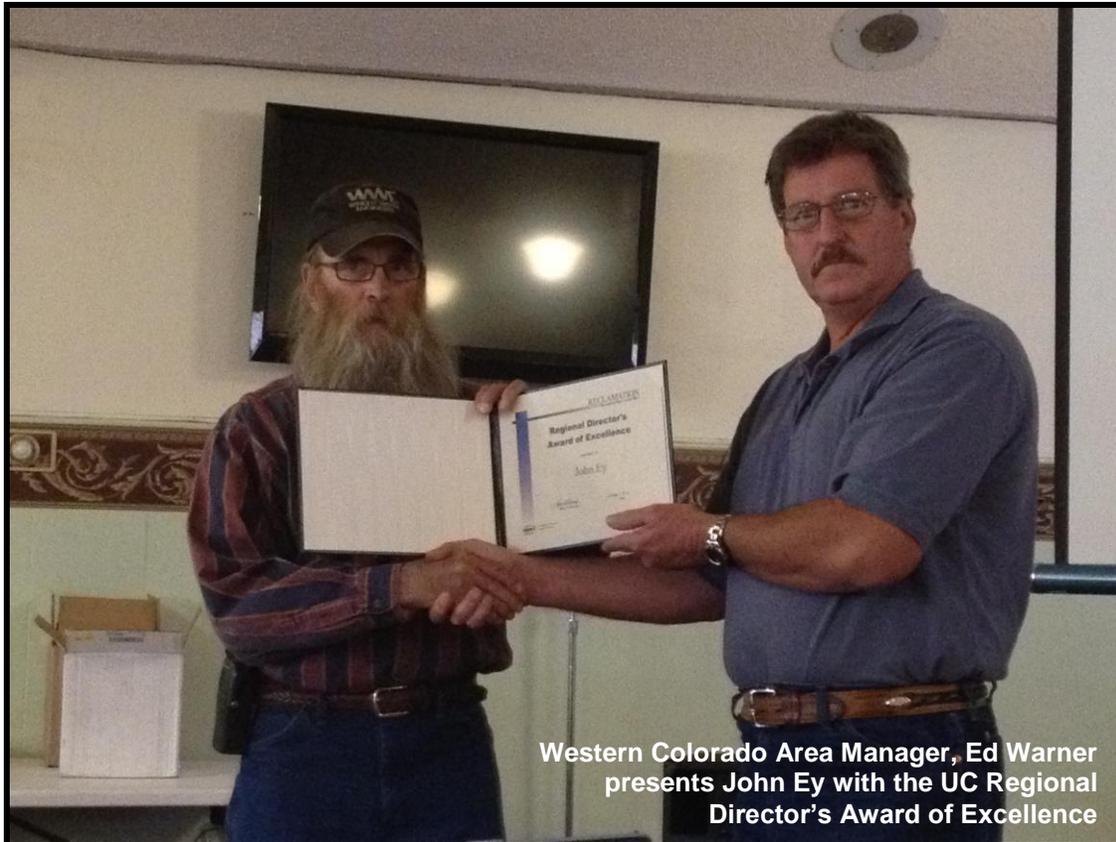


Lemon Reservoir Superintendent Receives the UC Regional Director's Award of Excellence



On October 2, 2012, John Ey, Reservoir Superintendent for Lemon Reservoir was presented with the Upper Colorado Regional Director's Award of Excellence. For more than 35 years, Lemon Dam has been a premier example of the highest standards for the operation and maintenance of a transferred public work. The facility is consistently recognized by experts in the fields of engineering, water operations, security, and operation and maintenance for its meticulous condition and exemplary performance.

This distinguished track record can be solely attributed to the tireless efforts of the Reservoir Superintendent, John Ey. Under John's care, Lemon Dam has received very few O&M recommendations from Reclamation, spanning 35 years, and has consistently maintained an impressive Facility Reliability Rating. This is arguably the best performance history in the entire Upper Colorado Region.



John's O&M efforts are not the only actions worthy of accolades. The Florida Project became a model for post-fire rehabilitation following the catastrophic 2002 Missionary Ridge Fire that burned near Durango, Colo. Prior to the fire being contained, John was busy educating himself on emergency rehabilitation for burned areas, enlisting help, and exploring potential sources of funding. His aggressive approach helped expedite the critical stabilization and protection measures for the dam and reservoir. Since then, John has been eager to share his lessons learned, and take time out of his schedule to provide information to others dealing with post-fire conditions, such as the 2012 Air Park Fire near Ridges Basin Dam and Lake Nighthorse.

Reclamation's Upper Colorado Region is proud to consider John, and the Florida Water Conservancy District, an excellent partner in furthering our mission. Because of John's efforts, Lemon Dam is held in the highest regards throughout the water resources community, and continues to be a superior example of managing and protecting water in an environmentally and economically sound manner.

