

## Construction Complete on Endangered Fish Grow-out Ponds



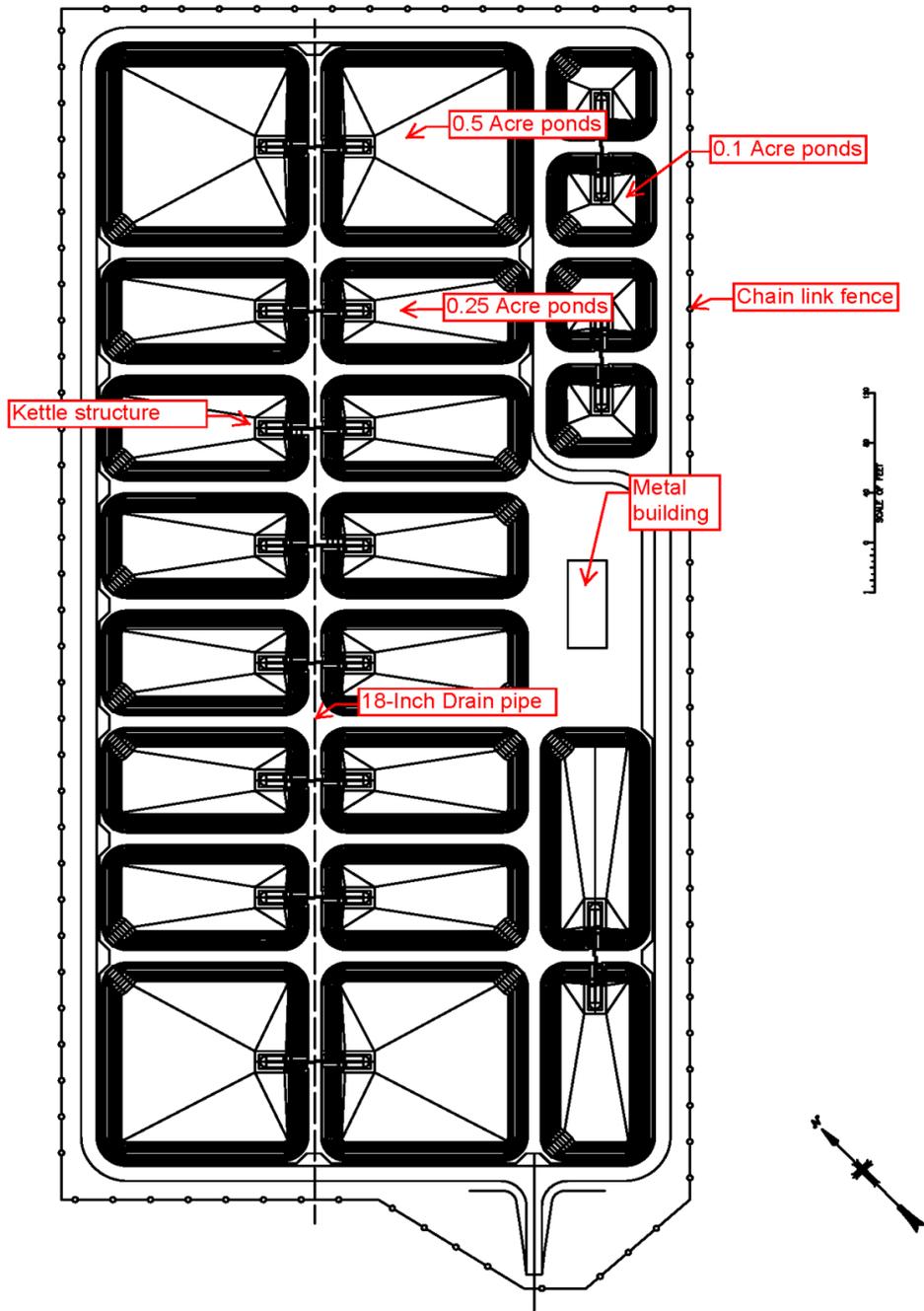
Construction is complete on grow-out ponds at the Horsethief Canyon Native Fish Facility located just outside of Fruita, Colo. The facilities are part of the Upper Colorado River Endangered Fish Recovery Program and the San Juan River Basin Recovery Implementation Program. The facility will house numerous grow-out ponds that will be used for holding and rearing endangered Colorado River fish.

A total of 22 ponds were constructed by Kissner General Contractors Inc., of Cedaredge, Colo. The ponds range in size from 0.1 to 0.5 acres. Combined, there will be a total of approximately 6.2 acres of ponds each between five and six feet deep and lined with a geomembrane fabric to reduce seepage. All design work on the ponds was completed in the Western Colorado Area Office. The need for the grow-out ponds was identified through the recovery programs to ensure the success of fish reproduction and genetic monitoring efforts.

Construction of the fish facilities cost \$5.3 million and was funded by the recovery programs to hold and rear endangered razorback sucker, Colorado pikeminnow, and potentially bonytail and humpback chub. In the following months Reclamation will complete mitigation and revegetate the site.



# Horsethief Endangered Fish Grow-out ponds diagram





Photos from a recent tour of the Horsethief Endangered Fish Grow-out ponds



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*Editors Note: Andy Wood, the UC Region's chief of the Security and Dam Safety Group, is also known by a second title: Lieutenant Colonel Wood. In his military capacity, LTC Wood, who is also a Green Beret soldier with significant Middle East experience, recently received his Master's Degree from the Army War College and is now gone from Reclamation on an extended military deployment in Libya. Keeping his promise to let us all know how he's doing, he sent UC Today a report with photos on his experiences in helping establish security for the newly re-opened United States Embassy following the overthrow of Muammar Qaddafi. Because of the length of his stories, we have broken them into four parts, with part one describing the current conditions in Libya and his job with the embassy. Part two will run next issue.*

### A Day in the Life of - Part 1



Andy Wood (aka Andi-Wood Kenobi)  
Regional Office

Sheer boredom is punctuated by a moment of adrenaline followed by surreal images. I am a sure law enforcement officer, firemen and paramedics can easily relate to this experience. I will share this with you as a way to bring you into the nature of the work I am doing here. This work requires a person to be able to shift from one role to another very rapidly.

I traveled back to Benghazi from Tripoli on assignment to assist two other Lieutenant Colonels. We do this out of respect for each other's work and the things we are trying to achieve here overall. Each of us has different program responsibilities or assignments and at times any one



of us can get quite busy. As 'team players' when our own responsibilities are taken care and we see that another is loaded up, we will help each other out. The Defense Attaché is rotating out and the new one hasn't shown up yet and his assistant was just over scheduled.

So to help out, I came here to Benghazi to sign for a shipment of military equipment that will help the Libyan military to re-build itself. I need to be at the docks here in Benghazi and sign it over to a Senior Libyan Military Officer as soon as possible after it arrives. It is pretty basic stuff like uniforms, boots, and personal protective gear. While I am here I am also attending a Seminar convened by the Libyan Chief of Staff to consider ways to reform the legal system of their Armed Forces.

This is a considerable challenge for a country that has used its military to repress its citizens and used the color of military law to do it. There were two days scheduled where Libyan civilian and military attorneys presented papers on various aspects of their system that need re-structuring. The first few hours were actually kind of interesting, from a cultural perspective. Anyway, it was a first for me. To witness proceedings like this in an Islamic culture is a great opportunity to gain some perspectives. The meeting began with a prayer and all the speakers were challenged to be critical and present different views. Libyans are very cognizant of their ancient past and part of the program included a field trip to a rare archeological site believed to be of Greek Origin. The Chief of Staff said he designed it this way in order to highlight the contributions of Greek philosophers in codifying basic human rights into laws. I saw a picture of it and it looked like some marble steps leading down into a subterranean cavern full of water. This was an event that I really looked forward to. Ultimately I would not make this journey down into this dark and mysterious place.

The setting for the seminar was in a very nice hotel with lots of security and attended by quite a few leaders from across Libya. There were many in attendance from the international community as well. I sat next to some ladies from Switzerland, and recognized the Defense Attaché from Turkey sitting a few rows in front of me. I met him a few nights previous, at an embassy party back in Tripoli. I was being treated as a diplomat in this setting. I had an Embassy security detail that consisted of a Department of State (DoS) Security Agent and a member of the local militia that assists in guarding our compound here. It was kinda fun to be on the receiving end of the security apparatus for a change, especially knowing all the support work that goes into it on the backside.

There were both civilian and military attorneys presenting position papers to a diverse audience. I noticed how each one gives a salutation at the beginning paying tribute to the Almighty according to his Islamic faith. Some referenced instances cited in the Quran when the Prophet Mohammed acted in a certain way or did a certain thing to illustrate a point such as impartiality in judging, or right to a hearing, presentation of evidence or whatever. However, attorneys in any culture share a gift of dwelling on the finer points of issues and leading the mind in endless circles.

*To be continued.*

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## ASC Newsletter

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### Board News

The ASC Board has been meeting regularly to plan upcoming events and discuss ways it can promote peak performance and enhance career development.

The ASC Board also has set aside August 21<sup>st</sup> as an ASC region-wide tour of projects in your respective location. You asked and we heard, in the month of September we will be offering training on Federal Grades and Classification presented by Linda Ashby. This training will be offered via WebEx so everyone can participate. We will keep you updated on upcoming correspondence trainings.

We are pleased to announce that Janie Walters will be the featured speaker at the 2013 Spring Event scheduled for April 9 and 10; location to be determined. An e-mail was sent to all ASC members asking for your input on what topics you would like to see her present.

The board would like to thank management for the continued support it gives to the ASC as evidenced in the memorandum of June 28, 2012. We are here to help and represent you. Please contact a member of the board if you are ever in need of administrative support. Any feedback you can give us is always welcome. Thank you for letting us serve you.

### Hot Topic

The Department of Energy recommends shutting off your monitor if you are not going to use it for more than 20 minutes or if you are leaving for the day. You can save as much as \$90 worth of electricity annually by simply turning off your monitor alone! PC Upgrade Magazine states that “If you want to save electricity, switch the monitor-a big power eater-off when the computer is idle for more than an hour.”

The energy consumed by a desktop or mini-tower computer (CPU) and monitor is significant: about 150 watts for a CPU and a 17-inch color monitor (180 watts total for a CPU and 21-inch monitor). Calculations based on the number of computers used by businesses and homes nationwide indicate significant environmental impacts cause by computer energy use. Battery-powered laptops consume significantly less power.

Turning off your monitor when not in use will not only save on energy, but will EXTEND the life of the monitor!

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### Upcoming Events

- Region-wide ASC Field Trip Day, August 21<sup>st</sup>
- Grades and Classification Training, September 10<sup>th</sup>
- Correspondence Training, various



# From ASC Member to Deputy Regional Director

Hi, all. I've been asked to share with you the progression of my career from the time I was in a clerical support position to where I am today as the Deputy Regional Director. In addition, I've added a list of lessons learned along the way. I hope what I share will be of interest and helpful in some way to you in your careers.

I started my Federal career as a Clerk-Typist, GS-3, on a student appointment with the Natural Resource Conservation Service (formerly Soil Conservation Service) in Human Resources, as I began to go to school at the University of Utah. My original goal with school was to get an Associate's Degree in Secretarial Services through the College of Business, which I did. A couple of years later, when I was finished with my Associate's Degree I thought I was done with college and I took some time off, but I was encouraged to continue my studies both by my parents and by my boss at NRCS. So I did. I continued to work at NRCS as a Clerk-Typist through the rest of my college career. I was eventually promoted to a GS-4 while there.

