

RIP RAP

U.S. Army Corps of Engineers Albuquerque District

In the predominantly arid or semi-arid southwestern United States, the Bosque is an oasis-like ribbon of vegetation that exists near rivers, streams or other water courses. This photo shows the fall colors of the Bosque that is the 200 mile-long ecosystem along the middle Rio Grande in New Mexico that extends from Espanola past Socorro.

Photo by Ronnie Schelby

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**US Army Corps
of Engineers®**
Albuquerque District

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District Engineer,
Lt. Col. Jason Williams

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Collaborative Program Celebrates 10th Anniversary

By Ronnie Schelby, Public Affairs

On Oct. 21-22, the Middle Rio Grande Endangered Species Collaborative Program (MRGESCP) celebrated its 10th anniversary by hosting a two-day event for the public at the Rio Grande Nature Center in Albuquerque, N.M.

MRGESCP is a partnership involving 16 current signatories, including the Corps, organized to protect and improve the status of endangered species along the Middle Rio Grande, while simultaneously protecting existing and future regional water uses. Two species of particular concern are the Rio Grande silvery minnow and the southwestern willow flycatcher.

The first day's program was reserved for technical presentations by various collaborative members and experts. The sessions included Rio Grande silvery minnow genetics, evolution of habitat restoration and ground water and surface water interaction. The second day of the program focused on families. More than 250 parents and children participated in a number of activities including origami, calligraphy, face painting, guided nature walks and decorating fish prints.



Otto the Otter from U.S. Bureau of Reclamation welcomed families to the Rio Grande Nature Center as part of the anniversary celebration.

Children delighted in viewing live silvery minnows and trout in fish tanks provided by the U.S. Fish and Wildlife Service, and the abundant fall foliage provided a colorful background for the fun and educational activities. See the next page for more information on MRGESCP.



Photos by Ronnie Schelby

Program Delivers 10 Years of Conservation

For the past 10 years, the Middle Rio Grande Endangered Species Collaborative Program has, in accordance with state and federal laws and Rio Grande compact obligations, promoted the conservation and the recovery of the Rio Grande silvery minnow and southwestern willow flycatcher in the program area. The program has contributed to Endangered Species Act compliance for all program parties and has encouraged water development and management activities.



The program's signatories include: Bureau of Reclamation, Fish and Wildlife Service, Army Corps of Engineers, Interstate Stream Commission, New Mexico Department of Game and Fish, New Mexico Attorney General's Office, Pueblo of Santo Domingo, Pueblo of Sandia, Pueblo of Isleta, Pueblo of Santa Ana, Middle Rio Grande Conservancy District, City of Albuquerque, Albuquerque-Bernalillo County Water Utility Authority, Assessment Payers Association of the Middle Rio Grande Conservancy District, New Mexico Department of Agriculture and University of New Mexico.

All signatories agree successful recovery of endangered species depend on each other's cooperation to provide sufficient water and habitat to maintain viable populations. To that end, the program's four main goals are to: 1. Alleviate jeopardy to the listed species in the program area; 2. Conserve and contribute to the recovery of the listed species; 3. Protect existing and future water uses; 4. Report to the community about the program's work.



Photo by Ronnie Schelby

These colorful origami fish were hung in front of the Rio Grande Nature Center during the Middle Rio Grande Endangered Species Collaborative Program's 10th anniversary celebration. The nature center provides opportunities for people to learn about the Rio Grande Bosque's riparian forest ecosystem.

Corps has Long History of Environmental Stewardship

Ecosystem restoration became a Corps' mission in 1990 with a goal to restore degraded ecosystem structure, function and dynamic processes in its areas of operation to a less degraded, more natural condition.

In 2002, the Corps reaffirmed its commitment to the environ-

ment by formalizing a set of "Environmental Operating Principles" (EOP) that are applicable to all of the Corps' decision making and programs.

These principles foster unity of purpose on environmental issues, reflect a consistent tone and direction for dialogue on

environmental matters and ensure that employees consider conservation, environmental preservation and restoration in all Corps' activities.

The EOP are:

1. Strive to achieve environmental stability.

From previous page—

An environment maintained in a healthy, diverse and sustainable condition is necessary to support life.

