

Upper Colorado Aspiring Leaders 2012



By Dick Jorgenson and William Phillips
Human Resources Specialists (Training and ER/LR)
Upper Colorado Region

On September 20, 2012, 28 employees graduated from the Aspiring Leader training course. As a special treat, Regional Director, Larry Walkoviak participated in the final day of training and presented the graduation certificates. ([See video link](#))

The course consisted of six days of leadership training, three days in June and three in September. A large portion of the information for the training came from reading leadership books, dialoging with Regional Division Chiefs, Area Managers, a member of the Solicitor's office and other select presenters.

Participants were given 10 leadership books to read and were asked to present the contents of one of the books to others during the second session. Responses to the training were excellent.



The next course is tentatively scheduled in 2013, with one session in February and the second in June. The course is designed to prepare employees for supervisory, managerial and leadership positions within Reclamation, hopefully in the Upper Colorado Region.

For more information, please contact **Dick Jorgenson, 801-597-7921**.

Some comments from participants:

Robert Henrie – I learned a lot from this course. I enjoyed the extensive interactions that were part of the course, including thought-provoking questions and discussions led by the presenters; group book report presentations; and group activities. The presentations given by Reclamation leaders were all excellent and very informative. I especially liked hearing about their personal leadership experiences and challenges.

A few of the many insights I gained from this course are:

1. Don't be afraid to make mistakes. Great lessons and progress can result as we learn from our mistakes. It is usually more important to make a decision and move forward rather than being overly hesitant through fear of making the wrong choice.
2. As a leader, don't think you need to be an expert on everything your group does. Rely on the expertise possessed by each member of your team.
3. Being a great follower is part of becoming a great leader.
4. As a leader, don't hesitate to seek help from your leaders, peers, and HR when you face a challenge and are not sure how to deal with it.
5. Leadership is a people business. Genuinely care for each team member as an individual and extend trust to them. Strive to leverage their unique talents and abilities. Define expectations clearly and hold yourself and your team accountable. It is harder to go wrong when you run a tight ship.
6. Have a vision for your career path, but be open to other possibilities when they are presented.

Bruce Whiting – Although I had many years of supervisory experience before attending the Aspiring Leader training, I learned a lot of new and very useful information about the subject. In fact, on several occasions, I found myself thinking "I wish I would have known that before", about a particular new insight that was presented in the course.

Now that I have had the opportunity to learn these cutting edge techniques and best practices, I am certain that my supervisory skills will be greatly benefitted, and that I will do things differently in the future, if I have another opportunity to supervise employees.

Carl Wilcox – The 2012 Aspiring Leader Program was very worthwhile, and I was grateful for the opportunity to participate. There was a great deal of positive energy in the classroom, coming from the other participants with their diverse backgrounds and areas of knowledge.



Thanks to the many interesting presentations made by representatives of the various departments within the UC-Regional Office, I gained a much better understanding of what is accomplished in their respective areas.

I appreciated the efforts made by Dick Jorgenson and Duncan Nims, to put together an intensive program agenda. The group reading assignment presentations were both challenging and fun. I came away with the impression that leadership is a continual learning process, and that it can be practiced at any organizational level – not reserved exclusively for upper management.

I would encourage other interested Reclamation employees, particularly those from outlying field divisions and area offices, to apply for future Aspiring Leader Programs. It is a valuable opportunity and experience.

Jodi Benson – I am grateful for all of the experiences that I encountered during the Aspiring Leadership course. I've learned not only the different styles and personalities of leadership but the challenges and common goals that they face every day. A lot of material was given to us during the course that I am still reading and learning. It has been a little overwhelming and yet a challenging experience. I learned about the great responsibilities that come with leadership and yet there are the rewards that come from the accomplishments of other people. The teamwork assignments were enjoyable and gave me resources to utilize in the future. The presenters and instructors were outstanding and I would not hesitate in recommending the course to others.

Jere Wales – The most important thing I took away from the course is that leadership must exist in all levels of an organization. Good leaders all seem to share a genuine interest in their employees and have a willingness to share ideas and information, consider feedback, and empower subordinates to succeed. I was especially impressed by Larry Walkoviak, Ann Gold, and Brent Rhee. They took time to meet all of us, and share their personal stories. They made me feel like “I matter”. This, to me, exemplifies good leadership.

The class was well structured and the training materials were great. I really appreciated the presentations by EEO, Finance, and IT. I too, now know the difference between budget and finance. This was a great class. I give much appreciation to Dick, for going the extra mile to conserve travel and training costs and for promoting the importance of good, effective training. Reclamation, in the past, did a lot of this, or similar in-house training. I'm glad to see it coming back. Also, gratitude to my supervisor(s) Cindy Hayes and Pat Page for recognizing the importance, and allowing me to complete the class during fiscal year end.

For more information about [Aspiring Leader Selection/Candidates](#)

Photos below





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U.S. Department of the Interior
Bureau of Reclamation

“Larval Trigger” Flows for Green River Razorback Sucker



Stewart Lake wetland near Jensen, UT before (left) and after (right) spring peak releases from Flaming Gorge Dam in May 2012.
Photo Credit: Joe Skorupski, UDWR

By Dave Speas
Fish Biologist
Upper Colorado Region

As part of razorback sucker recovery, flow recommendations for operation of Flaming Gorge Dam in northeastern Utah provide access for larval razorback sucker to Green River floodplain wetlands, which are more conducive to their growth and survival than the swifter, cooler mainstem river. Until recently, researchers believed that timing spring peak releases from the dam to coincide with and augment Yampa River peak flows would provide wetland access for drifting larvae that are present in the Green River at the time.

A 2011 study showed that this strategy connected floodplains before most larval fish were actually present in the system. Also, since dam peak releases were of finite duration, wetlands often disconnected due to declining flows while larvae were still emerging. To maximize overlap between periods of drifting larvae and wetland connection, the study recommended using appearance of larval fish as a trigger to release peak flows from Flaming Gorge Dam rather than timing releases to Yampa River peak flows. Such modification of an existing management strategy based on new information is part of adaptive management, a guiding principle to implement the flow recommendations.

In March 2012, the Recovery Program completed a study plan to evaluate the ability of “larval trigger flows” in the Green River to entrain razorback sucker over a range of hydrologic categories. The Recovery Program also requested The Bureau of Reclamation to implement “larval trigger flows” in 2011 and 2012. While extremely wet conditions prompted dam managers to operate with dam safety as a top



priority over endangered fish in 2011, the period of floodplain connection overlapped with larval fish presence for a longer period of time than had been observed in the previous 19 years. Wetland sampling during fall 2011 indicated that some of these larvae had survived their first summer, a rare and important observation. Such wild, young-of-year razorback sucker are a critical component to population stability and their occurrence following a high spring peak flow may provide clues on the extent of floodplain inundation necessary to increase population size.