After I graduated with my Bachelor's Degree in Business Management, I was pretty sure the first place I applied would hire me. That was not the case. Everyone wanted experience in addition to education, so it took me awhile to find a job. Eventually I was hired by the Uinta National Forest in Provo as a Resource Technician, GS-5. I worked on grazing permits and other land issues with the Forest Service in Provo for about 3 years and completed a Master's Degree in Human Resources Management. Eventually a position in Human Resources opened up on the Wasatch-Cache National Forest in Salt Lake, so I jumped at the chance to move into a field I had more interest in and be closer to home.

I worked on the Wasatch for about another 3 years and was promoted to the GS-7 level. The Wasatch went through some downsizing, so I was given a Reduction-in-Force (RIF) notice. During this period, I had an opportunity to go on a detail with the Bureau of Reclamation in Human Resources doing classification for about 3 months. Before I actually got RIF'd, I got a position with the Bureau of Land Management in Salt Lake City also in Human Resources doing classification. I spent about a year at BLM and was promoted to the GS-9 level, when a position as a Human Resource Specialist opened up in Reclamation. I was hired as a GS-9/11 Staffing Specialist in Human Resources with Reclamation in 1983 and spent the remainder of my Federal career to date with Reclamation, primarily in Human Resources. I was a Staffing Specialist for a few years, and then I became the Group Chief over Staffing and Employee Relations, and eventually the Human Resource Officer for the Region until September 2002, when my husband became the Regional Director.

During the next 5 years, I worked on special projects for Reclamation and the Department of the Interior. I did a variety of primarily administrative projects including working on Reclamation's Visual Identity, working on the Department's Performance Management System, budget work for the Denver Program and Tech Services Directorate, doing a variety of organizational reviews, etc. During this time, I also spent almost a year on detail as Reclamation's Human Resource Officer in Denver. I was a staff of one, reporting to someone working in Denver or Washington, D.C. I missed the region, but the work got me involved in a variety of different and interesting challenges and I met a lot of people because I was working pretty broadly across a multitude of organizational and Bureau lines.

I was hired as the Deputy Regional Director in September 2007, when Larry Walkoviak became the Regional Director. Larry, Brent Rhees, and I moved to the Front Office within a few months of one another, so we have developed as a team together. We each bring a different approach and background to the table, so I believe we complement each other pretty well. I have enjoyed the breadth and depth of this work and getting involved in the entire myriad of work that Reclamation does—I honestly did not know all of the different things we do even though I have spent most of my career in Reclamation. It is a great place to work, in my opinion.

Thanks for letting me share my thoughts with you.

Ann Gold

Keep reading for Ann's Lessons Learned Along the Way...



# Lessons Learned Along the Way

So here are some things that I learned along the way:

- You can learn something in every job you do and from everyone you work with. Sometimes it is how NOT to do something, but that's still a good thing to learn.
- Do your best at whatever you are given an opportunity to do. You will be given future opportunities/advancement based on what you do today.
- Tell your supervisor if you have an interest in learning something outside of your current duties. There may be opportunities that come up where you can cross-train or learn something new but he/she needs to know you are interested.
- Always be professional in your dealings with EVERYONE. Treat everyone with kindness and respect.
- Be fair—you cannot do something for someone you like and not do the same for someone you don't—it will come back to get you every time.
- As opportunities for leadership training come available, throw your hat in the ring to take advantage of these. These programs are good learning experiences and even if you aren't selected, you indicate that you are interested in becoming a leader.
- Speaking of leadership, you can be a leader from anywhere in the organization; you do not need to be a supervisor or manager to be a leader.
- You will likely work with all kinds of supervisors during your career—some of whom you will love and some, not so much. It is to your advantage to learn how to deal with all of them in a professional and positive manner.
- You won't always get what you want in your career. Some of my best learning experiences were when I was put into a position that I didn't necessarily want to do. It inevitably expanded my horizons. In looking back, it all worked out for the best, even though I didn't think so at the time.
- Try to find work that challenges you and that you enjoy. You spend a lot of time at work and if it is drudgery every day, it can be a long and frustrating career.

## **2012-2013 Board**

Bill Brown, Chairperson  
Deborah Hilton, Vice-Chairperson  
Linda Andra, Secretary  
Chantel Bouchard, Parliamentarian  
Levi Hutchinson, Senior Advisor



*“Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma, which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary.”*

*--Steve Jobs*

## **We're on the Web!**

<http://intra.uc.usbr.gov/teams/asc/index.html>



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# Tips and Tricks

## Dread doing it? 5 ways to nudge yourself

With dreaded tasks hanging over your head, you'll feel more drained and uneasy than if you just tackle them, says Gretchen Rubin, author of *The Happiness Project*. Next time you don't feel like making that phone call or going to the gym, try these strategies:

*"Success consists of going from failure to failure without loss of enthusiasm."*

*--Winston Churchill*

- 1. Do it first thing in the morning.** You're going to be able to think of more creative excuses as the day goes along.
- 2. Make it a daily habit.** Sometimes it's easier to do something every day rather than less frequently.
- 3. Assemble the right tools.** Clear off your desk or gather the materials you need to do the work.
- 4. Write down your goal.** On a piece of paper write down "By the end of today, I will have \_\_\_\_."
- 5. Remind yourself** that finishing this dreaded task is tremendously energizing.

*--Administrative Professional Today July 2010*

## Get to Know the Members of the ASC

### UC Regional Office

Tara Ashby  
 Ameer Baker  
 Melissa Bishop  
 Chantel Bouchard  
 Bill Brown  
 Emily Cooper  
 Ryan Curtis  
 Maeghann Dale  
 Amelia Draper  
 JoAn Hanson  
 Radhika Harris  
 Danae Henrie  
 Christine Hoopingarner  
 Janet Hunt  
 Levi Hutchinson  
 Jolene Jacobson  
 Ginny Little  
 Keri Mauchley  
 Michael Molinaro  
 Corine Morales  
 Jerri Quistberg  
 Angelica Rodriguez  
 Patricia Schmidt-Johnson  
 Veronica Tietz  
 Elaine Vorkink

### Albuquerque Area Office

Katherine Chapman  
 Jeanne Graham  
 Ann-Marie Hicks  
 Brenda Mendoza  
 Kristie Michel  
 Frank Moya  
 Annette Perez  
 Ali Saenz  
 Shannon Silva  
 Terri Turner

### Alamosa Field Division

Jaclynn Burch  
 Charlyne Lucero  
 Nadine Smith

### El Paso Field Division

Davonna Armijo  
 Phillip Berunda  
 Maria Garza  
 Marlene Shelton  
 Marian Thornton

### Socorro Field Division

Beverly Junger

### Four Corners Construction Office

**Farmington**  
 Donald Akin  
 Elizabeth Fox  
 Christine Horton  
 Shasta Rudder  
 Cynthia Slade

### Durango Field Office

Kathy Smith  
 Kimberly Weimer

### Power Office

Lauri Brown

### Curecanti Field Division

**Montrose**  
 Patrick Duff  
 Laurie Jones  
 Rita McAlexander

### Flaming Gorge Field Division

Brenda Babcock  
 Pauleen Baker  
 Jennifer Handy  
 Bernetta Higley  
 Leo Jackson

### Glen Canyon Field Division

Karla Allen  
 Ruth Douglas  
 Courtney Harris  
 Genevieve Tracey  
 Rita Whitehair

### Provo Area Office

Linda Andra  
 Shela Darhower  
 Deborah Hilton  
 Josh Larson  
 Amelia Lobo  
 Linda Morrey  
 Dave Nuckles

### Western Colorado Area Office

**Grand Junction**  
 Deb Boggess  
 Kathy Crone-Crunk  
 Dee Dee Fowler





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## Thoughts from the Front Office

Brent Rhees and I went on a “road trip” during the week of July 30-August 3 with our new regional liaison, Karen Radzykewycz (pronounced Rad-ze-cabbage), who will be replacing Dick Beeman beginning in September. Brent, Karen and I were visiting many of the sites in our region so that Karen could learn more about what the UC region does. We are trying something new with our regional liaisons; Karen is from the Great Plains region. GP and UC will be sharing a liaison under a pilot program. If it works out, then in 2 years when Karen has completed her time in DC, UC will send a person to DC to represent both UC and GP.

During the week, we visited the Albuquerque Area Office and some of the sites associated with the Middle Rio Grande Collaborative Program, and other Area Office sites including Elephant Butte Dam. We drove to El Paso and heard about issues associated with the Rio Grande Project. Then we drove to Gallup to visit sites related to the Navajo Gallup Project, Animas-LaPlata, and the Navajo Indian Irrigation Project. From there we visited Durango and the Grand Junction Office. It was a great trip and I know Karen learned a lot, as did Brent and I. Karen has kindly agreed to write an article for UC Today for a future edition to share her impressions.

One of the things we all noted was the pride all of our employees have in the facilities and programs they are a part of. They are dedicated and professional and want to share the issues—both the good things that are happening and the concerns that might be arising. They are involved in making things better and working through issues with our stakeholders and partners on a regular basis.

I’ve stated how important this is many times in my articles for UC Today, but it was never more clear to me than during this trip. I was very proud and Karen was very impressed with our region’s employees and work ethic (not that GP folks don’t have the same approach).

So again, thanks for all you do every day. We collectively are doing great things in the West and Larry, Brent and I really appreciate your dedication and concern about ensuring we are improving things as we go along.

Ann

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# RECLAMATION

*Managing Water in the West*

## Upper Colorado Diversity Action Team

### Pilot Rotation Program



U.S. Department of the Interior  
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# Overview of Implementation of Pilot Rotation Program

- **Background History**
- **Identification Process**
- **Selection Process**
- **Rotation Assignments/Duties**
- **Feedback**
- **Lessons Learned Thus Far**

RECLAMATION

# Background History

- Implemented by the Breaking Down Barriers subcommittee of UC DAT
- Based on the PN Region's program
- Discussion held with HR and at previous UCLT meetings to arrive at a common understanding of purpose, intent and parameters
- Provo Area Office selected as the pilot location for program implementation for UC Region

RECLAMATION

# Identification Process

- Provo management created an Office Function/Responsibilities list
- November 2011, the Provo Leadership Team was asked to identify potential assignments
- Positions were identified and potential start dates were determined



RECLAMATION

**PROVO AREA OFFICE  
OFFICE FUNCTIONS/RESPONSIBILITIES  
AND POTENTIAL ROTATION ASSIGNMENTS**

**RESOURCE AND TECHNICAL SERVICES  
AREAS OF RESPONSIBILITY**

Area Manager – PRO-100 (Curtis Pledger)

- Public Affairs
- Activity management coordination

Assistant Area Manager – PRO-107 (Kent Kofford)

- Engineering support for investigations, design data collection, designs, and construction
- Constructability analysis of alternatives
- Inspection
- Project Management
- Construction Management
- Claims analysis
- Plans, directs, and coordinates inspection and related field engineering activities required for assigned construction features
- Assures that construction conforms to specifications and approved engineering practices and procedures
- Plans, directs, and coordinates all matters pertaining to safety and health for the area office

Administrative Service Division – PRO-110 (Susan Corson)