2. Recognize the interdependence of life and the physical environment. Proactively consider environmental consequences of Corps' programs and act accordingly in all appropriate circumstances.
3. Seek balance and synergy among human development activities and natural systems by designing economic and

environmental solutions that support and reinforce both.

4. Continue to accept corporate responsibility and accountability under the law for activities and decisions under the Corps' control that impact human health and welfare and the continued viability of natural systems.
5. Seek ways and means to assess and mitigate cumulative impacts to the environment; bring systems approaches to the full life cycle of our processes and work.

6. Build and share an integrated scientific, economic and social knowledge base that supports a greater understanding of the environment and impacts of Corps' work.
7. Respect the views of individuals and groups interested in Corps' activities. Listen to them actively and learn from their perspective in the search to find innovative, win-win solutions to the nation's problems that also protect and enhance the environment.

You are Formally Invited to a
Ground Breaking Ceremony for the
Middle Rio Grande Habitat Restoration Project

Friday, November 18, 2011, 1:00-3:00 pm
Tingley Beach, Albuquerque, New Mexico

1:00 PM ~ Opening Festivities
1:30 PM ~ Ground Breaking Ceremony
2:15 PM ~ Guided Walks and Reception

Please RSVP with the Number of Attendees to: Ellen.J.Rule@usace.army.mil or (505) 342-3468

District Happenings

District's Coordinator Keeps Sustainability in Sight

By Kristen Skopeck, Public Affairs

To some, “sustainability” is one of several 21st century buzzwords like “green,” “stimulus” and “bailout” that symbolize a trend in society associated with a need for change. These words rest in a person’s subconscious and tend to subtly or substantially affect behavior.

However, when the President of the United States made sustainability initiatives the basis for an Executive Order (13514) in 2009, leaders across the full array of the federal spectrum gave organizations a hard look.

The Corps, who had been seeking ways to make its missions, facilities and operations sustainable for much of the past decade, fully embraced the directive and, at the district level, turned to environmental compliance coordinators.

“Sustainability means different things to different people,” said Environmental Compliance Coordinator Steve Carpenter. “The concept encompasses everything from recycling, incorporating environmentally conscious products, reducing green house gas and petroleum usage and reducing environmental impacts by using more resource efficient means of construction, oper-

ation, maintenance and demolition.”

Carpenter’s goal is to make sustainability initiatives a consideration for all Albuquerque District activities and to create a culture of environmental accountability, while sustaining or enhancing operations. He reminds that every person should lead by example and strive to improve conservation efforts.

“Meeting sustainability goals is the responsibility of every Corps’ employee and it just makes sense for us to embrace this as an organization and a nation,” Carpenter said. “For the Corps, sustainability breaks down along two lines of operation: fulfilling command obligations within our infrastructure and operations, and providing services, advice and support to enable our customers to reach their goals.”

Action 9 of the District’s Operations Plan calls for the establishment of an enriched culture of discipline and innovation to deliver resilient and sustainable infrastructure solutions. Carpenter is the action officer for this initiative, and he has set forth specific goals and metrics for fiscal year 2012 to ensure the District makes progress and places the right amount of emphasis on sustainability.

It may seem like a tall order,



Steve Carpenter

but Carpenter plans to develop a program that consolidates all existing sustainability efforts and a tracking system to demonstrate the District’s sustainability improvements. A SharePoint site has been created, and Carpenter plans to use it to place information about sustainability and environmentally friendly programs for employees.

“I’m confident the District can make smart, long-term investments in sustainable projects as part of being responsible stewards of taxpayer funds and the environment,” he said.

For more information on the Corps’ sustainability efforts, visit: www.usace.army.mil/sustainability.



Photo by Ronnie Schelby

District Commander Lt. Col. Jason Williams writes a note of congratulations on the poster monitoring the District's progress in meeting its Combined Federal Campaign goal.

District Reaches Charity Donation Goal in Two Weeks

By Ronnie Schelby, Public Affairs

The District began its 2011 Combined Federal Campaign (CFC) donation drive on Oct. 6 and met and then exceeded the \$30,000 goal on Oct. 19.

"Many gracious and much appreciated contributions got the job done quickly," said District Coordinator Grace Proctor. "Please do not hesitate to continue submitting contributions, as we will continue to process all received contributions through Dec. 15, the official end of the 2011 campaign."