In contrast to 2011, 2012 proved to be exceedingly dry. On May 16, biologists detected larvae at several locations along the Green River, including openings to Stewart Lake near Jensen, Utah. The larval trigger study plan identified Stewart Lake as a primary study wetland during dry years since it connects to the Green River at flows of 8,000 to 10,000 cubic-feet-per-second (cfs). Targeting these flows, Reclamation hydrologists quickly ran calculations and found that bypass flows from the dam, combined with Yampa River flows, could connect Stewart Lake for a few days while still meeting reservoir objectives. Reclamation increased flows on May 19, and water containing razorback sucker larvae began to flow into Stewart Lake as the spring peak flow approached 10,500 cfs on May 25 (see photos).

Despite the best efforts of everyone involved, spring peak volumes proved insufficient to fill most wetlands to levels which would last through brutally hot and dry summer months, and many habitats dried up by mid-summer. Still, implementation of larval trigger flows in 2012 has been received as a success due to stellar real-time coordination between field biologists and Reclamation, whose decision to release up to 7,790 cfs from the dam—impressive for a dry year—was rapid and well-informed. Thanks to careful monitoring on the ground, detection of larval razorback sucker in wetland habitats—a primary objective of larval trigger flows—was verified.

Biologists gained valuable information on effects of larval trigger flows on razorback sucker during extremely wet (2011) and dry (2012) conditions. Recovery Program managers, likewise, learned valuable lessons on the challenges of implementing larval trigger flows, particularly under extremely dry conditions. Consistent with adaptive management principles, results of future experimentation will help researchers understand the role of larval trigger flows in recovery of razorback sucker and help refine management strategies as needed.

¹*“Synthesis of Floodplain Wetland Information: Timing of Razorback Sucker Reproduction in the Green River, Utah, Related to Streamflow, Water Temperature, and Floodplain Availability.”* Available at <http://www.coloradoriverrecovery.org/documents-publications/technical-reports/habitat-restoration.html>

For more information, contact Dave Speas, 801-524-3863, or dspeas@usbr.gov

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Thoughts from the Front Office

We are approaching election day on November 6th, and it seems to me the level of animosity among all of the candidates who are running is rising each day. I don't know about you but I'm getting very tired of both parties poking one another in the eye over every single issue, to the point where I'm muting my television set during political commercials. It feels like the ability to work together toward a common goal is long gone—no one even seems to be mentioning that anymore.

I contrast this with what we expect in accomplishing our work. We expect that we will work together with people who have our point of view and those who do not, to reach a common understanding on a path forward. We don't always agree on everything, but we do keep working at it and can usually arrive at a plan that works for everyone, even if it isn't exactly everything that everyone wants. I guess I expect that of my elected officials, too.

No matter the outcome of the election, we are likely to have changes to deal with. If the current administration remains in place, some of the key players will change and, of course, if a new administration is elected, all of the key players will change. But in our day to day work, we will continue to move forward with the laws and regulations we have been operating under, until someone changes them. And we will continue to all work together for a common good.

Speaking of election day, I encourage you to take advantage of our opportunity as Americans to vote. For all of its faults, we Americans still get to exercise our conscience and vote our mind—not something we should take lightly.

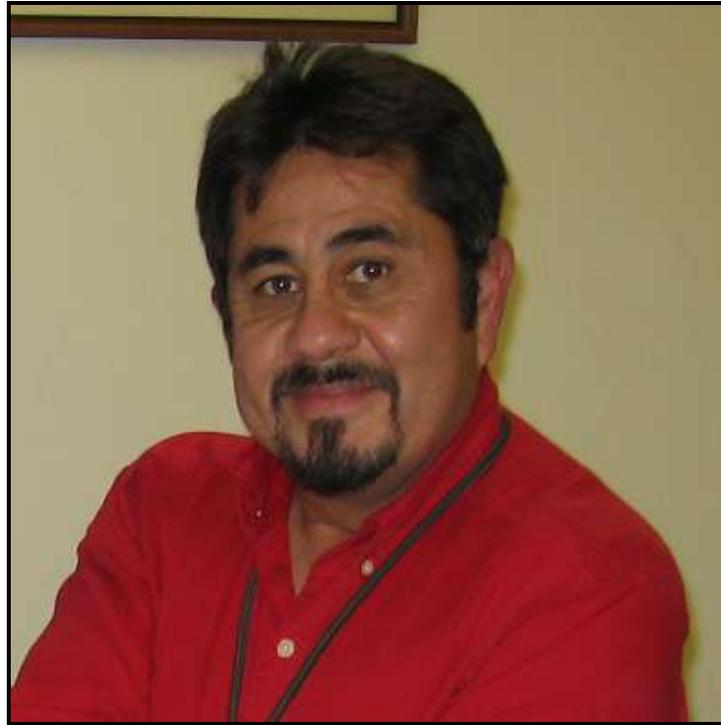
Thanks for all you do every day in working toward our common goals for the good of the American people. I'm proud of what we do and how we do it.

Ann

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Employee Spotlight Joe Alcon



I have served as a hydrological technician in the Grand Junction, Western Colorado Area Office and twice in the Durango, WCAO. My duties consist of surface and subsurface water quality and quantity investigations. At this capacity I have also assisted as a collateral duty environmental auditor and Hispanic Employment Program Manager for the Regional E.E.O. office.

I have been in a federal position for 34 years, 32 with Reclamation and 2 with the United States Postal Service as a General Mechanic. I started my federal career with Reclamation in a Young Adult Conservation Corp position. After that, I went to work for Reclamation in the Durango office in a stay-in-school position while attending Fort Lewis College. Then, I worked for the Grand Junction office from 1980 to 1987, until Reclamation went through a reorganization. At that time that I could foresee that my position would be abolished so I transferred over to the Postal Service for two years to keep my benefits going. Then I applied for a hydrological technician position in Durango working on the Animas La Plata Project.



What I like best about my position is that it is never boring as one day I could be working up above the 11,000 foot elevation in Colorado and the next I could be working down at around the 4,500 foot elevation in the high desert plateaus of New Mexico!

My most memorable job assignment was when I assisted the Ute Mountain Ute Tribes Water Quality Specialist and her students from various other tribes, on how to perform stream discharge measurements and depth integrated water quality collections.

Currently, I am conducting field studies for our commitment to the final Environmental Impact Statement for the Animas-La Plata Project which includes lake profiling and water quality sampling on Lake Nighthorse, water quality and quantity field studies of the Animas River, and ground water studies in and around the Durango Pumping Plant. I perform field studies for the Denver Technical Center for the Navajo Gallup Project on the San Juan River and at Cutter Reservoir in New Mexico. I assist my Grand Junction brothers and sisters with lake profiling and sampling, as well as our area reservoirs near Durango. I also do some work for our operations group for the Dolores Project in Colorado and the Hammond Project in New Mexico.

My hobbies consist of camping, hiking, fishing, pickle ball, attending rodeos, cage fights, wood carving, and listening to Spanish music.

I am a certified volunteer as part of the Laubach Literary Action for the Montezuma Literacy council. I was a member of the Latin Anglo Alliance and the Western Colorado Minority Business Enterprise for two years in Grand Junction. I enjoy being bilingual as it has allowed me to enjoy translating Spanish to English and English to Spanish for local migrant workers in Mesa, Montezuma and La Plata counties. Growing up with both the English and Spanish language and learning all the different dialects from my professor at Fort Lewis College has been an asset throughout life, especially on the job. I have had the privilege of being requested by a representative of the Christian based nonprofit "Compassion International" to translate letters from Spanish to English for her and then English to Spanish letters for her to send back to El Salvador to the student she sponsored who studied medicine and became a doctor.