- Acquisition support to the Regional Office (and to Area Offices above their levels of contracting authority) consisting of:
  - Soliciting bids, quotes, or proposals for supplies, service, and construction
  - Awarding and administering purchase order and contracts for supplies, services, and construction
  - Purchase card training, authorization, guidance, and support
- Budgeting – budget
- Area Office property
- Human Resources
- Information Technology
- Office Services
- Safety (clerical)/OWCP reporting
- Awards
- Training
- Travel
- Correspondence

Administrative Service Division, Continued – PRO-110 (Susan Corson)

- Driver's license checks
- EEO
- Time and Attendance (e-TAS)
- Ethics, Conduct, Disciplinary
- Mail and files/Reclamation library management
- Performance Appraisals
- PIV
- Switchboard/reception
- Visual Identity

Property and Procurement Group – PRO-115 (Aaron Auch)

- Building and grounds management
- Conducts to Provo Area Energy Conservation Program
- Coordinates the utilization of vehicles (Fleet Management)
- Space management and security services
- Property disposal
- Excess property

Engineering Division – PRO-200 (Cary Southworth)

- Construction project management
- Scheduling
- Claims analysis
- Construction contract administration

Planning Group – PRO-210 (Roger Hansen)

- Ground water (hazardous waste) sampling/monitoring in cooperation with River and Reservoir operations
- Resource management and planning
- Investigations program coordination, including feasibility studies
- Activity management for multi-disciplinary investigations
- Technical report writing, editing, and publication
- Project planning document library
- Special studies leadership and support

Design Group – PRO-225 (Scott Winterton)

- Value Engineering Program
- Designs (civil, mechanical, environmental, and architectural)
- Engineering support including drafting, specifications writing, quantity and cost estimating
- Technical studies and reports for advance planning activities
- Design reviews
- Construction cost estimating
- AutoCad technical support

Geology Group – PRO-230 (Ira Terry)

- Geotechnical explorations, investigations, and studies
- Engineering geology, instrumentation, and exploration geology
- Dam instrumentation monitoring and evaluation
- Landslide surveillance program
- Observation and water well design

Drilling Operations Group – PRO-250 (Scott Jensen)

- Drill crew services (drilling, maintenance, and repair assistance)
- Drain cleaning

Field Engineering I – PRO-300 (Paul Christensen)

- Engineering support for investigations, design data collection, designs, and construction
- Constructability analysis of alternatives
- Inspection
- Project Management
- Construction Management
- Claims analysis
- Plans, directs, and coordinates inspection and related field engineering activities required for assigned construction features
- Assures that construction conforms to specifications and approved engineering practices and procedures
- Plans, directs, and coordinates all matters pertaining to safety and health for the area office

Dam Safety and Construction – PRO-310 (Mike Talbot)

- Safety of Dams - SOD
- Engineering support for investigations, design data collection, designs, and construction
- Constructability analysis of alternatives
- Inspection
- Project Management
- Construction Management
- Claims analysis
- Plans, directs, and coordinates inspection and related field engineering activities required for assigned construction features
- Assures that construction conforms to specifications and approved engineering practices and procedures
- Plans, directs, and coordinates all matters pertaining to safety and health for the area office

Inspection Group, Field Engineering II – PRO-320 (Gordon Bell)

- Inspection
- Construction management

Engineering Technicians Group – PRO-340 (Bart Leeflang)

- Directs the Force Account planning and construction with other offices and divisions.
- Has technical over-site responsibilities for construction performed by Force Account personnel.
- Over-site of “design-built” components of Force Account Projects.
- Prepares estimates for potential projects.
- Manages and tracks project expenditures.
- Plans for preventive maintenance, repair, replacement, and transportation of heavy and light duty equipment.

Engineering Equipment Group – PRO-343 (Rick Sweat)

- Directs the Force Account construction with other offices and divisions.
- Manages scheduling and travel coordination of Force Account personnel.
- Plans for preventive maintenance, repair, replacement, and transportation of heavy and light duty equipment.

Security and Dam Safety Group – PRO-430 (Dale Hamilton)

- Comprehensive Facility Review Process
- Periodic Facility reviews
- Annual Site Inspections
- Inaccessible Features Examinations
- Dam Tender Training (Onsite & Classroom)
- Engineering Assistance provided to Water User Organizations
- Comprehensive Security Reviews
- Periodic Security Reviews
- Annual Security Inspections
- Site Security Plans
- Security System Installations and Upgrades
- Trespass/Law Enforcement Coordination
- 24-Hour Duty Officer
- Incident Reporting
- O&M Recommendation Process
- SOD Recommendation Process
- DSIS/DSDAMS updates
- Strong Motion Program
- Performance Parameters
- Instrumentation Data Collection and Monitoring
- Monitoring Enhancements
- Issue Evaluation
- Risk Analysis
- GPRA (Deferred Maintenance – Reservoir Restrictions)
- FRR Program (Facility Reliability Ratings)
- Annual Regional Dam Safety Program
- Public Safety at Project Facilities
- Asset Inventory Management
- Asset Inventory Database Management

Operations and Emergency Management Group – PRO-440 (Ryan Luke)

- Automated Data Collection Program
- Standing Operating Procedures
- Emergency Action Plans & Exercising
- Inundation Mapping
- Disaster Response Plans and Activities
- Continuity of Operations Planning and Assistance
- Hydrologic Automation Monitoring Program (Early Warning Systems)
- Radio and communication program
- Geographic Information System (GIS)
- Water supply forecasts
- Coordination and oversight of reservoir operations for flood control, endangered species, power, and other multiple users.

Operations and Emergency Management Group, Continued – PRO-440 (Ryan Luke)

- Hydrologic studies (river and reservoir system management studies, frequency analyses, water budgets, operating plans, watershed analysis, reservoir allocations)
- Hydraulic studies (water surface profiles, flood plains, etc.)
- Hydrologic and hydraulic model and tool maintenance, development, and support
- Flaming Gorge operation Working Group
- Fontenelle Operations Working Group

Lands Group – PRO-450 (Dave Krueger)

- Land and right-of-way acquisition
- Land disposal and exchange
- Trespass resolution
- Land management
- Outgrants (easement, licenses, permits, leases)
- Withdrawal review
- Relocation assistance
- Appraisal
- Real property inventory
- Title transfers – appraisals and deeds

Inspection Group, Field Engineering I – PRO-620 (Jeff Evans)

- Inspection
- Construction Management

Materials Engineering Group – PRO-630 (Steve Corless)

- Responsible for materials quality control and quality assurance for soils and concrete.
- Accomplished field investigations and laboratory analysis.

Surveys Group – PRO-640 (Dave Harris)

- Design, Construction, and Property Surveys. Instruction in GPS, Robotic Total Station, Autocad, and Excel.

Water and Environmental Resources Division – PRO-700 (Kerry Schwartz)

- Reclamation loan programs coordinator
- Ecologically based system analysis project management

Water Resource Group – PRO-750 (Jonathan Jones)

- Water acquisition
- Policy and legislation review, research, and drafting
- Water supply reallocations and water transfers
- Water management education
- Water rights
- Financial assistance review of determinations
- Contracts – Water, Operation and Maintenance, funding, etc.
- Land classification
- Contracts – Repayment, water service (including amendments and assignments)
- Economics – Payment capacity studies, cost allocations, etc.
- Transfer of Title – Asset valuations, contract review, etc.
- Transfer of operation and maintenance agreements
- Unauthorized uses of project water (water spreading, conversion, etc.)
- Water sales
- Title transfer – program management
- Recreation planning and management
- Concession management
- Title 28 Program administration
- Water conservation plans and planning assistance
- Water conservation plan evaluation
- Water measurement
- Water system evaluations
- Crop census and water use data collection
- Water conservation demonstration projects, including canal linings
- Drought program
- Water Conservation Field Services Program
- Field Services Program Grant/WaterSMART Grants

Environmental Group – PRO-770 (Jeffrey D'Agostino)

- Global climate change
- Fish and wildlife
- Endangered species
- National Environmental Policy Act (NEPA)
- Cultural Resources
- Indian trust assets
- Hazardous materials/waste minimization/oil spills
- Ecosystems/watersheds conservation
- National Memorandums of Understanding with conservation groups
- Wetlands
- Water quality
- Water Quality Lab

## **Provo Area Office Pilot Rotation Programs Available Rotational Assignments**

**Position:      Public Affairs Specialist (Begins April 1, 2012)**

A Public Affairs Specialist participating in the Provo Area Office Pilot Rotation Program would be expected to accomplish the following tasks:

- Work with office management and staff regarding public information, education, and community relations.
- Work with various communications media, such as newspapers, radio and television, and others.
- Review speeches and other presentations for public meetings, documentaries, and videos.
- Work with the media, public, water users, Tribes, and current and potential partners, as well as other Government representatives.
- Work with Provo management and regional office Public Affairs Office on reports, news items, and other information as needed.

**Position:      Realty Specialist Assistant (Begins April 1, 2012)**

A Realty Specialist Assistant participating in the Provo Area Pilot Rotation Program would have the opportunity to perform and learn the following:

- Title abstracts for real property in county land records.
- Review legal descriptions of real property.
- Review maps and drawings for accuracy and completeness.
- Assist Realty Specialists in reviewing right-of-use submittals.
- Prepare routine correspondence.

**Position:      Materials Lab Technician (Begins September 2012-approximate)**

A Materials Lab Technician participating in the Provo Area Office Pilot Rotation Program would have the opportunity to perform and learn the following:

- A variety of routine sampling and testing procedures for testing of earth and concrete materials on construction and investigation projects.
- Earth work related test procedures may include gradation analysis, hydrometers, Atterberg limits, specific gravity, moisture content, -200 washes, Proctor compaction testing, nuclear density testing, and relative density testing.
- Concrete work related test procedures may include slump, unit weight, air content, fabrication of test cylinders, capping test cylinders, and compression testing concrete cylinders.

**Position:      Rotational Construction Inspector (Begins May 2012-approximate)**

A Construction Inspector participating in the Provo Area Office Pilot Rotation Program would be expected to accomplish the following tasks (under the supervision of the Lead Inspector) at a construction job site:

- Submit quality daily reports.
- Works and writes regularly on the final report.
- Add to and keep up to date information to be used for final report comprising a draft final report throughout the project.
- Takes a minimum of 8-10 photos, with captions added, per day documenting work activities of the contractor.
- Continuously amend and update construction drawings and other document to their “as-built” condition, under the direction of the lead inspector.
- Verify that the contents of reports contain adequate information about contractor communications, work activities, and daily progress.
- Verify daily quantities with contractor personnel each day.
- Collect and document in daily reports and quantity sheets, the backup material used for monthly pay estimates.
- Understand the difference between field orders and change order price requests and when work is being accomplished under one of these directives.
- Does not alter or waive provisions of the contract
- Does *not* issue instructions contrary to the contract documents.
- Call the contractor’s attention to nonconformance. If not corrected, the issue is properly escalated.
- Has knowledge and understanding of specifications and reminds contractor of key elements prior to work taking place.
- Notify supervisor immediately of design inconsistencies and data collection needs.
- Operate and maintain a Government vehicle consistent with Reclamation guidelines.
- Willingly accept and successfully carry out other duties as assigned.
- Demonstrate sound judgment that meets organizational goals by keeping supervisor informed on work issues.
- Demonstrate necessary knowledge, skill, and ability, and quickly adapt to changing circumstances to complete assigned work in a timely manner.
- Notify supervisor of possible upcoming problems.
- Notify supervisor of any required annual leave or sick leave in timely manner.
- Fill out time sheets timely and accurately.
- Fill out vehicle trip reports and submit on time.
- Communicate non-compliance to contractors in clear, concise, and professional manner.