The CFC is the largest employee campaign in the world, with more than 200 individual campaigns run throughout the country and internationally to help raise millions of dollars each year. Pledges made by any federal civilian, postal and military donor during the campaign season, from Sept. 1 to Dec. 15, support eligible, non-profit organizations that provide health and human service benefits

throughout the world.

The mission of the CFC is to promote and support philanthropy through a program that is employee focused, cost-efficient and effective in providing all federal employees the opportunity to improve quality of life.

"Thanks to all employees who played a part in reaching this goal, whether it was through your contributions or participating in the silent auction," said District Commander Lt. Col. Jason Williams. "Every bit helps."

The commander said he wanted to particularly thank Grace Proctor (EC), Jeannette Alderete, (A&A), Reva Teamer (RM), Valerie Silva (RCO), Madeline Livermore (CT), Lindsey Martinez (EC/GG), Chris Parrish (RD), Doug Bailey (PPMD), Amy Louise (OPS) and Francina Martinez (RE) for overseeing the successful campaign.

This activity supports our Operations Plan: Action 2 (Deploy people in support of Overseas Contingencies).

Employee Helps Check Construction Progress in Afghanistan



By Robert Garcia, District employee deployed to Afghanistan Engineer District South (AES)

I was part of a recent ground movement to check the status of construction for various projects that are being monitored by Afghanistan Engineer District-South (AES).

The project we went to see in these photos was the Afghanistan Civil Order Police Special Support Battalion located in Kandahar.

This is a \$17.9 million construction project that was awarded in May 2011, and the purpose of the site visit was to

make sure the contractor's building activities are within the contract constraints.

This was a successful trip, due to the fact that we got to see firsthand what the contractor was doing. We let them know what they were doing well and what they needed to correct.

It takes about two weeks of planning to conduct one of these field missions. The process starts with a request to Operations personnel. The

next step is to get a local intelligence summary of the area being visited. Once that is obtained and analyzed, a personal security detail is put together. This team is made of mainly military and some civilian security personnel.

The morning of the mission, a brief is given by the mission commander, and, if there are no questions or concerns, everybody loads up into Mine Resistant Ambush Protected vehicles and goes to the site.

Hispanic Heritage Month

The District held a celebration for National Hispanic Heritage Month Oct. 13 that had the added benefit of helping the Family Readiness Network (FRN).

As part of a salsa contest, employees could donate money to try different salsas, and all of the money was donated to FRN. Additionally, employees spoke about their experiences, and participants were treated to a chili ristra stringing demonstration.

In New Mexico, after harvest in late summer and early fall, large chilis are strung to dry so families can have chili year around. It is a popular belief that ristras hung in front of the home welcome visitors and bring good fortune.



Photo by Lisa Lockyear

Rose Chavez, Hispanic special emphasis program manager, congratulates Louie Gurule on his salsa's selection as the best in the contest.

Leadership Program Members Begin Year on High Note

By Ronnie Schelby, Public Affairs

The new Leadership Development Program (LDP II) members have already set their sights high this year. They kicked off the 2012 program by tackling the Ropes Confidence Course at the University of New Mexico Oct 19.

Even though the ropes don't look very high from the ground, once up in the air, it's an entirely different story. I wanted the bird's-eye view for better photos and realized this course is a real confidence builder. I was proud to see, with two competent instructors by the team members' sides, the group suit up in climbing gear and go for it.

"It was great to do this course at the beginning of the year," said Richard Buttz, safety specialist. "This really taught me to learn to trust my team members."

Archaeologist Chris Parrish felt that the ropes course challenged all participants to push themselves to exceed in new areas.

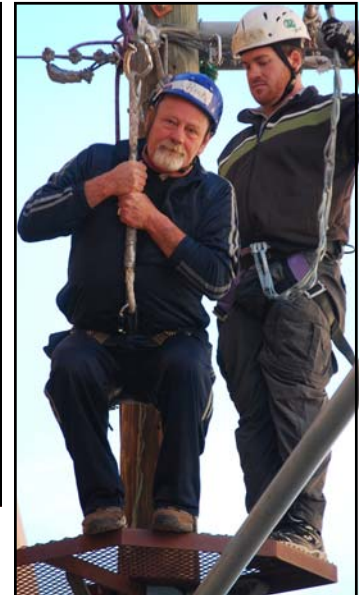
"Despite the fact that the vast majority of us were engaging in an activity that was well-outside our comfort zone, not to mention that many of us had just met the day before, the group responded to the situation by trusting and encouraging each other," he said. "It was a truly remarkable experience."