While working for the WCAO, I translated for a visiting Engineer from Spain, "Jose Aleman". Jose was in dire need of dental services while visiting the Grand Valley. It was during this meeting that Senor Aleman and I had a good little laugh; upon completion of his dental work he asked what is customary to leave as a tip for the dentist and dental assistant. I educated him to the fact that as far as I know, we never do tip here in the good old U.S. of A. as they usually take us to the cleaners anyway! He just thought that was the funniest thing he had ever heard. I have also translated in dealing with various land owners obtaining permits.

While working for the post office in Grand Junction I used my bilingual skills to translate for non English speaking patrons from all over the world. While in this position my supervisor referred me to Washington D.C. for a detail as a Universal Postal Union Congress Guide.

What I really enjoy the most, is good eats at Christmas parties with my lovely wife Jo Ann and sitting around with my buddy, pal, amigo, Patron EDuardo Warner talking fish stories and about the LARGE one that got away!





Riding to Elk Creek on the Durango-Silverton Narrow gage railroad for Animas River studies



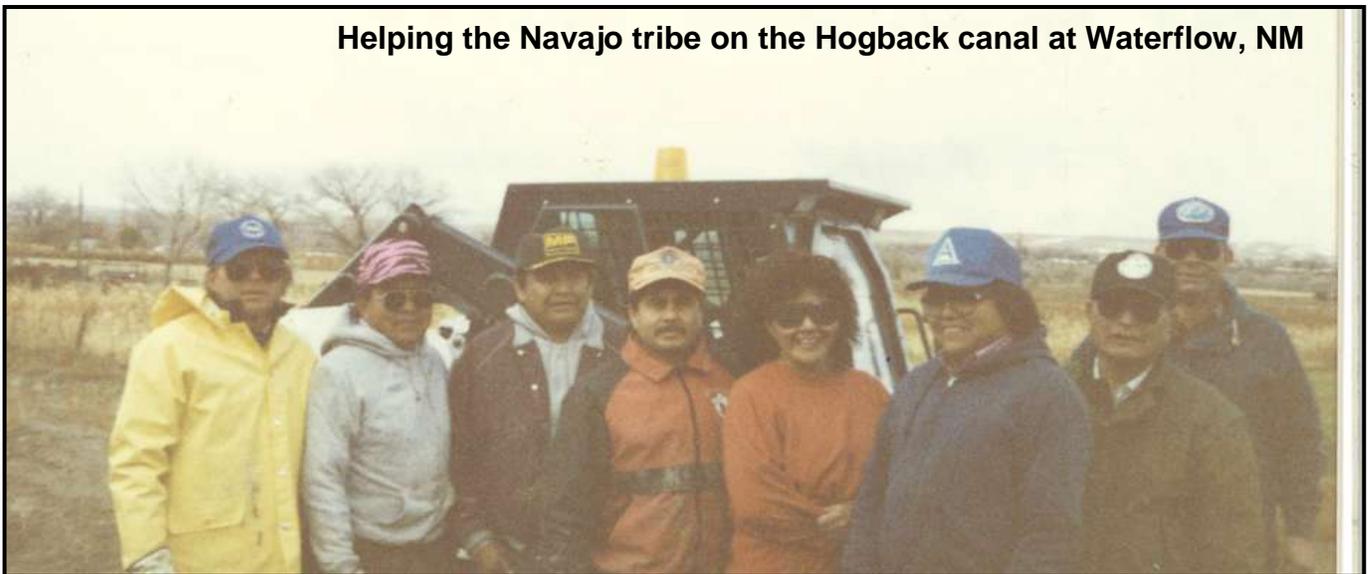
Measuring stream discharge in the Dolores River below McPhee Reservoir.



Basin Creek flume installation for the ALP Project



Joe and his wife Jo Ann



Helping the Navajo tribe on the Hogback canal at Waterflow, NM



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Price's Dairy becomes Valle de Oro National Wildlife Refuge



Secretary Salazar addresses the crowd at the ceremony announcing the purchase of the former Price's Dairy land just south of Albuquerque and announcing the selection of the name Valle De Oro National Wildlife Refuge

By Mary Carlson
Public Affairs Specialist
Albuquerque Area Office

New Mexico is now officially home to the first urban wildlife refuge in the southwest and Reclamation owns part of the senior water rights.

Secretary of the Interior Ken Salazar visited the former Price's Dairy or Valley Gold Farms site located just south of Albuquerque on September 27th to announce that the Bureau of Reclamation, U.S. Fish and Wildlife Service, Bernalillo County, the Trust for Public Land and the Albuquerque Metropolitan Area Flood Control Authority had closed on the 390 acres of farm land and about 250 acre-feet of senior water rights.



“This is the first purchase of surface water rights Reclamation has made along the Rio Grande in New Mexico,” Albuquerque Area Manager Mike Hamman said of Reclamation’s purchase of 154 acre-feet of pre-1907 water rights. “We’re excited about this purchase and the potential to use these water rights to offset some of our activities for endangered species in the Middle Rio Grande.”

The 559th unit of the national wildlife system is within a 30-minute drive of half of New Mexico’s population because of its close proximity to Albuquerque.

“Bringing this land into public ownership will give residents and visitors alike access to a beautiful natural space right here in our state’s largest city,” said Sen. Jeff Bingaman, D-N.M.

“Too many kids get more television time than outdoor time, but this new wildlife refuge is our opportunity to change that,” said Rep. Martin Heinrich, D-N.M. “This wildlife refuge will help New Mexico kids discover the incredible natural heritage of our state, and it represents an important investment in their health and well-being.”

On September 21, 2012, Reclamation closed on the purchase of 154 acre-feet of senior water rights appurtenant to 73.3 acres of land for \$2 million. The Fish and Wildlife Service closed on the purchase of 390 acres of land and about 98 acre-feet of water. In November 2011, the New Mexico Office of the State Engineer (NMOSE) granted a license to confirm that the Price’s Dairy owned pre-1907 surface water appurtenant to 260 acres of land. Reclamation plans to use the water rights to help meet the needs of the endangered Rio Grande silvery minnow.



The view of the Rio Grande bosque from the Valle De Oro National Wildlife Refuge, which is currently an active farm

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A Mad Dash to the Fiscal Year End (aka Budget Execution)



For Fiscal Year (FY) 2012 and the Upper Colorado Region, the twelve month race to the finish line is always filled with excitement and wonder. The goal, as always, is to obligate all of our appropriated funding by the end of the fiscal year (September). The execution of that goal is sometimes more like watching a slow motion replay of a popular sporting event.

