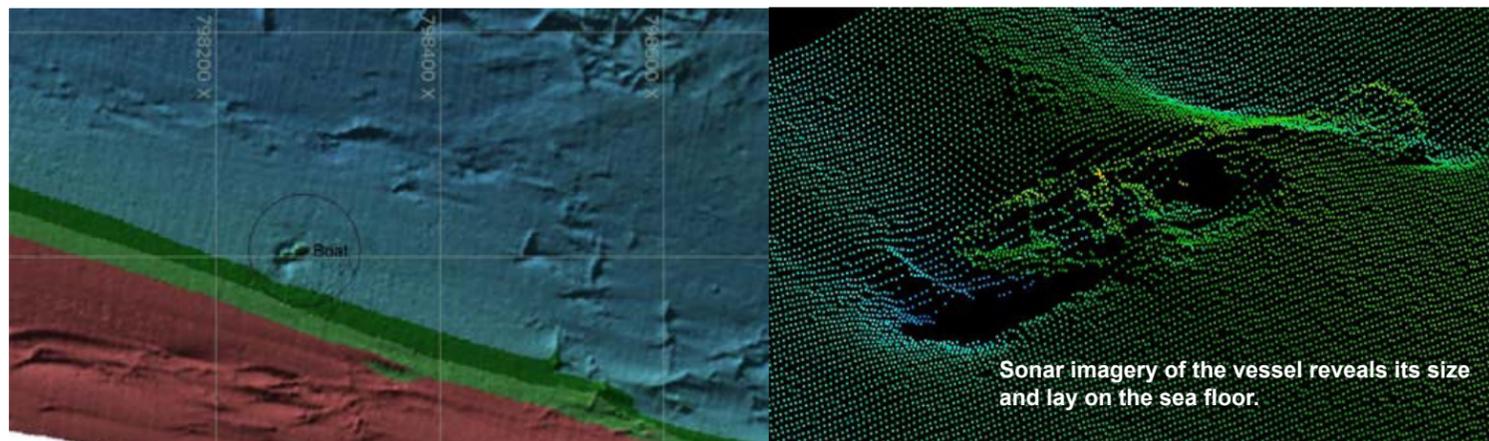
Corps officials tried unsuccessfully to locate the 32-foot stern-picker fishing vessel's owner through multiple public notices. With no luck, a determina-

tion of abandonment was made and they decided to remove the vessel

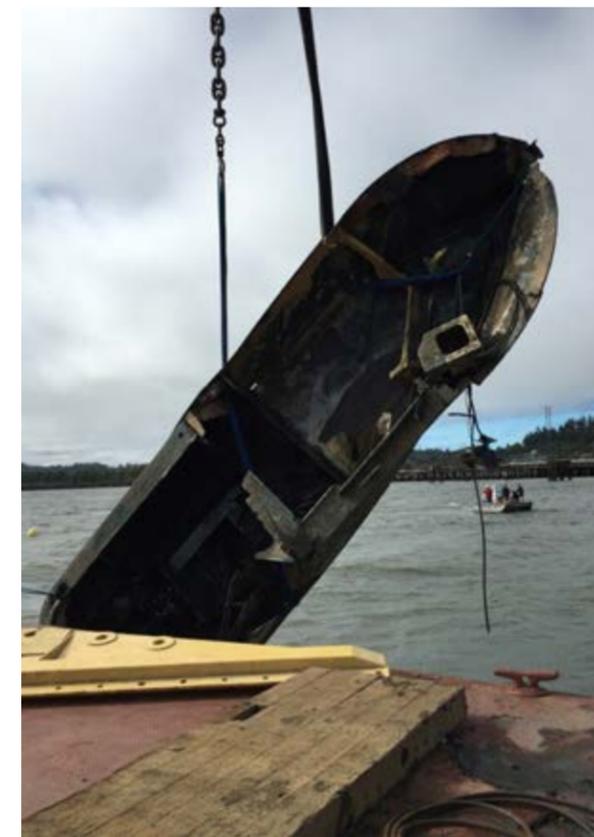
"After that, we sent reconnaissance divers to help figure out how to remove the vessel," explained Schultz.

The Corps also used sonar imagery from their survey vessel Shoalhunter to assist in creating a retrieval plan.

"The 86th worked closely with [Seattle District] to understand the scope and challenges associated with the salvage operation," said 86th Engineer Detachment Commander Capt. Andrew Kalna.



Sonar imagery of the vessel reveals its size and lay on the sea floor.



The Corps request for help went to the 20th Engineer Brigade and they assigned the 86th Engineer Dive Detachment to the task.

"The 86th used their experience to handle the logistics of getting personnel and equipment across the country and into the field," said Schultz. "The mission planning between all groups was complex, but executed very well."

The salvage operation helped the Corps clear the vessel but it also provided a unique and valuable training opportunity for Army divers.

"Every salvage job is unique and presents real problems and real chal-

lenges that are difficult to simulate in a controlled training environment," said Mission Non-commissioned Officer in Charge Staff Sgt. Erik Kuhn. "In addition to the diving techniques, Soldiers gained great experience diving in strong currents, overcoming obstacles, changing plans and thinking on the fly."

The divers surveyed the site with a reconnaissance dive in April which helped formulate the plan they executed in August.

"The team excavated built up mud and debris around the vessel with a water pump and fire hose nozzle," said Kuhn. "The goal was to free the vessel from the mud in order to place lifting slings around it and lift it up using the crane on the barge."