# Selection Process

- March 7<sup>th</sup> an e-mail was sent to all employees at the Provo Area Office providing them with information about the program and an application



- Due date of March 23<sup>rd</sup> was set for applications to be submitted to Susan Corson, Administrative Officer

RECLAMATION

## Hilton, Deborah

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**From:** Hilton, Deborah  
**Sent:** Wednesday, March 07, 2012 3:43 PM  
**To:** BOR PRO DL All Employees  
**Subject:** Pilot Rotation Program - Provo Area Office  
**Attachments:** Rotation Program Assignment Descriptions.docx; Pilot Rotation Program.docx

The Provo Area Office has been selected by the Upper Colorado Diversity Action Team as the Implementation Sponsor for its Pilot Rotation Program. As part of the program, the Provo Leadership Team created a few positions to implement this program (see attached – Rotation Program Assignment Descriptions). Also, attached is an overview document of the program (see attached Pilot Rotation Program) which provides information including objectives, eligibility requirements, other pertinent information, and **Attachment A: the Employee Application Form for the Rotation Program.**

If you are interested in participating in this program, please fill out Attachment A: the Employee Application Form for the Rotation Program, obtain your supervisor's signature, and submit the form to **Susan Corson** by no later than **Friday, March 23, 2012.**

Any questions, please let me know.

Deborah

## Provo Area Office Pilot Rotation Program

### Sponsored by the Upper Colorado Diversity Action Team

**Overview:** In keeping with the expanded concept of diversity as inclusive of everyone, the *Overcoming Barriers and Embracing Diversity Final Report* outlined recommendations to improve the work environment within the Upper Colorado (UC) Region for all employees, and by extension improve recruitment potential and retention of new employees. The goal of these recommendations is to create an organizational culture that supports diversity by improving professional growth and career development opportunities for all employees.

The rotation program proposed in the report was intended to follow the Pacific Northwest Region's rotation program that has been functioning since 2006.

The Overcoming Barriers and embracing Diversity Committee has reviewed the PN Region rotation program and proposes implementing a very similar program in the UC Region. The following is an outline of the program key elements recommended for program implementation in the UC Region:

#### UC Rotation Program

- Program Sponsor/Advocate: UC Regional Director's Office
- Functional Sponsor: UC Diversity Action Team (UCDAT)
- Implementation Sponsors: Provo Area Office

**Program Description:** This program will provide the opportunity for employees within the Provo Area Office to expand their career experience and knowledge of Reclamation functions, issues, and disciplines through rotational assignments. Participants will learn how work outside their daily discipline area is coordinated and accomplished through meaningful work assignments provided by the sponsoring office, division, or group.

#### Program Objectives:

1. Provide exposure to and meaningful work assignments in a range of discipline areas appropriate to developmental objectives.
2. Provide opportunities to increase knowledge and understanding of a broad range of functions, policies, issues, authorities, and decision-making processes that affect and guide agency activities.
3. Increase knowledge, skills, and abilities of employees within the organization to enhance employee retention, succession planning, and knowledge transfer.

**Eligibility:** The program is intended for all full-time employees through GS-12 not eligible for the formal agency leadership development programs available to GS-13 and above.

**Rotation Assignment Location:** Rotation assignments will generally occur within the program participant's duty station office or other Reclamation offices within commuting distance. This will ensure that the cost of participating in rotation assignments is minimal.

**Rotation Opportunities:** Because the primary objective of the rotation program is to provide the opportunity to increase knowledge and understanding of the broad range of Reclamation functions, all divisions and groups from

the Provo Area Office were asked to identify a general list of functions overseen by the office that could provide potential rotation assignments (see attached list). Full management support in developing the list is essential to the success of the rotation program.

**Duration:** As a general guideline, participation in the rotation program will vary; however, it is anticipated to take up to 15 percent of the employee's time up to a 12-month period. While participating in the program, employees must continue to perform in their official positions of record. Employees may participate in rotations through multiple sponsoring divisions or groups as long as it does not exceed 15 percent of time over the 12 month period. Scheduling for rotation assignments should be negotiated between the employee, the employee's supervisor, and the sponsoring division to determine the optimal assignment arrangements.

**Note:** Rotation program assignments are developmental in nature and are intended to provide opportunities for employees to broaden their work experience and expand organizational knowledge outside their daily discipline area. **Participation in the rotation program does NOT result in eligibility for non-competitive or accelerated promotion, either temporary or permanent.**

**Program Requirements:** Each participant will develop an Individual Rotational Plan (IRP) in cooperation with their supervisor and each implementation sponsoring division manager with whom the participant will do a rotation. The IRP may cover a period of up to 12 months and generally identify the purpose and duration of each rotational assignment which can vary from a general orientation briefing, to 1 or 2 week(s) details (which can be broken down into hours spread over a longer period of time). The specifics of each rotation should be negotiated between the sponsoring office, the participant, and the participant's supervisor based on the work assignment opportunities available at the time, and the individual's experience, interests, and learning objectives.

At the end of each rotation assignment, participants will be required to submit a written report to their supervisor and the sponsoring office manager.

Upon completion of the rotation program, participants will provide a written summary of their experience in the rotation program to their supervisor, the sponsoring office manager, and the UC DAT summarizing their rotation activities and what they have gained from the experience and recommendations for enhancements and/or improvements.

All parties involved must be willing to commit their time to this program in a flexible manner in order to accommodate the participant's ability to fulfill the requirements of the current position as well as the needs of the sponsoring office and the window of opportunity for rotational work assignments.

**Application Process:** The Provo Area Office will determine how many rotation assignments to make available on an annual basis for employees to apply for. A panel to evaluate applications and select participants will be established. Application forms submitted by employees must include the signature of their supervisor (**See Attachment A – Application Form**).

**EMPLOYEE APPLICATION FORM**  
**ROTATION PROGRAM**

**Instructions:** Applicants must complete this form and provide answers to the questions. This signed application form and written responses to the questions should be submitted to Susan Corson.

Applicant's Name: \_\_\_\_\_ Extension: \_\_\_\_\_

Current Position Title: \_\_\_\_\_ Series and Grade: \_\_\_\_\_

Rotational Assignment Applicant is Requesting: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Extension: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please provide a written response to the following:

1. Explain why you would like to be considered for this training opportunity and how you would utilize this training in your current position and/or future career plans.
  
  
  
  
  
  
  
  
  
  
2. Please describe examples or experiences where you have demonstrated your skills in oral and written communication, time management, and follow-through on commitments.
  
  
  
  
  
  
  
  
  
  
3. Provide specific examples of experiences where you have demonstrated initiative (e.g. took on something beyond your primary responsibility, sought out special training opportunities, etc.).
  
  
  
  
  
  
  
  
  
  
4. Describe opportunities where you have effectively interacted with individuals and/or other groups to accomplish a common goal.

# Selection Process

- Provo Area Office management reviewed the applications received and used pre-determined criteria to make the selections
- Selection e-mails were sent April 6



RECLAMATION

## Hilton, Deborah

---

**From:** Corson, Susan B  
**Sent:** Friday, April 06, 2012 4:02 PM  
**To:** Mower, Shane  
**Cc:** Schwartz, Kerry; D'Agostino, Jeffrey M; Pledger, Curt; Pullan, Wayne; Kofford, Kent; Hilton, Deborah; Corless, Steve  
**Subject:** Selection to Rotational Pilot Program

Hi Shane:

We appreciate your application for participation in the Provo Area Office Pilot Rotation Program. As you know, this is an opportunity for employees to gain knowledge and experience by working in another part of the office.

You have been selected to work as a Materials Lab Technician, working under the supervision of Steve Corless. The effective date and work hours should be scheduled between your current supervisor and Steve. It appears that this work will be a part of the Safety of Dams work scheduled at Echo Dam, which most likely will not be begin until October or later, 2012. It is important to note that your current status as a SCEP student will still need to be top priority, and your current supervisor and Steve will need to closely coordinate your work in the rotational program.

After you have spent two pay periods in the position, please notify me as to your work progress, so that future opportunities can be determined at that time.

Susan Corson

# Rotation/Assignment Duties

- **Realty Specialist Assistant - Lands Group**
  - Learned how to survey using new GPS surveying equipment
  - Learned about flood easements, legal issues, results of planning and regulating lands around Reclamation projects
  - Gathered information and prepared documents to help with property disputes on lands surrounding Scofield Reservoir

RECLAMATION

# Rotation/Assignment Duties

- **Writer/Editor – Operations and Emergency Management Group**
  - **Wrote Standard Operating Procedures for Stateline and Meeks Cabin Dams**

RECLAMATION

# Rotation/Assignment Duties

- **Construction Inspector – SOD/Echo Project**
  - Obtained construction photos
  - Read and recorded flow data associated with dewatering wells
  - Tested for proper soil compaction
  - Performed dam foundation mapping
  - Learned about construction specifications

RECLAMATION

# Rotation/Assignment Duties

- **Hydraulic Technician**
  - Assisted water users control water flows and monitored water usage
  - Assembled a board and tower with different components to accomplish the above task

RECLAMATION

# Feedback

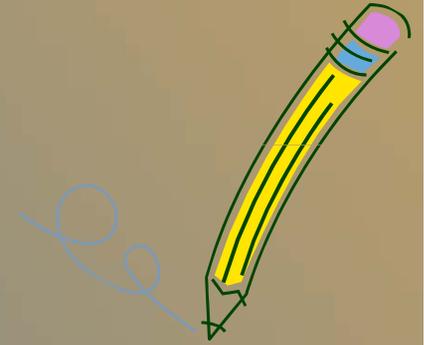
- Great learning experience
- More aware of construction limitations
- Helps bridge the gap between current position and other positions in the office
- Develops stronger working relationships with employees



RECLAMATION

## Feedback, cont...

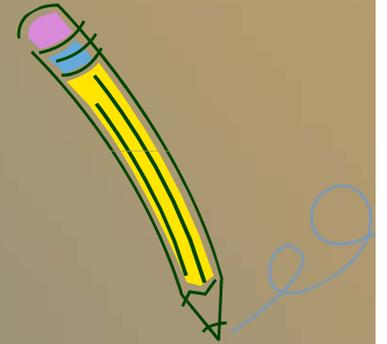
- **Fosters more open and effective communication on future projects**
- **Program has allowed me to “dive into a different group and see the different aspects of Reclamation”**
- **Gained a greater scope of Reclamation’s Mission**
- **Helps me know who to turn to for answers and feel more of a bond to my workplace**



RECLAMATION

## Feedback, cont...

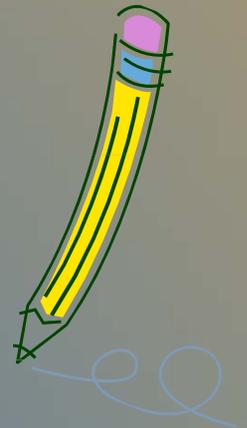
- This program is a success and a benefit to all who are involved
- Supervisors need to honestly assess their ability to participate
- Felt like a “bit of a wrench in the cogs of the groups daily workings” and it was difficult for the Group Chief to provide new and consistent assignments



RECLAMATION

# Feedback, cont...

- Ability to see how the work done in current position is actually implemented
- Knowledge gained will help with furthering career in Reclamation
- More time needs to be dedicated to training in implementation of the program



RECLAMATION

# Lessons Learned Thus Far

- UC DAT have more of a part in the selection of the participants
- Better communication



RECLAMATION

# Celebrate What's Right With the World™

## Key Concepts

Key Concept 1: Believe it and you'll see it.