At the beginning of September, the Upper Colorado Region rounded the inside curve of the worn-out track and sprinted toward the finish line. Even though we had been a bit sluggish at the beginning of the race, we picked up speed and hit the home stretch at 69% obligated. With the Commissioner, Washington Budget Office, and the Regional Director's Office cheering from the stands, we found strength from somewhere deep inside and pushed ourselves through the pain. With each toiled step we drew closer and closer to that white line. Amazingly, in the last stretch, we caught our second wind, obligated an additional 25% of our funding, and crossed the finish line at 94% obligated. We obligated over \$153 million dollars which left \$10 million dollars in carry over funding that will hopefully be obligated in the first quarter of FY 2013.

Our new goal for FY 2013 is to build up our strength and run a shorter race at a faster pace. Unlike previous years, in FY 2013 the year-end close activities will happen in August, rather than September. This means the race we run must be deliberate and decisive. We, as a region, will be lengthening our stride and setting obligation targets for each quarter of the fiscal year. The Acquisition and Finance Divisions will be working closely together with data and the workload management system to assure we reach our goals in the short 11 months we have left of the year. Everyone's assistance in accomplishing this goal will be appreciated.

On your mark....Get set.....GO!!!!

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FBMS Status Update

October 2012

Reclamation has continued to progress toward FBMS conversion, slated to “go live” with Deployment 8 (D8) in November 2013. There has been and will continue to be much work within the UC region to prepare for this conversion. Reclamation’s FBMS Project Management Team (PMT) has a very useful intranet site that provides updates and helpful resources regarding the FBMS conversion process- check it out [here](#).

We have completed the blueprinting phase and are moving into the realization phase for D8. During the blueprinting phase, the Finance, Property, and Acquisitions offices continued work on data cleansing and attended blueprinting sessions. During realization, Reclamation completes work on functional and technical specifications for FBMS migration, including some early testing. Update highlights include:

- As part of the data cleansing effort, and as a best practice recommended by other bureaus, we have changed all of our organizational codes to contain only numeric characters, removing alpha characters. FBMS reads and reports data from left to right first numerically and then alphabetically. The two offices affected by this are the Power and Four Corners Construction Offices. The new organization codes are listed below and have been effective as of September 23, 2012.

Current Org Code	Description	New Org Code
4L00000	FOUR CORNERS CONSTRUCTION OFFI	4200000
4L10000	OFFICE OF THE CONSTRUCTION ENG	4210000
4L20000	OFFICE ENGINEERING DIVISION	4220000
4L21000	FARMINGTON CONTRACT ADMIN GRP	N/A
4L22000	DURANGO CONTRACT ADMIN GROUP	N/A
new	CONTRACT ADMINISTRATION GROUP	4221000
new	FIN ASSTNC & COOPERATIVE AGRMTS GRP	4222000
4L23000	DESIGN GROUP	4223000
4L30000	FIELD ENGINEERING DIVISION	4230000
4L31000	RIDGES BASIN DAM GROUP	N/A
4L32000	FARMINGTON INSPECTION GROUP	N/A
new	INSPECTION GROUP I	4231000
new	INSPECTION GROUP II	4232000
4L33000	O&M GROUP	4233000
4L34000	ELECTRICAL GROUP	N/A
4L35000	MECHANICAL GROUP	N/A
4L70000	TECHNICAL SERVICES DIVISION	N/A

4L72000	GEOLOGY GROUP	4272000
4L73000	SURVEYS GROUP	4273000
4L74000	MATERIALS GROUP	4274000
4L75000	FARMINGTON MATERIALS GROUP	N/A
4L90000	ADMINISTRATIVE SERVICES DIVISI	4290000
4P00000	POWER OFFICE	4100000
4P10000	OFFICE OF THE POWER MANAGER	4110000
4P20000	CURECANTI FIELD DIVISION	4120000
4P21000	ADMINISTRATIVE SERVICES GROUP	4121000
4P23000	POWER FACILITIES GROUP	4123000
4P24000	BLUE MESA GROUP	4124000
4P25000	MORROW POINT GROUP	4125000
4P26000	CRYSTAL GROUP	4126000
4P30000	FLAMING GORGE FIELD DIVISION	4130000
4P31000	ADMINISTRATIVE SERVICES GROUP	4131000
4P32000	FLAMING GORGE O&M GROUP	4132000
4P33000	FONTENELLE O&M GROUP	4133000
4P40000	GLEN CANYON FIELD DIVISION	4140000
4P41000	ADMINISTRATIVE SERVICES GROUP	4141000
4P42000	OPERATIONS GROUP	4142000
4P43000	PLANT MAINTENANCE GROUP	4143000
4P50000	ENGINEERING DIVISION	4150000

If you have any questions regarding FBMS, feel free to contact Shara Hillier, FBMS Regional Coordinator at shillier@usbr.gov or (801) 524-3660.

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Reclamation Request for Veteran Spotlight Information



Veteran's Day is fast approaching and with it a time to reflect on the sacrifices our service men and women have made on behalf of our Nation. We are reminded not just of their past service but of the important role our service men and women fulfill as they transition into civilian employment. Reclamation recognizes that our Nation's transitioning veterans and service members are an asset of tremendous potential. They are a pool of well-qualified candidates for positions within Reclamation because of their leadership skills, experience, and dedication to public service.

To honor our current veteran and service member employees, and reaffirm our commitment to the promotion of veteran employment opportunities in the future, Reclamation is creating a Veteran Employee Spotlight on our main website. All of our veteran and service member employees are encouraged to *voluntarily* post a service connected photo of themselves, along with two to three sentences describing the photo, on a designated SharePoint site no later than **Friday, November 2, 2012**. Attached are easy-to-follow directions, and a link to the SharePoint site, to assist with the photo uploading process. The photos uploaded to this site will be incorporated into the Veteran Employee Spotlight on Reclamation's home page at www.usbr.gov in time for Veterans Day.

We thank all of our veterans for their service, and look forward to honoring Reclamation veteran employees in this special way. Should you have any questions, or need additional guidance on uploading photos, please contact Jesse Walstad, Human Resources Specialist, at 303-445-2672. Thank you.

Veterans Spotlight Photo Upload Instructions below



Please upload your photos and descriptions no later than COB November 2, 2012.
Please ensure that your photos and descriptions are in good taste and are suitable for public viewing.

- 1) Go to: <https://dosp/policyandadmin/PolicyGroups/84-58000/Veterans/default.aspx>
- 2) On the menu on the left side of the screen click on "Veterans Photo Upload."
- 3) From the drop down menu titled "Upload" click on "Upload Picture."
- 4) In the "Upload Document" box select "Browse" and select the photo from your files.
- 5) Leave the "Version Comments" box blank and click "Ok."
- 6) Under the first "Name" box (above the photo), Please type your First and Last Name.
- 7) Under the second "Name" box (below the photo), Please type your First and Last Name.
- 8) Under "Description of Picture" please type 2-3 sentences providing the following information: your name, your current position with reclamation, your branch of service, time of service, and a brief description of photo.
- 9) "Date Photo was Taken" is optional.
- 10) You may provide additional information in the "Optional Information" box; however, it will not be displayed on the Veterans Spotlight. Only the 2-3 sentence description you provide under "Description of Picture" will be displayed in the Veterans Day photo gallery on the Reclamation website.
- 11) In the "Keywords" box please type your first and last name.
- 12) Click "Save."
- 13) Double Check that you photo has been added to the gallery under "Veterans Photo Upload."