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Nature High Summer Camp Recognized with BLM Youth Partner Award



By Stacey Smith
Communication Specialist
Upper Colorado Region

The Upper Colorado Regional Office was recognized for its ongoing partnership with Nature High Summer Camp (NHSC) on October 9, 2012 during the Bureau of Land Management's (BLM) Youth Superstar Awards Ceremony.



The BLM Youth Superstar Program awards are a prestigious honor to those in the state who work diligently with youth to promote their involvement in the great outdoors and encourage potential employment in Natural Resource agencies. Sarah Casale, a Regional Office employee, accepted the award on behalf of the Region. Sarah has been part of the Camp Staff for 2 years and is currently one of the professionals at the NHSC. The plaques were presented to the award winners by Juan Palma, the BLM Utah State Director. Sarah and Gloria Fulmer presented the plaque to the Upper Colorado Regional Director, Larry Walkoviak for display.

The other partners of NHSC that were recognized at the event are the Utah Association of Conservation Districts, Bureau of Reclamation, Natural Resources Conservation Service, United States Geological Survey, Forest Service, and Snow College.

Nature High Summer Camp is an annual high-adventure, event-filled week for high school students across the state of Utah held in the beautiful Manti-LaSal National Forest. The goal of the camp is to expose students to activities and careers in natural resource agencies to encourage them to study and choose careers in science, natural resource management, and agriculture and later become employees of these agencies. The camp recruits both underserved and diverse students as part of its program.

The Partnership of NHSC was nominated by the BLM's West Desert District in recognition of its long-standing remarkable team effort engaging and educating future public land stewards. The camp has been ongoing for 21 years, and the partners involved are preparing to sign another 5 year agreement to continue this amazing youth program.

To find out more about camp, visit <http://www.naturehighcamp.com/>.

Photos below



Sarah Casale and student at NHSC 2012



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What Is the Media Saying About Reclamation This Week?

[Fish Kill on Lower Fish Creek](#)

[State engineer to testify today in water trial](#)

[River demands exceed supplies; states at risk](#)

[True tales of an early river runner](#)[River Currents](#)

[100s of trout die after flows cut off to UT creek](#)

[DEQ: Mercury detected in some fish in Lake Powell](#)

[Utah's thirst for water comes with \\$13.7 billion price tag](#)

[NM drought persists, low reservoirs desperate for winter moisture](#)

[Prognosis is hot and dry](#)

[Hundreds of fish die after Scofield outflow stopped for 3 days](#)

[Governor doles out awards to researchers](#)

[The Durango Herald 10/25/2012 | Local Briefs](#)

[Advisory issued for southern part of Lake Powell](#)

[Students learn about dam, 'Fill Mead First' movement](#)

[Congresswoman Napolitano's statement on WaterSMART funding](#)

[The Tamarisk Coalition is excited to announce the formation of a new partnership to protect and improve habitat along rivers and streams in the Grand Valley of western Colorado. '\);" onmouseover="return hideTextPreview\(this\);" class="listed entry-titl](#)

[New Firebreaks Approved: Work Starts Soon](#)

[Colorado is ahead of the game with 90 By 20 Campaign](#)

[WATER LINES: Water projects funded to improve Colorado, Gunnison basins](#)

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

[New Colorado River online slideshow](#)

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

[Interior Secretary invites tribal officials D.C. to renegotiate water rights settlement](#)

[Water reuse grant applications invited in US](#)

['Extinct' fish caught in Grand Canyon](#)

[The Gunnison River has everything a fall fisherman could want](#)

[Photo Slideshow: Above the Colorado River](#)

[Researchers make first catch of rare fish in Colorado River through Grand Canyon in decades](#)

[Lake Powell pipeline could quadruple water costs, U. economists say](#)

[Workshop takes the pulse of the Animas River](#)

[Invasive species watercraft sticker to be required](#)

[Deep Space 2.0, the Grand Expansion](#)

[Workshop takes the pulse of the Animas River](#)

[Fish once thought extinct in Grand Canyon found in Colorado River](#)

[All of Colorado still in drought](#)

[2012 Colorado High School Cycling League State Championship Race](#)

[Interior Department Honors 2012 'Partners in Conservation' Award Winners](#)

[Razorback sucker turns up in Grand Canyon after 20 years](#)

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Partners in Conservation Award