Many of us are born trustful and optimistic. We believe that things will work out and are often naïve about the challenges we may face when we set out to achieve our goals. However, our optimism can fade quickly if those around us continually tell us how difficult life can be or how impossible our goals are.

- DO think critically about how you're describing just what you're looking for. For example, if you're looking for \$1 million, you probably won't find it today. However, if you're looking for a way to gain a reasonable boost in your income, you can take steps to get there.
- DO talk about your goals with people who are supportive. While you want constructive criticism and suggestions, pointless negative comments are a waste of time and energy.
- DON'T expect to believe and see something immediately. Goals take time to reach.

Key Concept 2: Recognize abundance.

Most of us grow up learning that our world is one of scarcity, loss and fear. That's why such sayings as "It's a dog-eat-dog world," and "Eat or be eaten," are so familiar. However, it is important to determine whether it really is scarcity that we're dealing with, or if we're simply unwilling to recognize and appreciate the bounty before us.

- DON'T mistake abundance for perfection. It's easy to get hung up on the ways in which our possessions, and even our friends and family members, fall short of ideal. Often, the shortcomings that bother us go unnoticed by others.
- DON'T focus solely on material abundance.

Key Concept 3: Look for possibilities.

The opposite of scarcity isn't abundance, but possibility. No matter how desperate our situation, if we can see a glimmer of possibility and hope, we know we can keep going and take action to improve things. The challenge for many of us is taking advantage of the possibilities before us. Looking for and following through on possibilities requires a determined effort. It can be difficult to give up our preconceived notion of just how something is supposed to be or look. In addition, searching for the best solution, rather than being satisfied with the first possible answer that crosses our paths, takes extra energy and time. It is easy to be satisfied with "good enough" instead of striving to do our best.

- DO enlist the help of others when you're looking for possibilities. Outsiders can provide a fresh and useful perspective.

- DON'T assume that looking for possibilities means you never call it quits. You need to know when you've truly given your all to a particular challenge, and then move on.

Key Concept 4: Unleash your energy to fix what's wrong.

It sounds paradoxical to say that by celebrating what's right with the world, we're better able to fix what's wrong. However, celebrating what's right helps us to see the possibilities out there. When we acknowledge the many good things that occur in the world, we realize that solutions are possible; that many challenges can be surmounted. Equally important, celebrating what's right with the world gives us a much needed break from our efforts to fix what's wrong. Looking only at the negative can be draining.

- DO use your knowledge of what's right with the world to come up with solutions to what's wrong. Think about how you can apply what's working in one situation to other problems and challenges.
- DON'T think that celebrating what's right with the world means ignoring what's wrong.

Key Concept 5: Ride the changes.

It's no secret that most of us resist change. It's often too easy to focus on the negative aspects of change. Change requires energy; it upsets the status quo; it challenges the order in our lives. We wonder whether we'll be better or worse off when all is said and done. Many changes leave us uncomfortable for a while. However, we don't want to lose sight of the positive side of change. It is exciting and rejuvenating. Change forces us to grow, to view our lives with a new perspective and hopefully become better for our experience.

- DO expect to be uncomfortable when things are changing.
- DO keep in mind the positive aspects of change.
- DO think through a change before making it if you have the opportunity. While all changes contain possibility, you usually don't want to change just to say you've done it.

Key Concept 6: Take yourself to your edge.

Each of us can venture to our own edges. We can allow ourselves to be our best; to take risks and give everything we've got to the tasks before us. This isn't always easy. For starters, going to our edge takes intense commitment and energy. It's easier to give things a pretty good effort and move on to something else. The key is trusting ourselves enough to allow ourselves to be our best for the world, without worrying about the results.

- DO think about ways that you can "go to your edge" in your day-to-day lives; ways that you can give it all you've got.
- DON'T assume that "going to the edge" is something that only athletes do.

Key Concept 7: Be your best for the world.

Changing just one word in a phrase can lead to a dramatic shift in how we approach our lives. When we concentrate on being the best in the world, it's easy to focus on the trappings that often come with talent and effort, such as money and recognition. In contrast, when our efforts are devoted to being the best for the world, we approach our tasks with an attitude of service and grace. Our perspective widens, as we are not thinking only of ourselves. Instead, we focus on using our talents and energy as best we can.

- DO find your own talents and your own way of contributing to the world.
- DON'T get hung up on others' perceptions of your contribution.

*“When we are able to find that positive perspective, we serve as beacons for others; our own light brightens the world.” ~ Dewitt Jones*

## *FBMS PMT Press*

### In this issue...

Kickoff

Training

Kickoff Stats

Post-Kickoff Survey

Data Cleansing

Blueprinting

Communication

Spotlight On...Shara Hillier,  
Regional Coordinator,  
Upper Colorado Region

Your next issue...

What would you like to see in  
the next issue?

Contact Shelly Wisner at  
[SWisner@usbr.gov](mailto:SWisner@usbr.gov) with articles



### Deployment 8 Kickoff

The Reclamation Deployment 8 Kickoff meeting, which took place June 19 through 21, hosted hundreds of attendees in person and via WebEx. The meeting was presented in this fashion in order to reduce travel expenses and reach a larger audience.

The Project Management Office (PMO) was represented by Rayleen Cruz (PMO Business Applications Manager), Leslie Peabody (PMO Transition Manager), Ray Cowles, and Stephanie Daube. Several Reclamation employees took part in panels or gave presentations on their areas of expertise, including members of the FBMS Project Management Team (PMT).

Day one was open to a general audience, and nearly six hundred people attended. After a welcome by FBMS Executive Sponsor Elizabeth Cordova-Harrison, PMT Project Manager Ed Abreo, and Rayleen Cruz covered topics including FBMS communications, the governance process, the value capture initiative, and scorecards. They also discussed the timeline and project phases and gave an overview of what we have to complete in 2012 and 2013.

Reclamation Organizational Management Lead Shelly Wisner gave a presentation on change management and how Reclamation is managing change. This included discussion of adapting to change, Reclamation's governance process, and the communication process.

A panel moderated by Ed Abreo, and featuring Brian Bloodsworth, (Fish and Wildlife Bureau Lead), John Stabler, (United States Geological Survey Bureau Lead), Jacki Lynch, (USGS Change Management Lead), and Leslie Peabody, discussed the successes and challenges of FBMS deployment for the bureaus that have gone before us. The panel took questions that had been submitted beforehand and also from the audience present.

After lunch Shelly Wisner presented information on Master Data in FBMS and how the new cost authority will be configured. Another panel, again moderated by Ed Abreo, featured Beth Hughes-Brown of Program and Budget, Ella Mae Herrera of Policy and Administration, Deborah Nicholson of the Finance and Accounting Division, Heidi Morrow of the Business Analysis Division, and Karla Smiley of the Acquisition Assistance Management Division, (continued on page 2) who discussed how FBMS would impact their functional areas.



## Deployment 8 Kickoff (continued)

The day ended with a wrap up and question and answer session with Elizabeth Cordova-Harrison and Ed Abreo.

The focus of days two and three was more technical and featured several demonstrations of FBMS functionality. Day two was attended by nearly three hundred forty people and began with a description of the expectations and responsibilities for the team during deployment 8 blueprinting, presented by Rick Kness of the PMT. Deputy Project Manager Yvonne Vigil gave an update on the data management and conversion strategy, followed by an update and demonstration of FBMS reporting presented by Rick Kness who was joined by Judy Walls of the Office of Surface Mining.

Bruce Feirtag and Eddie McRorie of the PMT discussed changes to the current requisition process once FBMS is in place and showed slides of the FBMS screens.

Following a break Yvonne Vigil and Rudy Avila of the PMT moderated a panel on property. Representatives from the Bureau of Land Management included Andra Gerstenkorn, Scott Hansen, and Julie Ruiz. Representatives from Fish and Wildlife Service included Ken Fowler, Keri James, Scotty Martin, Rob Miller, and Ray Laliberte. The PMO was represented by Ray Cowles.

Day two closed with a demonstration of how to navigate SharePoint presented by Rick Kness and Shelly Wiser.

Day three hosted just over two hundred attendees and opened with a demonstration of master data in FBMS provided by Chris Walter of the PMT. This was followed by a demonstration of COPS by Diane Parks-Stott, Kim Johnson, and Chris Walter of the PMT. Rudy Avila hosted a demonstration of the FBMS work order process, assisted by Stephanie Daube of the PMO.

The afternoon consisted of a demonstration of the FBMS Sales and Distribution process by Kim Johnson and Rose Rivas of the PMT, a discussion on what Reclamation can do to make this deployment a success, by Ed Abreo, and closed with a question and answer panel featuring the entire PMT.

Additional information on the Kickoff meeting can be found on our [Intranet site](http://intra.usbr.gov/fbms/workshops-D8-kickoff-june-2012.html) (<http://intra.usbr.gov/fbms/workshops-D8-kickoff-june-2012.html>).

An online survey was made available to all attendees with a deadline of July 6. Forty-nine people responded before the due date. Overall results can be found on page 3 and all responses are available at the Survey Monkey link given on page 3.



## D8 Kickoff Stats

The Deployment 8 Kickoff meeting involved hundreds of people from across Reclamation. Below are the stats from each region and directorate.

Region/Office	Day 1	Day 2	Day 3
PN Region	96	37	24
MP Region	100	56	44
LC Region	65	58	41
UC Region	93	50	27
CUPCA/Commission	1	1	1
GP Region	141	80	46
Denver/Washington	90	56	36
<b>Totals</b>	<b>586</b>	<b>338</b>	<b>219</b>

## Results of Post-Kickoff Survey

PMT requested responses to the post-kickoff survey by July 6. The first fourteen questions had set answers and allowed people to choose from the responses listed. The last four questions were open ended and allowed people to make comments. The most frequently cited problem was an inability to hear the questions and answers. The WebEx was recorded and as soon as the recording is made available to the PMT we will share the link so you may go back and re-listen to the sessions.

The most frequent praise was for hosting the meeting as a WebEx to reduce the time, expense, and inconvenience of travel.

5. The workshop helped me gain a basic understanding of the FBMS project, including goals, scope, and the deployment schedule.

	Response Percent	Response Count
<b>Strongly Agree</b>	25.5%	12
<b>Agree</b>	59.6%	28
<b>Neutral</b>	8.5%	4
<b>Disagree</b>	6.4%	3
<b>Strongly Disagree</b>	0.0%	0
<b>answered question</b>		<b>47</b>
<b>skipped question</b>		<b>2</b>

Question five shows that 85% of respondents agreed or strongly agreed that the workshop helped them gain a basic understanding of the FBMS project, including goals, scope, and the deployment schedule.

To see the answers to all survey questions, visit [Survey Monkey](#).

# Deployment 8 Training

The PMT has fielded many questions about training. We plan to follow the Department of Interior training plan for new deployments. This means that formal training will occur in the summer and fall of 2013, just before go-live. This will allow people to learn their new roles immediately before they are expected to use their new skills and should allow for greater retention of information.