If you are having difficulty uploading a photo or you have any questions, comments, or concerns please contact Mr. Jesse Walstad (jwalstad@usbr.gov) at 303-445-2672.

Thank you for your service!

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U.S. Department of the Interior
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Have you heard about “EAP Consultants” (EAPC)?

As you may have heard by now, that the Department of Interior consolidated all Employee Assistance Programs (EAP) into one contract, saving Department of Interior approximately \$.9 M a year. On January 1, 2013, EAP Consultants (EAPC) will begin providing service to the Upper Colorado employees and their family members.

EAP Consultants (EAPC) is an independent firm that has a solid reputation for providing exceptional services, and outstanding customer service and support. To see the great services EAPC offer, please open the ICON below.

A letter from the Department was sent specifically to UC Regional employees on October 1, 2012 explaining the details on the transition of services (add link once sent). Please note that if an employee is receiving EAP counseling services when the contract is transitioned, EAPC will contact their counselor and attempt to arrange continuation of services.

Human Resources will be distributing EAPC brochures, wallet cards and posters the first of the New Year to help you become more familiar with the contractor and services they offer. If you have questions regarding this benefit, please contact Gloria Fullmer at 801-524-3877.

[New Employee Assistance Program Article](#)

For more [detailed information about EAPC, please click here.](#)

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Your Best Resource
for Problem Solving.



**EAP Overview for
DOI Leadership**

Who We Are

- ◆ Providing EAP and work/life services nationwide since 1989
- ◆ Exclusively an Employee Assistance Program
- ◆ All client companies rate our service as good or excellent
- ◆ 98% of clients rate our EAP as good or excellent
- ◆ 70% of workers report becoming more effective on the job as a result of using our EAP
- ◆ Services that effectively resolve life and work issues

Federal Government Experience

- ◆ Serving Federal agencies since 1989

We provided EAP services to around 15% (through 10 separate contracts) of DOI workforce prior to this award.

Other Federal experience includes:

- US Customs and Border Protection
- Executive Office of the President
- Nuclear Regulatory Commission
- National Science Foundation
- Divisions of Dept. of Defense
- EPA (Regions 4 and 6)
- Army Corps of Engineers (5 areas)
- Dept. of Veterans Affairs in 15 states
- USDA (Region 1)
- Social Security Administration

Transition

DOI is emailing a letter of introduction that explains the vendor change and how to continue services if they are currently being used and provides an overview of services along with our contact information.

If an employee is receiving EAP counseling services when the contract is transitioned, we will contact their counselor and attempt to arrange continuation of services.

We will be distributing brochures, wallet cards and posters.

We are conducting employee orientations in larger DOI sites.





Our Services

- ◆ Clinical: Assessment, Counseling, Referral & Follow-up
- ◆ Work/Life
- ◆ Online
- ◆ Management and Organizational Consultation
- ◆ Trauma Response
- ◆ Training



Access to Services

- ✓ 24/7 toll-free telephone access to mental health counselors
- ✓ Immediate response to all service requests - *an answering service and voice prompts are never used*
- ✓ Multilingual interpreter services available in 140 languages
- ✓ Participants may securely request services from our website at any time
- ✓ Routine services scheduled within 72 hours, urgent cases within 24 hours, and emergencies handled immediately
- ✓ Nationwide network of providers



Assessment and Counseling

EAPC provides confidential telephonic and face-to-face assessment, short-term counseling, referral and follow-up for any personal problem that can affect an employee's well-being and job performance, including:

- ◆ Substance abuse
- ◆ Marital and family problems
- ◆ Emotional issues
- ◆ Work-related difficulties
- ◆ Life transitions
- ◆ Stress
- ◆ Psychiatric disorders
- ◆ Pre and Post deployment stress



Sessions Model

Employees and each dependent family member are eligible for six counseling sessions for each distinct presenting problem.

Each work/life issue is defined as a new presenting concern. Assistance is provided for an unlimited number of work/life issues.



Referral Services

When clients need services beyond the scope of the EAP, referrals are:

- ✓ Coordinated with employee's health insurance benefits
- ✓ Consistently followed-up on to ensure each referral was appropriate



Clinician Qualifications

Licensed with 3+ years of post-graduate experience; average 10 yrs.
Specialists for problem areas such as substance abuse, marriage and family

Multi-lingual clinicians available

All clinicians are pre-screened with performance monitored

Counselors include:

- ◆ Psychologists
- ◆ Clinical Social Workers
- ◆ Professional Counselors
- ◆ Marriage and Family Counselors
- ◆ Certified Addiction Counselors
- ◆ Certified Employee Assistance Professionals





Work/Life Services

The work/life program is designed to assist employees with balancing their work obligations and personal responsibilities, allowing them to be more focused and effective on the job. Components of the program include:

- ◆ Legal Consultation
- ◆ Financial and Credit Counseling
- ◆ Child Care
- ◆ Adoption
- ◆ Elder Care
- ◆ Pet Care
- ◆ Academic Resources



Legal Consultation

Free in-person and telephonic consultation is provided for all legal matters¹ by attorneys specializing in such matters as:

- ◆ Family law
- ◆ Housing and real estate
- ◆ Criminal and civil law
- ◆ Consumer and contract law
- ◆ Estate planning
- ◆ Personal injury and automobile issues
- ◆ Simple Wills

25% discount off standard hourly rates for legal services rendered beyond scope of EAP. Nationwide network of attorneys.



Financial and Credit Counseling

Financial services are provided by professional financial experts.
Advice and consultation is offered for:

- ◆ Setting financial goals
- ◆ Budgeting and money management
- ◆ Creating a debt reduction plan
- ◆ Resolving credit issues and repairing credit history
- ◆ Investment options
- ◆ Retirement planning

No specific investments are ever recommended.



Childcare Referrals

Our professionals gather information to determine resources that will be most effective. We contact the resources to ensure that they have openings and meet the client's needs. At least 3 resources are provided. Written information about the resources and about child care issues is sent to the client. Referrals are provided for:

- ◆ Day care
- ◆ Emergency care
- ◆ In-home care agencies
- ◆ Before/After school programs
- ◆ Special needs programs
- ◆ Nurseries & preschools
- ◆ Summer camps
- ◆ Transportation services



Adoption Resources

Adoption specialists organize and arrange referrals for:

- ◆ Private and public adoption agencies
- ◆ State adoptions agencies
- ◆ Adoption support groups
- ◆ Adoption attorneys
- ◆ Post adoption counselors





Eldercare Referrals

Eldercare specialists help assess needs and arrange referrals for:

- ◆ Nursing homes
- ◆ Assisted living
- ◆ Home health
- ◆ Respite care
- ◆ Companion programs
- ◆ Caregiver support
- ◆ Medicare/Medicaid information and other financial resource information is provided.

Immediate openings and appropriateness of resources are verified. Written materials on eldercare resources and issues are provided.