In recognition of the outstanding contributions by the Hart Mine Marsh (HMM) Restoration Project, which has contributed 255 acres of marsh habitat to the Lower Colorado River Multi-Species Conservation Program (LCR MSCP) – nearly half of that program’s total marsh habitat goal. Hart Mine Marsh is already being used by an endangered species, as well as serving as habitat for many other resident and migratory wildlife species. The project’s documented success has positive implications for the entire program’s future success in meeting the requirements of the Endangered Species Act, securing water resources, and protecting and enhancing our Nation’s natural resources as well as providing new opportunities for educational outreach, scientific research, and outdoor recreation. Implemented by the Bureau of Reclamation in 2005, The LSCR MSCP is a 50-year endeavor to expand species habitat across three Colorado River states. There are over fifty members of the LCR MSCP that represent interests of state, federal, and private entities from the states of California, Arizona and Nevada. The HMM represents a successful and productive partnership within the context of a much larger program, giving it far-reaching implications and impacts. The partnership between the U.S. Fish and Wildlife Service’s Cibola National Wildlife Refuge and the Lower Colorado Multi-Species Conservation Program (LCR MSCP) that enabled the level of success at HMM demonstrates innovation and best practices for collaboration and communication. By creating an atmosphere of consideration and respect, and clearly defining the roles, responsibilities, and authority of each partner, new levels of trust between these two agencies was fostered. An early success such as this project sets a tone for our nation in terms of the value and effectiveness of partnerships, cooperation, and collaboration.

For their exceptional contributions to conserve our natural heritage and wildlife and for helping to promote success through interagency cooperative conservation efforts, the Hart Mine Marsh Restoration Project is awarded the U.S. Department of the Interior Partners in Conservation Award.

LCR MSCP partnered with the Upper Colorado Provo Area Office for the construction of the Hart Mine Marsh Restoration Project.

Photo below



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U.S. DEPARTMENT OF THE INTERIOR
**PARTNERS IN CONSERVATION
AWARD**

*In recognition of outstanding conservation achievements
attained through collaboration and partnership with others*

Hart Mine Marsh Restoration Project

Provo Area Office Force Account

is hereby awarded this certificate in the year 2012



Ken Salazar

Secretary of the Interior



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Thoughts from the Front Office

This past week the Eastern Coast and particularly the north eastern part of the nation was smashed with the devastating storm – Hurricane Sandy. As of today, more than 80 people have lost their lives to this storm, over 1 million people were displaced from their homes as a result of evacuation orders, flooding, and structural damage; utilities and services were disrupted for millions of people, mass transit systems were shut down, airports closed and subways flooded. Economic damages from the storm could reach as high as \$20 billion dollars. Additionally, the Presidential election campaigns of President Barack Obama and challenger Mitt Romney have been disrupted and may open the door to debate over the outcome of the upcoming election.

I refer to Hurricane Sandy for a couple of reasons. First - keeping things in perspective. When disaster or tragedy occurs it gives us an opportunity to reflect on what is most important to us both individually as well as collectively. This is a great nation and we will be able to bounce back from the detrimental effects of this storm. We have seen and will continue to see some very heroic actions from our fellow Americans. When I was in New Mexico earlier this week one of the local news stations covered a story of employees from a New Mexico electrical utility company being dispatched to New York to help restore power. This kind of action, a willingness to help one another, is not unique to New Mexico – it occurs across the nation. Keep things in perspective – take a moment to reflect - evaluate what is most important to you and be thankful for what we have. God Bless the United States of America.

Second, lessons we can learn. When I was a young boy my mother taught me not to touch the top of the range in the kitchen when she was cooking because it might burn my hand. I had trust in her and knew that I didn't need to touch the top to see if she was telling me the truth. I didn't need to experience the heat and pain to learn from it. We can also learn from others by observing the preparations and emergency responses being made in the aftermath of Hurricane Sandy. In that light, take a minute to consider your responsibilities at work as well as in your personal life. The Boy Scout motto is applicable, "Be Prepared". I am pretty sure that we in the Upper Colorado will not be exposed to the direct devastation from a hurricane but I am sure that at some point all of us will have personal as well as professional emergencies that we will need to be prepared for. Take time now to prepare yourself.

Finally, I have great confidence in our Reclamation Family, Facility Managers, and preparations that have been made to protect our facilities in the event of an emergency. Our Upper Colorado folks have worked effectively with our water districts, associations, and emergency responders in making preparations. We are grateful for their planning and appreciate their efforts for the region.

Brent

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The Bureau of Reclamation's Colorado River Basin Water Supply and Demand Study Garners National Recognition as Partners in Conservation



By Dave Trueman
Manager, Resources Management Division
Upper Colorado Region

Deputy Secretary of the Interior David J. Hayes today announced the 2012 Partners in Conservation Awards at a ceremony at the Department of the Interior's national headquarters.

"The Partners in Conservation Awards provide wonderful examples of how America's greatest conservation legacies are created when agencies and citizens from a wide range of backgrounds work together," said Hayes. "These awards recognize dedicated people from across our nation who collaborate to conserve and restore America's Great Outdoors, to encourage youth involvement in conservation and to address a wide variety of issues."