In the meantime, there are many ways to learn about FBMS before D8 training starts. Here are the current training options.

## DOI Learn

Deployment 6 computer based training is available via DOI Learn. <http://www.doi.gov/doilearn/index.cfm> This training will not count toward the training plans that will be established for D8, but will provide a good overview.

## Brown Bag Sessions

The PMO provided brown-bag training throughout April, May, and June 2012. These sessions were recorded via WebEx and have been posted on the PMO Portal. If you missed any of these sessions, follow the [instructions provided on our Intranet](http://intra.usbr.gov/fbms/downloads/Training_Brown_Bag_Sessions_on_the_PMO_Portal_V2.pdf) to access them. [http://intra.usbr.gov/fbms/downloads/Training\\_Brown\\_Bag\\_Sessions\\_on\\_the\\_PMO\\_Portal\\_V2.pdf](http://intra.usbr.gov/fbms/downloads/Training_Brown_Bag_Sessions_on_the_PMO_Portal_V2.pdf)

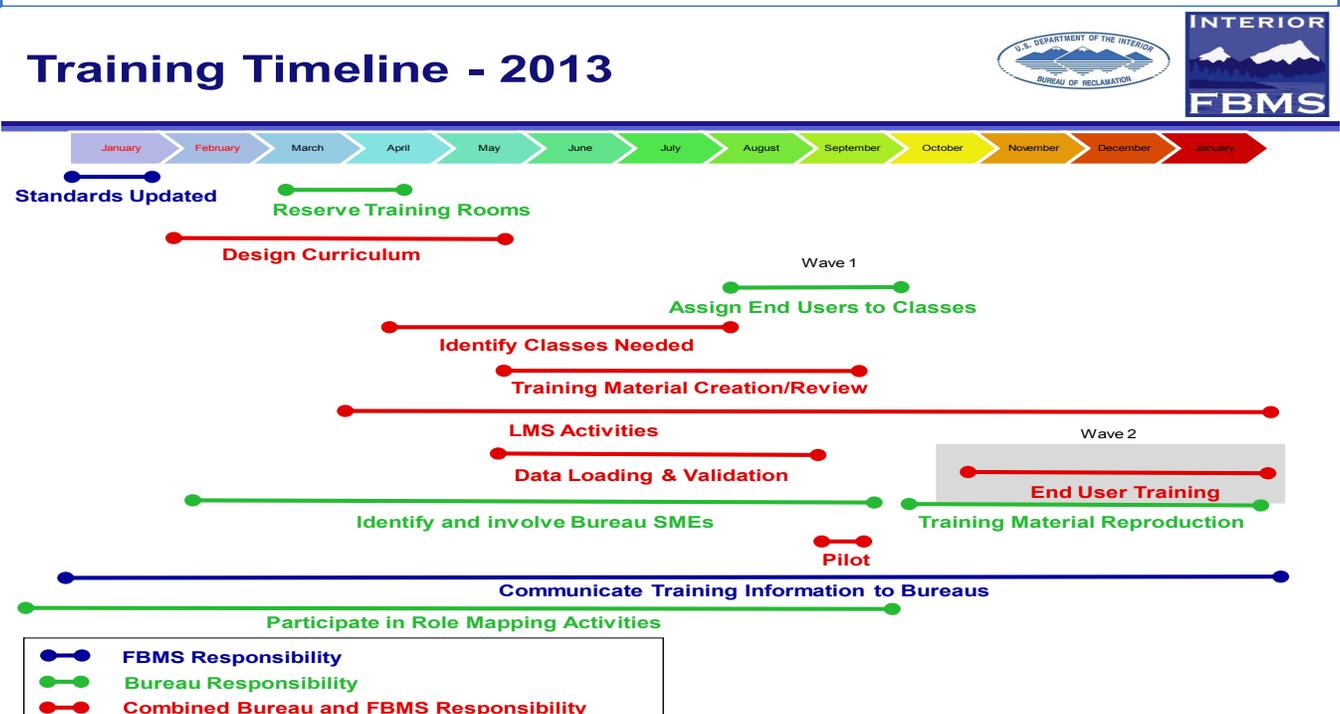
## Reclamation SharePoint

The PMT has put D6 training slides on the FBMS SharePoint site at the following location:

<https://dosp/mso/financeProj/borfbms/TrainingPMO%20provided/Forms/AllItems.aspx>

## Training Timeline

The following chart shows the estimated timeline and general activities involved in the training process for D8. This is subject to modification when the PMO Training team begins working with



## Data Cleansing

Data cleansing is required before any data can be uploaded to FBMS. The purpose of data cleansing is to ensure that the data meets the criteria of the new system. For example, dates must be in the correct format to be used by FBMS.

The PMT will work closely with system owners and Subject Matter Experts (SME) to ensure that the data that is transferred to FBMS is:

- ◆ The right data
- ◆ Correctly formatted
- ◆ Validated by SMEs
- ◆ Maintained until conversion

Data cleansing plans have been drafted and in some cases are already being worked on by the various areas, including Finance, Property, and Acquisitions. Progress is being tracked via the Scorecard system and if all goes as planned, all data will be cleansed and ready for upload in time for Mock Testing.

For a complete description of Reclamation's data cleansing strategy, please see our [Intranet](http://intra.usbr.gov/fbms/data-mgmt_Data_Cleansing.html): [http://intra.usbr.gov/fbms/data-mgmt\\_Data\\_Cleansing.html](http://intra.usbr.gov/fbms/data-mgmt_Data_Cleansing.html).

## Blueprinting

Deployment 8 Blueprinting starts August 13 and ends September 12. Reclamation originally proposed thirty-nine sessions. Negotiations between the PMO and Reclamation resulted in a total of forty-five sessions over the course of twenty-three days. The breakdown of sessions is as follows:

- ◆ 1 session for Reporting
- ◆ 1 session for Security
- ◆ 5 sessions for Acquisitions/Charge Card/Financial Assistance
- ◆ 12 integrated sessions which cover more than one functional area
- ◆ 13 sessions for Finance
- ◆ 13 sessions for Property

Sessions for Travel (included under Finance) and GIS (included under Real Property) have been added to the schedule. These are new to the Department and may or may not be implemented in D8.

For information on the blueprinting process, see the slides from day 2 of the Kickoff meeting. [http://intra.usbr.gov/fbms/downloads/workshops-D8-kickoff-june-2012\\_day-2.pptx](http://intra.usbr.gov/fbms/downloads/workshops-D8-kickoff-june-2012_day-2.pptx).

## Communication During D8

The FBMS PMT has a variety of communication channels to keep Reclamation staff and customers informed about the transition to FBMS.

The FBMS intranet site <http://intra.usbr.gov/fbms> is Reclamation's primary method for communicating information on FBMS news, happenings, and training opportunities. Each week our technical writer adds information to this site, which is intended for all members of the Bureau of Reclamation. If you have an idea for information that could be shared on the Intranet site, send it to Shelly Wiser: [SWiser@usbr.gov](mailto:SWiser@usbr.gov).

The intranet site also contains a [Q&A link](#) on the front page where you can submit questions about the FBMS deployment or any other aspect of Reclamation. These questions will be answered individually by the PMT or other subject matter experts as required. General questions will be used to create a Reclamation-specific FAQ to supplement the existing PMO FAQ.

*The FBMS PMT Press* newsletter is a quarterly publication that contains a spotlight on a different region each issue as well as updates on the FBMS deployment. To submit an article to the PMT Press, contact Shelly Wiser: [SWiser@usbr.gov](mailto:SWiser@usbr.gov).

Reclamation's Governance Councils include the Executive Steering Committee (ESC), the Controlling Team, and the FBMS Software Advocacy Leadership team. These groups work to make and communicate decisions to the broader community about various aspects to FBMS. For updates from the Reclamation ESC, check with your Regional Coordinator.

Other communication channels include articles in the ETA newsletter <http://www.usbr.gov/eta/>, and various meetings and webinars.

High-level information about FBMS is also available from the [PMO Portal](#). DOI employees can access this site by using their full email address (for example, [jsmith@usbr.gov](mailto:jsmith@usbr.gov)) and their normal network password. Access within the site may be limited.

If you have a question, issue, or concern you may contact your Regional Coordinator and may also contact the Reclamation FBMS Project Manager, Ed Abreo [HAbreo@usbr.gov](mailto:HAbreo@usbr.gov) or Deputy Project Manager, Yvonne Vigil [YVigil@usbr.gov](mailto:YVigil@usbr.gov) directly.



*The FBMS PMT Press* is published electronically four times a year and can be found on the [Bureau of Reclamation website](#): <http://intra.usbr.gov/fbms/news.html>. For questions or comments concerning *The FBMS PMT Press*, please [contact Shelly Wiser](#) at [SWiser@usbr.gov](mailto:SWiser@usbr.gov) or call 801-524-3659. Check out the newsletter online and stay up-to-date between issues by visiting [our new News page](#) on the FBMS Intranet.

## Spotlight on . . . Shara Hillier – UC Region

“I have worked for Reclamation since 2004 in the Upper Colorado Financial Management Division starting out as an accountant. For the past two years, I have had the opportunity to detail to the Washington office working with the American Recovery and Reinvestment Act (ARRA) coordination team. During my detail, I learned a great deal about Reclamation’s projects and enjoyed working with a variety of folks in other regions.

In October 2011, I was selected as the Finance Officer for the Upper Colorado region. In this role, I



Shara Hillier (Photo by unknown photographer)

serve as both the Finance Officer and FBMS Coordinator for my region. Fortunately, these two roles coincide quite closely and overlap in many areas.

I received my bachelor of science and a masters degree in accounting from the University of Utah and hold a CPA license. Prior to working for Reclamation, I worked in accounting in the private sector for an industrial construction and engineering firm. While there, I participated in an accounting system conversion. It was a much smaller scale but a

tremendous amount of work! I’m glad I had that experience to understand what is involved in a system conversion.

I was born and raised in Salt Lake City, but love to travel and see the world. I have enjoyed exploring Europe and the Middle East and have my sights set on a trip to Asia (maybe as a celebration once FBMS conversion is complete?). Fortunately I love to read, so I always pack plenty of books for those long plane rides. Improving my average cooking skills is my next challenge. Mediterranean and Thai food are some of my favorites.

I am excited to be a part of the FBMS conversion and realize there is much to do and learn in the next year and a half.”



---

## Best Bosses Worst Bosses – UCLT Presentation July 26, 2012

By Robert Henrie  
Upper Colorado Region

### Introduction

The UC Aspiring Leaders Course is a 6-day training course taught by Dick Jorgenson and various other UC leaders and outside consultants. This course has 28 participants who met for the first 3 days of training in July 2012, and will meet again in September for the final 3 days. During one of the course exercises, the participants were asked to think about their best and worst boss. They were grouped in tables of 4, and each group compiled a list of what made their best boss great and their worst boss not great. The groups then shared their lists with the entire class.

### UCLT Presentation

Senior UC leaders requested that the best boss, worst boss lists from the Aspiring Leaders Course be presented in the July 26 UCLT meeting. Robert Henrie, one of the course participants, gave a presentation and led a discussion of qualities that make great bosses great and less-than-great bosses poor. For purposes of the presentation, he grouped the best boss, worst boss lists into categories including what the boss *is* and what the boss *does*. You may review the best boss, worst boss lists and other talking points from the presentation in the attached [Powerpoint file](#).