Pet Care Services

Pet care services are available that include a customized listing of the following:

- ◆ Veterinarians
- ◆ Groomers
- ◆ Walkers and sitters
- ◆ Kennels
- ◆ Breeders
- ◆ Pet publications

Our Pet Service Guide includes information on how to choose a pet, a first aid checklist for pets, and seasonal considerations for pets.



Academic Resources

Academic resources include research and referral services from Kindergarten through Graduate school. Resources include:

- ◆ Referrals to tutors
- ◆ Customized profiles for all types of schools
- ◆ Sources of financial aid for college
- ◆ College planning guidebooks



Web-Based Services

Includes on-line EAP, work/life, wellness and training services. Easily obtain expert advice and support. Offers articles, videos, self-assessments, calculators and commonly used legal and tax forms.

Services include:

- ◆ Health and Wellness, including assessments
- ◆ Mental and Emotional health
- ◆ Legal and Financial library
- ◆ Personal Growth and Stress Management
- ◆ 35 interactive training programs

LIFE HAPPENS... TAKE ACTION, BE PREPARED.

Find out how prepared you are in three minutes



- Home
- Mental Health
- Balanced Life
- Financial
- Health
- Legal
- Training
- Wellness Center

Search:

Adult Onset Diabetes

Even the famous get thrown an unlucky card here or there. Find out how one well known actor copes and lives with Diabetes.



[READ MORE](#)

- Alcoholism
- Paging Dr. Mom
- Adult Onset Diabetes**
- Preventing Identity Theft
- Assessments

Featured Video

Nutrition

Get Prepared

- Locators
- Child and Caregiver Resources

- | | | |
|-----------------------------------|-------------------------------------|---------------------------------|
| Adoption | Depression | Legal Forms |
| Alcohol | Diabetes | Managing Stress |
| Anxiety | Drug Addiction | Parenting |
| Budgeting | Focus on the Family | Pet Care |
| Buying a Car | Grief and Loss | PTSD |
| Cancer Prevention | Healthy Living | Retirement |
| Caregiving | Heart Disease | Smoking |
| Debt Management | Home Center | Wills |

Most Popular

- Highest Rated

- Depression Screening (PHQ9)
- Will for Adult With No Child(ren)
- Screening for Anxiety
- Beneficiary Worksheet
- Monthly Budget

Weekly Poll

If you could fit an extra activity into your day it might be

- Playing a sport or exercising
- Reading
- Practicing an art (language, crafts, music)
- Spending more time with family
- Watching a favorite movie

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Find out how prepared you are in three minutes



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- Balanced Life
- Financial
- Health
- Legal
- Training
- Wellness Center

Search: GO

Assessments

Find out more about your health status.



READ MORE

Dust Mites

Three Hiccup Remedies

Medical Fees and Billing

Birth Control Options

Assessments

How may we assist you?



How prepared you are to face the daily events in your life affects how successful you are both personally and professionally.

[Let us know how we can assist you.](#)

Browse Topics

- All Videos
- Allergies
- Alternative Medicine
- Assessments
- Balanced Living
- Body Aches & Pains
- Cardio Health
- Children and Adolescents
- Cold and Flu
- Dental Health
- Diabetes
- Dieting, Fitness & Nutrition
- Diseases
- Eye Care
- Fertility, Pregnancy & Childbirth
- Gastrointestinal Health
- Healthy Aging
- Men's Health
- Mental Health
- Neurological Disorders
- Respiratory
- Safety
- Sexual Health
- Skin Health
- Stress
- Surgeries & Procedures
- Understanding the Body
- Urologic Health
- Women's Health
- Workplace Health

Most Popular Highest Rated

- Eye-Care Essentials for Computer Users
- What Are the Different Types of Headaches?
- Resilience Scale | RS 25
- Take the Diabetes Quiz
- Health Assessment

LIFE HAPPENS... TAKE ACTION, BE PREPARED.

Find out how prepared you are in three minutes



- Home
- Mental Health
- Balanced Life
- Financial
- Health
- Legal
- Training
- Wellness Center

Search: GO

Affective Disorders

Here are excellent resources available for those suffering from bipolar, depressive, and manic disorders.

READ MORE



Problem Gamblers FAQ

Why I Use Psychotherapy

Affective (Mood) Disorders

Eating Disorders and Kids

Assessments

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[Let us know how we can assist you.](#)

Browse Topics

- Addiction
- Anxiety Disorders
- Assessments
- Attention Deficit Disorder (ADHD)
- Depression
- Eating Disorders
- Grief and Loss
- Other Emotional Health Issues
- Stress
- Violence, Abuse & Trauma

Most Popular Highest Rated

1. Screening for Anxiety
2. What happens when depression doesn't go away?
3. A Checklist for Depression
4. Depression Screening (PHQ9)
5. Stress

LIFE HAPPENS... TAKE ACTION, BE PREPARED.

Find out how prepared you are in three minutes



- Home
- Mental Health
- Balanced Life
- Financial
- Health
- Legal
- Training
- Wellness Center

Search: GO

Outsmarting Stress

Learn how to prevent or relieve these symptoms of stress - a pounding heart, increased perspiration, tight neck and shoulder muscles, anxiety and fear.



[READ MORE](#)

Get a Grip on Multitasking

Outsmarting Stress

Writing a Resume

Retirement Planning

Assessments

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Browse Topics **Courses**

- Communications
- Effective Supervision
- Managing Work & Family
- Effective Communication
- Human Resources
- Staying Positive

Most Popular **Highest Rated**

- Business Writing Basics
- Conducting a Performance Review
- Applying Leadership Basics
- Setting Personal Goals and Expectations
- Achieving Personal Goals

LIFE HAPPENS... TAKE ACTION, BE PREPARED.

Find out how prepared you are in three minutes

Home Mental Health Balanced Life Financial Health Legal Training Wellness Child, Elder and Academic Resources

Search: GO

Developing Yourself

Think of yourself as a total person. Don't neglect other needs if your companionship or friendship needs are not being met.

READ MORE



Developing Yourself

Assisted Living

It's Never Too Late

Improve Listening Skills

Assessments

How may we assist you?



How prepared you are to face the daily events in your life affects how successful you are both personally and professionally.

[Let us know how we can assist you.](#)

Browse Topics Training



Online Training

Personal growth and professional development are only a click away with our wide variety of online interactive trainings.

[Achieving Personal Goals](#)

[Appreciating Personal Differences](#)

[Balancing Work and Family](#)

[Basics of Effective Communication](#)

[Becoming an Effective Team Member](#)

[Business Writing Basics](#)

Most Popular Highest Rated

1. [Business Writing Basics](#)
2. [Conducting a Performance Review](#)
3. [Applying Leadership Basics](#)
4. [Achieving Personal Goals](#)
5. [Successful Negotiation](#)



Management Consultation

Unlimited consultation to supervisors and managers regarding employee job performance, attendance, and conduct problems, including:

- ✓ Review job performance deficiencies
- ✓ Determine if the situation is appropriate for referral to EAP
- ✓ Discuss ways to approach the employee regarding referral to the EAP
- ✓ Assess, counsel, refer, case manage and monitor progress in EAP and treatment



Organizational Consultation

Consultation and assistance for a number of critical organizational issues such as:

- ◆ Conflict resolution and team building
- ◆ Workplace violence
- ◆ Drug-free workplace
- ◆ Traumatic incidents
- ◆ Organizational change



Traumatic Incident Response

Traumatic incidents can have a devastating impact on the workplace. Rapid and effective professional response can mitigate this impact by providing services that sensitively help affected employees and ensure that key business functions resume quickly.