Danielle Galloway (left) and Denise Quinn take to the ropes like pros.



Photos by Ronnie Schelby

(L to R) Paul Cravens, Karen Sill, Chris Parrish, Curtis King and Grace Proctor prepare to face the ropes.



Above: Curtis King (left) and Paul Cravens prepare to step out, and (at right) an instructor watches Richard Buttz.

According to Craig Lykins, LDP II team leader and District training coordinator, the ropes course is great for team building.

"This helps the team start right off by building relationships and learning to place trust in one another," Lykins said.



Sixteen Compete in Marathon

By Greg Allen, Analyst and Quality Manager

The Albuquerque District had three relay teams and one individual compete in Albuquerque's Duke City Marathon Oct. 23.

The marathon started in downtown Albuquerque at 3rd Street and Tijeras Avenue, so the first couple of miles were run through the streets of downtown before meeting up with the Bosque Trail near Tingley Beach. The runners then headed north along the Bosque, until the path reached Paseo del Norte Avenue. From there, the trail took them east for 2.1 miles to the turnaround point, a 13.1 mile marker, before heading back in the reverse order toward the 26.2 mile finish at the Civic Center Plaza.

The District's teams entered three categories: Men's, Women's and Co-ed. The teams consisted of five relay members who each ran a leg of the race.

The five legs were divided into the following increments: 4.8 miles, 6.2 miles, 4.2 miles, 6.2 miles and 4.8 miles.

In total, 124 teams competed

in this year's marathon relay.

The District teams placed 8th, 48th and 102nd, which meant all three of the relay teams finished the marathon in respectable times.

The teams consisted of the following members: Men's: Russ Jaramillo, Mike Goodrich, Glenn McMaken, Jerry Nieto, Greg Allen; Women's: Frances Williams, Leslie Molina, Leanne Millea, Danielle Galloway, Ondrea Hummel; Co-ed: John Moreno, Karen Sill, Theresa Rogers, David Dark, Crystalin Medrano.

Additionally, the District's Deputy Commander Major Richard Collins completed the entire marathon on his own.



Class Sheds Light on Importance of Corps' Marketing

By Ray Macias, El Paso Resident Engineer

Upon entering the University of Texas at El Paso's Executive Master of Business Administration program (EMBA) in early January 2011, I wondered just how much this program would help my professional career after having spent more than 23 years in the federal government with the U.S. Army Corps of Engineers.

As an engineer for the government, I have generally been isolated from the rigors of operating a business. I do not have to procure a money source for the business, nor any of a myriad of things a person must do in order to start a business. And, I especially do not worry about marketing, or so I thought until recently.

After completing several courses for the EMBA, I emerged with a better grasp of business principles that reinforce my belief in the need for marketing, even for the Corps.

As defined by the American Marketing Association (AMA), marketing is an organizational function and a set of processes for creating, communicating and delivering value to customers, and for managing customer relationships in ways that benefit the organization and its stakeholders.

Prior to my enrollment in the program, I held a common misperception that marketing is "the art of selling products." In this context, marketing does not align with the Corps' mission for providing vital public engineering services in peace and war to strengthen our Nation's security, as well as energizing the economy and reducing risks from disasters. And, the Corps does not sell a product. Or, does it?

Using AMA's definition of marketing, the Corps definitely needs to capture and embody marketing and marketing techniques. The Corps strives to implement organizational processes that create, communicate and deliver value to our customer—the taxpayer.

In the form of congressional reports, information papers, web sites, public forums and

pamphlets, to name a few, the Corps markets what the agency does, what it accomplishes and how taxpayer dollars are effectively put to use as mandated by Congress. Although not in the strictest sense of marketing for a profit, business survival dictates Corps policies and procedures to manage customer relationships that benefit the organization and stakeholders.