[Return to UC Today](#)



# Leadership

## Best Boss, Worst Boss Lists

From Members of the  
2012 Aspiring Leader Training Course

# Leadership



The Best Boss

# Leadership



The Best Boss

# Leadership



The Less-than-Best Boss

# Leadership



The Less-than-Best Boss

Aspiring Leader Training's

# Best Boss, Worst Boss Exercise

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a **GREAT** boss you have had.

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a **GREAT** boss you have had.

- What made this person a great boss?

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a **GREAT** boss you have had.

- What made this person a great boss?
- What traits did he or she have?

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a **GREAT** boss you have had.

- What made this person a great boss?
- What traits did he or she have?
- What about this leader stood out to you?

Aspiring Leader Training's  
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- What was this person like?

Aspiring Leader Training's  
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- What made this person a great boss?
- What traits did he or she have?
- What about this leader stood out to you?
- What was this person like?
- What did this person do?

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a POOR boss you have had.

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a POOR boss you have had.

- What made this person an ineffective leader?

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a POOR boss you have had.

- What made this person an ineffective leader?
- What traits did he or she have?

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a POOR boss you have had.

- What made this person an ineffective leader?
- What traits did he or she have?
- What did this boss do?

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

Think of a POOR boss you have had.

- What made this person an ineffective leader?
- What traits did he or she have?
- What did this boss do?
- What did this boss not do?

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

# The Lists

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

# The Lists

Subcategories:

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

# The Lists

## Subcategories:

- What the boss *is* (character)

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

# The Lists

## Subcategories:

- What the boss *is* (character)
- What the boss *does* (competence)

Aspiring Leader Training's  
Best Boss, Worst Boss Exercise

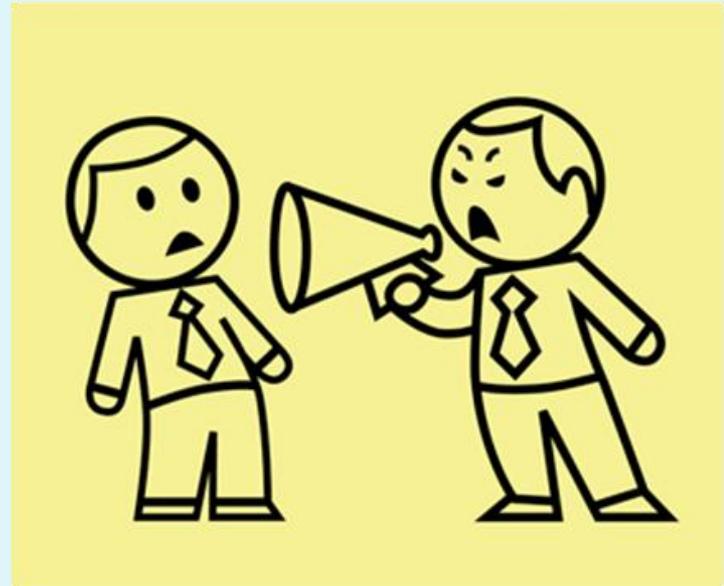
# The Lists

## Subcategories:

- What the boss *is* (character)
- What the boss *does* (competence)
  - Interacting with team members
  - Other leadership actions

Aspiring Leader Training's  
Best Boss, ~~Worst~~ Less-than-Best Boss Exercise

Instead of **Worst**  
**Boss,**  
let's call it:  
**Less-than-Best**  
**Boss**



Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

**What the Less-than-Best Boss is:**

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

## What the Less-than-Best Boss is:

- Condescending
- Restrictive
- Unsupportive
- Presumptive
- Self centered
- Manipulative
- Secretive (x2)
- Spineless
- Not trustworthy
- Short temper
- Bad attitude
- Out of touch
- Emotionally unstable
- Too sarcastic
- Doesn't care
- Dishonest
- Rude
- Distrustful
- Dictatorial
- Self-centered
- Bad communicator
- Close minded
- Knows everything

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

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- Self-centered
- Bad communicator
- Close minded
- Knows everything

**“Curb your tongue and senses and you are beyond trouble. Let them loose and you are beyond help.”**

-- LAO-TZU

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

## What the Less-than-Best Boss does – Interacting with Team:

- Takes credit for my work
- Criticizes/without justification
- Excludes staff in decisions
- Tries too hard to be buddy
- Gives insulting answers
- No desire to develop employees
- No positive reinforcement
- Doesn't trust employees
- Takes credit for team work
- Sets you up for failure
- Do as I say, not as I do
- Motivates by intimidation or fear
- Disrespectful of employee efforts and abilities
- Belittles you in front of people
- No knowledge transfer
- Not open to new ideas
- Says no to staff ideas
- Throws staff under bus
- Takes credit for staff work

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

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- Takes credit for staff work

**“The power is detested, and miserable the life, of him who wishes to be feared rather than to be loved.”**

-- CORNELIUS NEPOS

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

## What the Less-than-Best Boss does – Other Leadership Actions:

- Indecisive/doesn't gather enough info
- Can't deal with conflict
- Follows different set of rules
- Holds self to a different standard
- Change for change sake
- Micro-manages
- Won't take a stand
- No backbone-can't make decisions
- Changes expectations
- Low morale
- Instigator
- Creates discord
- Unclear of expectations
- Lack of feedback
- Not a good example of work ethic and effort
- Only one way to do something-mine
- Doesn't keep promises

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

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- Doesn't keep promises

**“The man who insists on seeing with perfect clearness before he decides, never decides.”**

**-- HENRI-FREDERIC AMIEL**

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

**What the Best Boss is:**

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

## What the Best Boss is:

- Honest
- Trustworthy
- Sincere
- Principled/Good Principles
- Approachable
- Good example
- Tactful
- Fun to be around
- Good mentor
- Good listener
- Communicator
- Good negotiator
- Visionary
- Strategic
- Influential
- Not perfect

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

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- Influential
- Not perfect

“He is greatest whose strength carries up the most hearts by the attraction of his own.”

-- HENRY WARD BEECHER

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

## What the Best Boss does – Interacting with Team Members:

- Motivates
- Encourages interest
- Genuinely cares
- Listens
- Understands your capability for growth
- Treats all employees as important
- On your side
- Cheerleader
- Encourages
- Confidence in employees
- Expresses confidence in staff abilities
- Believes in you
- Challenges you
- Looks out for you
- Goes to bat for employees
- Stands up for staff
- Supports your ideas and outside interests
- Seeks your input
- Gives confidence by asking for input
- Acknowledges accomplishments
- Praises hard work
- Praises significant contributions
- Shows fairness/no favoritism
- Makes everyone feel at ease
- Takes care of peers
- Not afraid to give constructive feedback
- Loves everyone

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

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- Makes everyone feel at ease
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- Not afraid to give constructive feedback
- Loves everyone

**“The main ingredient to stardom is the rest of the team.”**

**-- JOHN WOODEN**

Aspiring Leader Training's  
Best Boss, Less-than-Best Boss Lists

## What the Best Boss does – Other Leadership Actions:

- Leads by example
- Gets dirty when necessary
- Not afraid to get hands dirty
- Makes reasonable deadlines
- Focuses on mentoring/coaching
- Keeps the “leash” the right length
- Insists on consistency
- Defines common goals
- Gives blunt answers
- Flexible with time or approval
- Growth/development
- Breaks the mold, open to new approaches
- Always shows integrity and consistency with principles
- Relies on staff for technical expertise
- Shows human side

Aspiring Leader Training's  
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**“High sentiments always win in the end, The leaders who offer blood, toil, tears and sweat always get more out of their followers than those who offer safety and a good time. When it comes to the pinch, human beings are heroic.”**

-- GEORGE ORWELL

# Become the Best Boss



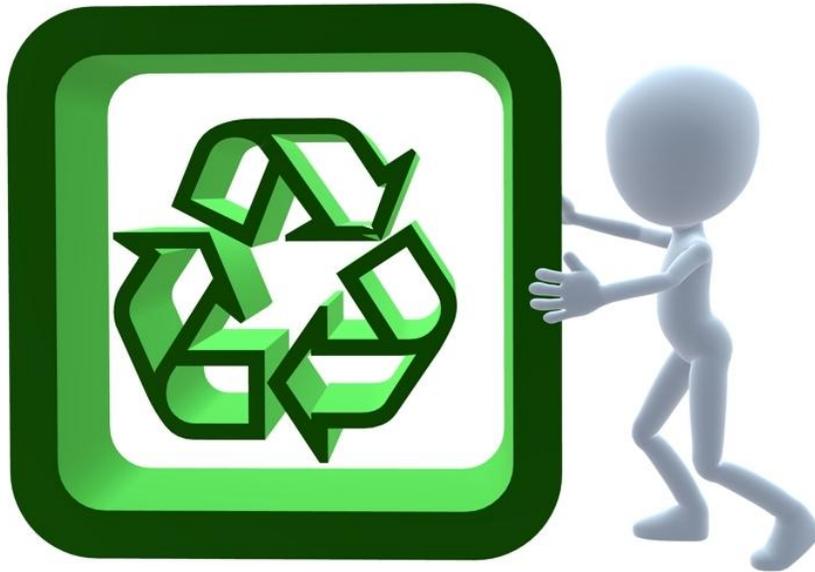
“Leadership and learning are indispensable to each other.”

-- JOHN F. KENNEDY





### Turn Off Your Monitors - Save Energy!



Bill Brown  
Regional Office

The Department of Energy recommends shutting off your monitor if you aren't going to use it for more than 20 minutes, or if you're leaving for the day. You can save as much as \$90 worth of electricity annually simply turning off your monitor alone! PC Upgrade Magazine states that "If you want to save electricity, switch the monitor – a big power eater – off when the computer is idle for more than an hour. Also if your monitor is Energy Star-compliant, set it to go into Sleep or Standby mode after several inactive minutes."

The energy consumed by a desktop or mini-tower computer (CPU) and monitor is significant: about 150 watts for a CPU and a 17-inch color monitor (180 watts total for a CPU and 21-inch monitor). Calculations based on the number of computers used by businesses and homes nationwide indicate significant environmental impacts caused by computer energy use. Battery-powered laptops consume significantly less power.

Turning off your monitor when not in use will not only save on energy, but will EXTEND the life of the monitor!

[Return to UC Today](#)



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### Revised Regional Policy on Personal Protective Equipment (PPE)



By Dan Mitchell  
Upper Colorado Region

The Regional Director recently approved Regional Policy letter UC 1010-12-06 addressing the reimbursable cost of PPE. A copy of this policy letter is available at [UC 1010-12-06 Personal Protective Equipment](#).

Each supervisor, with input from employees, is responsible for completing adequate planning and selecting appropriate levels of protection. This selection should account for employee preferences and comply with applicable bargaining unit agreements. The policy was revised to include guidelines for the purchase of high-visibility garments and provide clarification on which lens options are authorized when purchasing prescription safety glasses.

Please contact Dino Alaraji, Regional Industrial Hygienist, with any questions or concerns related to the new policy at (801) 524-3611 or via email at [aalaraji@usbr.gov](mailto:aalaraji@usbr.gov).