Our unlimited onsite trauma response services include:

- ✓ 24/7 access to consultants
- ✓ Organizational consultation on how to minimize the effects on the organization
- ✓ Professional debriefers guaranteed onsite within 24 hours
- ✓ Nationwide network of trained debriefers



Program Promotion

Our promotional activities are ongoing and designed to de-stigmatize counseling, familiarize employees with EAP services, and encourage utilization. Our program includes:

- ◆ Brochures & Wallet Cards
- ◆ Supervisory Guidebooks
- ◆ Posters
- ◆ E-Newsletter for employees (*quarterly*)
- ◆ E-Newsletter for supervisors (*quarterly*)





Training

- ◆ Employee Orientations
- ◆ Ergonomics; 2 per year via live web cast
- ◆ Building Resiliency
- ◆ Stress Management
- ◆ Say “No” to Negativity, Say “Yes” to Positivity
- ◆ Dealing with Difficult People
- ◆ Drug-Free Workplace
- ◆ Smoking Cessation
- ◆ Team Building



Quality Management

We evaluate the operation and effectiveness of each component of our EAP on a regular basis through the use of:

- ◆ Designated Account Manager
- ◆ Confidential client satisfaction questionnaire
- ◆ Management/supervisor evaluation form
- ◆ Training evaluation form
- ◆ Referral tracking
- ◆ Clinical care reviews
- ◆ Proprietary data management system
- ◆ Utilization reports, *quarterly* show ROI

What Sets EAP Consultants Apart

1. EAP is our only focus.
2. Industry leading utilization rates
3. Proactive account management and personalized services
4. On-going program promotion provided in formats that are most effective for your environment
5. Highly experienced at working successfully with Federal agencies, and understanding issues that arise in such an environment
6. Comprehensive and ongoing follow-up and monitoring of management referrals, and coordination with the referral source
7. Consistently rated good to excellent for services to employees and family members, management consultation and overall performance. Nearly 100% client retention rate.





Hazardous Driving Statistics



Did You Know That?

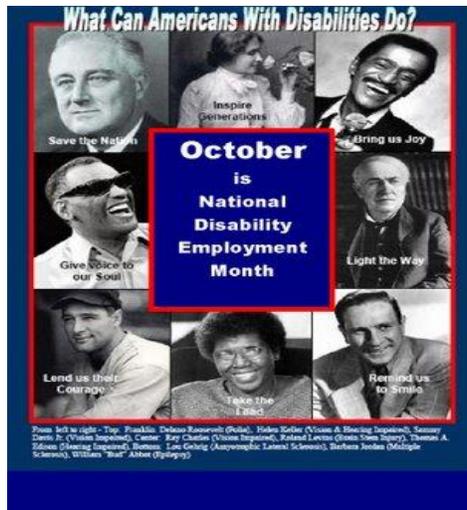
- A traffic-related injury occurs every 18 seconds.
- Over 2 million traffic-related disabling injuries occur every year.
- A person dies in a crash every 11 minutes.
- Motor vehicle crashes are the No. 1 cause of death; 39,000 to 46,000 people like us are killed in crashes every year.
- 1 in 4 fatal work-related injuries involves a vehicle accident.
- 28% of crashes are attributed to cell phone use while driving.
- Each year over 1.6 million crashes are caused by cell phone use and/or texting while driving.

Do You Recognize All Driving Hazards You Could Face? Be Wise. ~~Ask Somebody To Take~~
[Defensive Driving](#) !

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National Disability Awareness Employment Month



October is designated as National Disability Employment Awareness Month. Efforts to educate the public about issues related to disability and employment began more than 60 years ago in 1945 when Congress enacted Public Law 176 declaring October “National Employ the Physically Handicapped Week.” In 1962, the word “physically” was removed and placed emphasis on employment needs of individuals with all types of disabilities. Congress eventually changed the observance to the entire month of October in 1988 to stress integrating people with disabilities more fully into every aspect of life and to recognize the contributions of Americans with disabilities. This year’s theme is “A Strong Workforce is an Inclusive Workforce: What Can YOU Do?” This suggests that employers who ensures they have inclusive workplace policies and practices woven into the fabric and culture of the organization create an environment that encourages all workers — including those with disabilities — to work to their full capacity and contribute fully to the organization's success.

[View President Barack Obama’s Proclamation](#)

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Hacking the Whitehouse



As a government employee you should be aware that your email account is and continues to be a target for many to try and infiltrate government computer systems.

The most recent example is article on *Hacking the Whitehouse*:

White House Hacked In Cyber Attack That Used Spear-Phishing To Crack Unclassified Network, Huffington Post Article dated 10/1/2012

“The hackers breached the network by using a technique known as spear phishing, in which they target victims who have access to sensitive computer networks by sending personalized emails that appear to come from trusted sources. Once the victims click on the bogus attachment or link, the hackers can install malicious software on the PCs to spy on users and steal data.”

For more information here is a link to the article:

http://www.huffingtonpost.com/2012/10/01/white-house-hacked-cyber- n_1928646.html

Social Engineering:

Hackers use social engineering techniques in an attempt to trick users into replying to email and/or providing additional information.

What is Social Engineering? Social engineering, in the context of security, is understood to mean the art of manipulating people into performing actions or divulging confidential information. While it is similar to a confidence trick or simple fraud, it is typically trickery or deception for the purpose of information gathering, fraud, or computer system access; in most cases the attacker never comes face-to-face with the victims.

"Social engineering" as an act of psychological manipulation had previously been associated with the social sciences, but its usage has caught on among computer professionals. [http://en.wikipedia.org/wiki/Social_engineering_\(security\)](http://en.wikipedia.org/wiki/Social_engineering_(security))

There are many types of email exploits. A definition of the most common are:

- **Malware Distribution:** Hackers with malicious intent can exploit your email client by distributing malware through email messages. The malware includes viruses, worms, rootkits, Trojans, keyloggers, spyware, and adware, to name a few types. The malware is distributed via an email attachment or sometimes by simply opening an email message. More often than not, the mail message is disguised as a message from someone you know when in reality; it is sent by the hacker.
- **Phishing Attack:** A phishing attack is generally not hazardous to the inner workings of your PC however; it is designed to trick you into revealing your personal information, passwords, or bank account information. For example, if you use PayPal, the phisher sends you a message that looks like it came from PayPal. The message requests you to verify your account information with PayPal to continue using your account. The message proceeds to tell you that if you do not verify the information your account will be closed. Someone that is unaware of phishing scams easily gets tricked into revealing their account information. These types of messages are set up to look like the real deal.
- **Spear phishing** is an e-mail spoofing fraud attempt that targets a specific organization, seeking unauthorized access to confidential data. Spear phishing attempts are not typically initiated by "random hackers" but are more likely to be conducted by perpetrators out for financial gain, trade secrets or military information.
- **Spam Attack:** Spam is unsolicited email or "junk" mail that you receive in your Inbox. Spam generally contains advertisements but it can also contain malicious files. When you click on spam, the files are downloaded into your email client and into your PC. The same thing can happen if you reply to spam in an attempt to get removed from the list.
- **Denial of Service Attack:** A denial of service attack occurs when the hacker sends multitudes of email messages to your email client in an effort to block you from using your email client or crashing your computer altogether. In the case of an organization, a denial of service attack on email can crash an entire network and prevent the users from responding to legitimate traffic.