This year's solar eclipse created its own set of unique challenges for the salvage operation. The solar eclipse slowly decreased the slack tide window during each diving day leading up to the eclipse.

"We try to plan our dives during the slack tides, time between tides before the current changes directions," said 86th Dive Mission Commander 1st Lt. Josh Voorhees. "These are opportune times to accomplish the majority of work without the added strain that the current places on the diver and his equipment."

The teams completed the salvage as planned and the vessel was in such disrepair it was taken offsite to be ground up and disposed of.

"The mission was a great success for all parties involved," said Schultz. "The Army divers were the epitome of professionalism, the survey crew

(Top) A diver enters the water to begin operations. (Photo by 1st Lt. Josh Voorhees)

(Middle) The vessel is hoisted onto a barge. (Photo by 1st Lt. Josh Voorhees)

(Bottom Left) Staff Sgt. Erik Kuhn briefs members before the mission. (Photo by 1st Lt. Josh Voorhees)

(Bottom Right) A diver prepares for the dive. (Photo by 1st Lt. Josh Voorhees)

support to transfer personnel and equipment out to the site was spot on, and the District dive coordinators assistance with the mission was invaluable.”

The 86th’s leaders say they can take the experience gained during the mission and use it to be successful in future missions.

“It was a terrific opportunity to work with [the Corps], said Kuhn. “They provided us with a great training opportunity while also providing a much needed service to USACE, the government, and the community.”

(Top) Members of the 86th Engineer Detachment pose for a group photo after completing the salvage mission. (Photo by 1st Lt. Josh Voorhees)

(Bottom left) Member of the dive team execute the salvage mission. (Photo by 1st Lt. Josh Voorhees)

(Bottom right) The salvaged vessel, a 32’ stern picker, mostly intact after laying on the bottom of Grays Harbor. (Photo by 1st Lt. Josh Voorhees)





Out and About:

Ken Brettman provided a tour of the Locks for the Colorado School of Mines send-off event for freshmen connecting students to real-world engineering.

Joanne McWilson, Gary Bartlett, Public Affairs Staff volunteered to staff a multi-agency booth at the Washington State Fair to highlight water safety.

Nancy Selle and April Swezey gave a Work Source USA Jobs presentation for potential federal job applicants.

Joshua Shockey and Thomas Paidousis volunteered to staff a booth at the Port of Seattle's Fishermen's Fall Festival highlighting the Locks

Centennial and water safety.

Capt. Grant Wanamaker provided information about careers with USACE at a Spokane regional veterans conference.

Retired/Moving On:

**Eric Edwardson
Gordon Myrick
Dian Myrick
Kevin McGillvray
Jerry Gray
Lori Danielson
Gerald Fletcher**

Hurricane Support:

**Michael Baldaia
Cole Bebow
Paul Bell
Michael Bondor**

**Jennifer Brito
Victor Cline
Cathie Desjardin
Bill Dowell
James Fenton
Katie Garon
Peter Gibson
Franchesca Gilbert
Travis Hightower
Charles Ifft
Sidney Jones
Steve Kelly
Chris Keogh
Jim Lampman
Capt. Tyler Leroy
James Lyon
Richard McCullough
Dean Mesenbrink
Kyle Mundy
Lt. Col. Andrew Olson
Logan Osgood-Zimmerman**

**Rick Petersen
Will Rackcliff
Jason Ritter
Samuel Rosling
Jonathan Springer
Everet Sterling
Clay Thedy
Marian Valentine
Mathew Walden
Grant Wanamaker
Timothy Warren
Garrett Wickham
Jacob Williams
Brian Wilson
Jeffrey Wood**

Condolences:

Jerry Gray passed away July 26.
Richard Hensen passed away.
Wayne Wagner passed away September 22.

Please submit Around the District announcements to DLL-NWS-PAOTeam@usace.army.mil

Welcome
TO THE DISTRICT



Benjamin Archibeque
Pwr Plant Mechanic
Chief Joseph Dam



Wade Bruemmer
Student Trainee
Chief Joseph Dam



Jason Goodfellow
Hydropower Training Spc
Chief Joseph Dam



Abigail Joyce
Office Automation
Albeni Falls Dam



Skylar Cochran
Pwr Plant Mechanic
Libby Dam



Maura Morales
Student Trainee
Chief Joseph Dam



Christopher Nielson
Electrical Engineer
Chief Joseph Dam



Lonnie Paul
Utility Worker
Chief Joseph Dam



Donny Peters
Budget Technician
Albeni Falls Dam



Gene Sprague
Maintenance Worker
Libby Dam



Charles Coen
Engineering Tech
Chief Joseph Dam

Better Know a Section

The Equal Employment Opportunity Office



The Equal Employment Opportunity Office provides direction and leadership to create and sustain a diverse workforce and an environment free of discrimination. The EEO Staff is the point of contact for advice and guidance when employees and management have questions regarding the EEO complaints or the reasonable accommodations processes. Annually, EEO Offices conduct self-assessments of EEO policies and practices to ensure free

and open workplace competition. EEO leads the Special Emphasis Program Managers in outreach with underrepresented groups and conducts special observances throughout the year to increase awareness and educate employees on cultural similarities and differences.

The EEO Office is Colleen Martineau and Elizabeth Stanley.