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U.S. Department of the Interior  
Bureau of Reclamation

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### National Hispanic Heritage Month Call for Recipes

By Peggy Chandler  
Albuquerque Area Office

Mmmm, chips and salsa, enchiladas, sopapillas dripping with honey. Sounds good, doesn't it? I'm getting hungry writing this blurb.

Being from New Mexico, I prefer New Mexican cuisine with green chile and others like red chile or even Christmas, (a mixture of red and green). Whichever kind of chile you prefer, isn't it all delicious?

September 15 – October 15 is National Hispanic Heritage Month and the UC Diversity Action Team is asking for your best Hispanic recipes. Please submit your recipes as a Word document (if possible) to Stacey Smith ([sosmith@usbr.gov](mailto:sosmith@usbr.gov)). The UC DAT encourages you to participate in sharing our diversity by sharing your recipes!

Here is my favorite for **Easy Chicken Enchiladas**

#### Ingredients

- 1 (8 ounce) package cream cheese
- 1 cup salsa
- 2 cups chopped cooked chicken breast meat
- 1 (15.5 ounce) can pinto beans, drained
- 6 (6 inch) flour tortillas
- 2 cups shredded Colby-Jack cheese



#### Directions

1. Preheat the oven to 350 degrees F (175 degrees C). Lightly grease a 9x13 inch baking dish.
2. In a small saucepan over medium heat, combine the cream cheese and salsa. Cook, stirring until melted and well blended. Stir in chicken and pinto beans. Fill tortillas with the mixture, roll and place into the prepared baking dish. Spread cheese over the top. Cover with aluminum foil.
3. Bake for 30 minutes, or until heated through. Garnish with your favorite toppings such as lettuce and tomatoes, or sour cream. [Return to UC Today](#)





CATHOLIC  
COMMUNITY  
SERVICES

# BACKPACK Bonanza



## 2012

While most Utah families are stocking up on school supplies to head back to school, many in our community are struggling to prepare for the upcoming school year. Please join us in helping kids who are in need by donating new backpacks and supplies.

**What:** Backpacks and supplies for needy kids

**Where:** Any participating location

**Bank of Utah:**

- Salt Lake County, Weber County, Box Elder County, and Davis County

**Kid to Kid:**

- Salt Lake, Ogden, Layton, Bountiful, West Valley, Holladay, Sandy, South Jordan, American Fork and Lindon

**United Way of Northern Utah:**

- 2955 Harrison Blvd. (North Door) Ogden, UT 84403

**Catholic Community Services:**

- St. Vincent de Paul Dining Hall (Salt Lake) 437 W. 200 S. or  
Joyce Hansen Hall Food Bank (Ogden) 2504 F  
Avenue Ogden, UT 84401

**When:** Collecting August 1st-15th and distributing on August 17th

If you have any questions about drop-off locations visit our website at [www.ccsutah.org](http://www.ccsutah.org) or call 801-977-9119 (Salt Lake) or 801-428-1295 (Ogden)



**BANK of UTAH**



**United Way  
of Northern Utah**





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## In Transition

### 2012 UC Region Retired Employees

ADAMS, TIMOTHY J.  
TRACEY, GENEVIEVE C.  
MALLERY, WILLIAM G.

PAGE, ARIZONA  
PAGE, ARIZONA  
PAGE, ARIZONA

DEANGELIS, CAROL S  
LANGSTON, JAMES L.

GRAND JUNCTION, COLORADO  
GRAND JUNCTION, COLORADO

ROE, THOMAS M.  
BAUER, STAN M,

FARMINGTON, NEW MEXICO  
FARMINGTON, NEW MEXICO

SANDOVAL, MARY R  
RYAN, THOMAS P.

SALT LAKE CITY, UTAH  
SALT LAKE CITY, UTAH

MOYA,FRANK

ALBUQUERQUE, NEW MEXICO

ABLE, WESLEY A.

CARLSBAD, NEW MEXICO

JOHNSTON, DONOVAN J

PROVO, UTAH

DEANGELIS, CAROL S

GRAND JUNCTION, COLORADO

#####



## Former GP Region Employee Loy Elaine Ellis dies

Loy Elaine Ellis was born to Ernest and Agnes George in Hampton, Nebraska on Jan. 7, 1920. She passed away June 27, 2011, at the age of 91. Loy will be missed by many and remembered always for her sweet smile, her quick wit, wonderful sense of humor and the words, "I have the most wonderful family in the world."

The George family moved to Greeley and later to Loveland, where Loy graduated from Loveland High School in 1937. Following graduation she worked for Epsilon Sigma Alpha sorority, First National Bank, Loveland Loan and Finance, Northern Colorado Finance in Greeley, General Credit Corp. in Denver and the Bureau of Reclamation in Loveland.

Loy did volunteer work for the Colorado Heart Association. Following her husband's death she helped to organize the "Let's Ride" program for handicapped persons.

In 1963 the Ellis's purchased property in west Loveland which became The Ellis Ranch. This facility became an active horse training, racing, breeding, showing and boarding operation. The family operated ranch was home to gymkhanas, paint, appaloosa and quarter horse shows and drew participants from around the state. The raising of elk and buffalo and public wagon rides and barbecues became the focus in later years. Loy's involvement in all Ranch activities was an integral part of the success.



No horse show or event could run smoothly unless Loy was running the office. She wanted to be the first to see newborn buffalo and elk. No wagon ride to the top of the mountain was complete unless Grandma was serving her cookies, no wedding was official until Loy saw the bride and groom emerge in the horse drawn wagon.

After retirement, Larry and Loy traveled the country for pleasure and judging horse shows throughout the U.S. and parts of Canada. After Larry's death her family continued to travel with Loy. She visited Greece and Italy. Loy enjoyed returning to Nebraska for school and family reunions. Going to Graceland was an especially fun event as well as travels to the east coast and through the south.

In addition to her husband, preceding her in death are her parents, her brother Lee George and one nephew, Gregg George. Surviving are her daughter, Darla Ellis (Dale Fogleman); daughter, Phyllis Schiller (Kurt); son, Terry Ellis (Roxie); her three grandchildren, Shawn Ellis (Kim), Corrie Webber and Mindy Ellis Campbell (Craig) of Nashville. She has three great-granddaughters, Preslee Campbell, Kinni Rose Campbell and Allison Ellis. She is also survived by her stepson, Gene Ellis (Carol) and his family, as well as her sister-in-law, Jean George Bookout; two nieces and one nephew, and her lifelong dear friend, Ruth Young.

Loy spent the last three years of her life as a resident of Sterling House of Loveland where she was



showered with great care, much love and affection. The entire staff and many residents shared lots of laughs and warm moments with her.

Sincere thanks and appreciation to everyone at Sterling House. Special thanks also to Front Range and Hospice.

In lieu of flowers, memorial contributions may be made to the Alzheimer's Association, Colorado Chapter in care of Allnutt Funeral Service.

A celebration of Loy's life on Monday, July 11, at 6 p.m. at the Ellis Ranch Event Center with a reception to follow. Please view the online obituary, send condolences and sign the family guest book at [allnutt.com](http://allnutt.com).

####

## Former MP Region Employee Robert Christensen dies

Robert "Bob" Cecil Christensen, 82, died from renal failure September 30, 2010, at the Narrabri hospital, where he had been a patient for two weeks. His children were with him at the time of his passing.

He was born Aug. 6, 1928, in rural Brush to Severt and Agnes (Andersen) Christensen. He attended Fairview School near Brush and graduated from Brush High School in 1947. Bob served in the U.S. Army in the Military Police in Korea for two years. He graduated from Colorado A&M in Fort Collins in 1959 as a Civil Engineer. He was employed in California for the Bureau of Reclamation and then took employment with J.G. Boswell & Co. at Corcoran, Calif.

It was with the Boswell Company that he first went to Australia in 1967, associating with Auscott which was involved in the development of cotton in Australia.

He married Gail Schatz on June 4, 1967. To this union three children were born, Robert, Leanne and Andrew.

They continued to reside in Australia where he later owned his own engineering company and his own company farms.

Bob continued to be a consulting engineer specializing in hydrological engineering.

In a "Border News" of Narrabri/Warren story of Auscott's 30th anniversary, "Big Bob Christensen was transferred to Auscott from Boswell."

The story stated, "I think it's fair to say Bob had a very significant part to play in the development of Auscott's irrigation, but he is also responsible for a very large part of the cotton development of this State and is held in very high esteem for his ability in irrigation engineering—both among farmers and the water authorities."



U.S. Department of the Interior  
Bureau of Reclamation

A plot of land near Warren, New South Wales, Australia was dedicated as the "Bob Christensen Reserve." Bob also had the honor of being nominated for the Queen's Award for his contribution to Australian Agriculture.

He was preceded in death by his parents and two sisters, Ruth Sagel and Erma Osleson.

He is survived by his children, Robert and wife Angela Dunkle of Denver, Leanne Betteridge and husband Daniel of Walcha, Australia, and Andrew and wife Lauren of Toowomba, Australia; five grandchildren, Liam, Aiden, Elana and Ryan Betteridge and Georgia Christensen, all in Australia; two brothers, Everett and wife Bessie Christensen of Limon and Edgar and wife Carol Christensen of Salinas, Calif.; one sister, Elna Johnson of Imperial, Neb.; and many nephews, nieces, cousins and a host of friends.

Funeral services were held October 5, 2010 at the Narrabri Anglican Church where he attended.

Full military honors were presented by the Farewell Returned Services League, using both the Australian and the United States of America flags. Burial was at the Narrabri Lawn Cemetery.

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[Return to UC Today](#)



U.S. Department of the Interior  
Bureau of Reclamation



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## Reclamation Trivia

Here's this week's set of questions:

- (1) From "Celebrate What's Right With The World" what are 3 of the 7 concepts?
- (2) Upper Colorado Diversity Action Team Pilot Rotation Program is being tested in the \_\_\_\_\_
- (3) The Department of Energy recommends shutting off your monitor if you aren't going to use it for more than 20 minutes, or if you're leaving for the day. True or False

Last week, We asked,

- (1) Elephant Butte Dam can store 2,065,010 acre-feet of water to provide irrigation and year-round power generation. This is a concrete gravity dam 301 feet high and 1,674 feet long, including the spillway. It contains 618,785 cubic yards of concrete.
- (2) Vol 4 Issue 13, Utah's thirst for water and recreation got some relief with the dedication of Jordanelle State Park on June 29, 1995.
- (3) This Hatch Act prohibits federal employees from holding partisan public office, influencing elections, and exerting undue influence on government hiring. True or False

Last winner was – Marian Thornton – Elephant Butte Field Divison

Please use this [link to send your answers](#). To be fair we will draw names from the winners and one person will receive a prize. We will reach into the prize bin for something suitable for the winner...as long as supplies last.

[Return to UC Today](#)



# RECLAMATION

*Managing Water in the West*

August 2012  
Upper Colorado Region



## What Is the Media Saying About Reclamation This Week?

[Dam It, Don't Dam It, Undam It: America's Hydropower Future](#)

[Water managers along Middle Rio Grande warn farmers of possible water shortage](#)

[We Can't Wait: Obama Administration Announces Seven Major Renewable Energy Infrastructure Projects that Would Power 1.5 million Homes to be Expedited](#)

[Quagga Mussel Prevention Going Strong At Lake Powell](#)

[Middle Rio Grande irrigation supplies running low](#)

[Irrigation Water To Be Cut](#)

[Pictures: Surprising Effects of the U.S. Drought](#)

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