What you should do:

Never open, reply to or click on a link within an email from an unknown source. Simply delete the email.

If you receive a suspicious email please contact your local IT staff or the UC Regional IT Systems Security Manager (RISSM), Eleanor Montano, 801-524-3701.

October is National Cyber Security Awareness Month (NCSAM).

<http://www.staysafeonline.org/blog/october-is-national-cyber-security-awareness-month/>

Security Awareness Video:

We have posted online the security awareness video "[Email and Instant Messaging](#)." This five minute video covers the risks of using these technologies (including phishing, scams, infected attachments and drive-by downloads) and the steps you can take to protect yourself. Feel free to share this link with family and friends.

<http://www.securingthehuman.org/resources/ncsam>

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Sharing Our Diversity by Sharing Your Recipes

From the kitchen of Angelica Rodriguez – **Arroz Con Leche (Rice Pudding)**



Ingredients

- ❖ 1 cup of rice
- ❖ 2 Cups of water
- ❖ 7 Cups of milk (2% or whole milk your choice)
- ❖ 1 cup of sugar (or as needed)
- ❖ 1/2 cup of sweetened condensed milk
- ❖ 2 cinnamon stick
- ❖ Ground cinnamon (optional)

Preparation:

- 1 In a pot heat water and when it boils, add the rice, sugar, and cinnamon sticks (break in peaces). Lower heat and wait for the rice to cook over low heat for about 15-20 minutes or until rice is tender.
- 2 Once cook pour 4 cups of milk and ½ cup of sweetened condensed milk, taste for sweetens, add more sugar if needed.
- 3 Stir the mixture constantly; continue cooking over low heat for about 15-20 minutes or until it reaches the desired thickeners.
- 4 Let it cool.
- 5 Serve it warm or cold with a sprinkle of ground cinnamon.

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In Transition

Former Employee Arnold W. Petersen dies at 100



Arnold W. Petersen, 100, of Loveland, CO, died on September 19, 2012 at The Johnson Center in Centennial, CO. He was born on January 3, 1912 in Aurora, NE to O.T. and Anna Marie (Nelsen) Petersen. Arnold graduated from the University of Nebraska with a degree in Agronomy. He married Clarice I. Peterson on November 23, 1940 in Minden, NE. She preceded him in death on January 13, 2003. Arnold worked for the Bureau of Reclamation, retiring in 1974. After retirement, he was very actively involved with the Larimer County Recreation Board. He has lived in Loveland since 1962, moving here from McCook, NE. Arnold was a member of Zion Lutheran Church in Loveland and was member of the Masonic Lodge. He also loved worldwide traveling with his wife Clarice and also playing golf and photography. Arnold is survived by his daughter, Jane Garrett and husband Norman of Littleton, CO, son, Dr. John Petersen and wife Jean of Seabrook, TX, seven grandchildren and 11 great grandchildren. He is also preceded in death by one brother and one sister. Funeral services will take place at 1:00 PM, Tuesday, September 25, 2012 at Zion Lutheran Church in Loveland. Visitation will be from 3-5:00 PM, Monday at Kibbey Fishburn Funeral Home in Loveland. Interment will

take place at Resthaven Memory Gardens in Ft. Collins, CO. Memorial contributions may be made to the Zion Lutheran Church in care of Kibbey Fishburn Funeral Home..

####

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What Is the Media Saying About Reclamation This Week?

[Whirling Disease-resistant Trout Being Stocked in Colorado River](#)

[Water management in U.S. improved by WaterSMART programs](#)

[WATER LINES: Climate change likely to heat up Western Colorado](#)

[Reclamation: Water \(Video\)](#)

[Federal grant will help fund new city water-meter readers](#)

[Excellent Idea of the Day: Clean H2O for Navajo](#)

[Colorado River Basin Salinity Control Advisory Council](#)

[WaterSMART Program is Stretching Water Supplies, Making Progress toward Sustainable Balance of Supply & Demand](#)

[Water 2012: The Colorado River Basin](#)

[River conservancy awarded grant](#)

[Utah author examines America's rivers](#)

[New Mexico's fight for senior water rights intensifies](#)

[MRGCD manages complicated ditch system](#)

[Reclamation reduces Colorado River releases below Davis Dam](#)

[Scout expo held in Las Cruces for first time](#)

[Comment times set for wind towers near San Luis](#)

[Study: Aging NW dams in poor shape | News- Home](#)

[N.M. Water Year: Too Little Under the Bridge](#)

[New CREP project to help conserve Rio Grande watershed](#)

[Wharton: Utah author examines America's rivers](#)

[Almost \\$730K earmarked to stop shoreline erosion at Canyon Ferry](#)

[Canal break slows Colorado River flow](#)

[WATER LINES: All of Colorado still in drought](#)

[New Mexico's fight for senior water rights intensify](#)

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[Feds award \\$729,471 for erosion repair at Canyon Ferry](#)

[Valley farmers sue Middle Rio Grande Conservancy District over rights](#)

[Experts look to winter for water level improvement](#)

[Cooperation Is Essential To Water Use](#)

[Reclamation awards contract for work at Utah's 4.5-MW Echo Dam hydropower plant](#)

[Utah commander wanted more security before Libya attacks](#)

[Colorado: Water seminar tackles drought, climate change](#)

[Mussel Prevention Requirements](#)

[Subdistrict begins implementation of groundwater management plan](#)

[Water security: Pipeline venture will help city](#)

[High water levels create powerful cascades on Price River](#)

[Regional groups unite behind Colorado River](#)

[Animas hits 4th lowest flow in 100 years](#)

[Drilling tests will determine dam's integrity](#)

[Tensions Rise With Plan To Flood Grand Canyon Tuesday, 07/10/12 10:00pm - All Things Considered For almost 50 years](#)

[Their View: Udall and NMSU seek solutions to drought problems](#)

[Drilling at Blue Mesa will check dam safety](#)

[Will the lower basin make a 'call' on the river?](#)

[NPS' Teaching with Historic Places & Bureau of Reclamation have new class lesson plan on Rio Grande irrigation project:... Twitter](#)

[Reservoirs are water savings accounts. Largely, they operate to catch snowmelt for use later in the summer](#)

[Pastrick: Keeping the Colorado healthy makes 'cents'](#)

[Spate of fires, mostly small, erupts Wednesday](#)