In a simplistic overview of government contracting, projects for various governmental agencies are identified, approved and funded by Congress. The agencies then have the option of how to execute their program. Agencies may or may not select the Corps to execute the program for them. If a value and relationship can no longer be substantiated, agencies will look elsewhere. But, because of the ability of the Corps to market the value it provides and the relationships it has sustained, the Corps has been the federal engineering agency of choice since its inauguration in 1775. In order to maintain this elite status for the next 230 years, marketing is and will continue to be of vital importance.

Through marketing, the Corps has leveraged its valued customers and relationships throughout its history. As a result of marketing strategies and plans, the Corps has transitioned itself from a series of separate divisions and districts responsible only for their own regional areas into an integrated organization with a "One Door to the Corps" policy. Any federal agency can contact the Corps and obtain expertise anywhere in the world. From its humble beginnings with only a chief engineer and two assistants, the Corps now employs approximately 36,000 civilians and 600 military employees, working on 250 military or federal sites, in nearly 100 countries across the globe. And, marketing has been key to this expansion.



Ray Macias

Cannon Air Force Base to get New Corps Project Manager

By Kristen Skopeck, Public Affairs

Captain Daniel Sunden



Photos courtesy of Dan Sunden

He's new to the District and new to the Corps, but Captain Daniel Sunden is no stranger to engineering and construction.

Preparing for an assignment as a project manager at Cannon Air Force Base, Sunden will bring a fresh perspective after having spent the past three years in the 94th Engineer Battalion at Fort Leonard Wood, Mo. In his prior assignment, Sunden was a horizontal construction platoon leader, a concrete and asphalt detachment officer-in-charge and the battalion's engineer plans



(Left) Daniel Sunden completed the St. Louis marathon right before arriving at the District. (Top Right) Sunden at a Fort Riley, Kan., training exercise. (Bottom Right) An avid athlete, Sunden won the Fort Leonard



Wood combat-ives tournament and ended up competing in many subsequent tournaments in the middle-weight category.

and construction officer. He said he managed several successful troop construction projects at the fort.

Sunden has a Bachelor of Science degree in Civil Engineering from Rensselaer Polytechnic Institute in Troy, N.Y. While in college, he spent time as an intern for a civil engineering consulting firm in New Jersey.

For now, Sunden is spending some time getting acclimated to New Mexico and the Corps in the District Office. He is staying in a nearby hotel and said he often ends the day with a leisurely run around the area. He confesses that his true

hobby is running and, before arriving here, he completed the St. Louis marathon.

Exercise is obviously important to Sunden, and he demonstrated as much when he won the Fort Leonard Wood combatives tournament during his tour there. He said he ended up representing the post several times in the middle-weight fighter category.

"I'm happy to have this assignment with the Albuquerque District, and I look forward to the important work taking place at Cannon," Sunden said. "I can tell the people in the District care about their work, and I'm glad to be a part of the team."

Spooky Spirits

Focus on People



Wilma & Fred



RCO Pirates Take Prize in District Contest



"We were robbed, but that's what pirates do," Glenda Good Witch



Mr. Vick



Lady Gaga



Occupier



Alter Ego



Peep Won in Individual

Congratulations are in Order Around the District...



Hunter Firebaugh, son of Physical Scientist Jeff Firebaugh, became the New Mexico runner-up in 5A division track and field. Hunter is a senior at Cibola High School and is considering attending West Point.



Brian Johns, who is currently deployed in support of the Corps' overseas contingency operations mission, received the Commander's Award for Civilian Service Nov. 6. He has decided to redeploy.

Fabian Lopez Jr., a civil engineer in the Cannon Resident Office, was inducted into the Academy of Civil, Agricultural and Geotechnical Engineering, which involves former civil engineer students from New Mexico State University.



Alexandra Rodriguez, daughter of Admin. Tech. Leslie Rodriguez, was on the "Elite Brazil" soccer team that was a semi-finalist in the Surf Cup (Calif.), a quarter finalist in the President's Cup (Ariz.) and N.M. State Champions this year.

Early Snow in New Mexico

Corps employees at the Santa Rosa project office, located 63 miles west of Tucumcari, N.M., were treated to the first snow of the season upon their arrival at work Oct. 27.

Santa Rosa Lake is 7 miles north of the town of Santa Rosa via State Highway 91. At this project site, the recreation areas and campgrounds are managed by New Mexico State Parks.



Photo by Toni Brown