"The Bureau of Reclamation is proud to be honored for outstanding projects this year," said Commissioner Michael L. Connor. "We collaborate with our stakeholders throughout the West every day, and to have two projects nationally recognized for their impacts in collaboration,



science, ecology and water management is an outstanding testament to the hard work of our employees.”

The partners involved in the Colorado River Basin Water Supply and Demand Study (Study), which includes Federal, state, Native American Tribes and communities, conservation and recreation organizations, and others were honored for their efforts to ensure the sustainability of the Colorado River system. As a part of the Department of the Interior’s WaterSMART initiative, this Study is an unprecedented collective effort by Reclamation, the seven Colorado River Basin States, and a broad range of stakeholders throughout the basin. The Study will present findings of the potential future range of water supply and demand imbalances over the next 50 years and various possible strategies to resolve those imbalances. The Study is scheduled for release in late November.

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Rick Clayton – From Extracting Gold to Harnessing Power



I have to say that I am probably one of the luckiest Reclamation employees on the staff. I started working for Reclamation in March of 1998 in the SCEP program for the Water Resources Group in the Resource Management Division. I was lucky enough to mentor under the likes of Tom Ryan and Randy Peterson who both held long standing terms as the Operator for Glen Canyon Dam. For my first two and a half years, I studied Civil Engineering at the University of Utah and worked part time for Reclamation assisting the operators for the major reservoirs on the Colorado River.



In June of 2000, I graduated from the University of Utah with a Bachelors degree in Civil Engineering and was given the opportunity to be the operator of Fontenelle Reservoir and Flaming Gorge Reservoir in the Water Resources Group. Over the next 8 years I oversaw the day to day operation of these 2 reservoirs and represented the Water Resources Group on a variety of policy processes to refine operations to better meet environmental needs. I developed some great working relationships with the Provo Area office as well as all of the stakeholders for the Green River. In 2006, after a multiple year National Environmental Policy Act process, I helped to develop and implement a decision process to change how Flaming Gorge was to be operated into the future under the authority of the 2006 Flaming Gorge Record of Decision.

In 2008, I was asked to transition to an interim role as the operator of Glen Canyon Dam. The interim role became semi permanent and during the next 4 and a half years I coordinated operations for Glen Canyon Dam and developed some great working relationships with the folks at Glen Canyon Dam, the Colorado Basin River Forecast Center, the Lower Colorado Region as well as many of the major stakeholders of the Colorado River.

In 2012, I was offered and accepted the General Engineering position for the Power Office. I am now learning a very different role within Reclamation and am very excited for my future in the Power Office.

Personal - I was born and raised in Salt Lake City and lived here until 1977. My family moved to Lakewood Colorado where I lived less than a half mile from the Denver Federal Center where the Reclamation Technical Services Center is now located. I lived in Lakewood until 1982 when I graduated from Lakewood High School. I moved to Salt Lake City in 1982 and enrolled at the University of Utah (the first time) in 1988 and graduated with a Bachelors Degree in Economics. I worked for Newmont Gold Company for 8 years (until 1997) in a research laboratory conducting research into techniques for the extraction of gold from refractory ore samples. In 1998, I left Newmont to pursue an Engineering degree and that is what led me to Reclamation.

I married Tracey Lee Katrynuik from British Columbia, Canada in 2004 and we have 2 wonderful children (Max and Lexi) who are now 5 and 4 years old, respectively. We live in Cottonwood Heights and love it there.



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And the Partnership Award Goes To...



By Marlene Shelton
Administrative Clerk
Elephant Butte Field Division

Brent Tanzy of the Elephant Butte Field Division was selected to receive the Partnership Award for the work he has done with Caballo and Elephant Butte Lake State Parks in New Mexico.

Rolf Hechler of the Energy, Minerals and Natural Resources Department presented Brent his award at the fall banquet on October 10, 2012.



“Mr. Tanzy has always been a great partner to State Parks. He is the Resource Management Specialist for the Elephant Butte Field Division. Brent has been consistently supportive throughout the years and works closely with Elephant Butte Lake and Caballo Lake State Park staffs. He also coordinated with four government agencies to help find a solution to an ongoing cattle problem at the busiest campground at Caballo Lake—helping with the installation of a fence and cattle guard. Brent is a good partner and stops by and checks in with park staff weekly. He is a great neighbor and goes out of his way to help State Parks,” Hechler said.



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Google Email - Bison Connect

DOI is rolling out a new unified e-mail and collaboration system over the next couple of months. The new unified e-mail system, called BisonConnect, is one of several DOI IT Transformation initiatives currently underway to consolidate and centralize the delivery of Information Technology (IT) services across the organization. Along with email and calendar services, BisonConnect introduces additional communication and collaboration applications designed to support our 21st Century mobile workforce.

Reclamation is currently testing the email and calendar functions and over the November 3rd weekend nearly 500 more employees will migrate to BisonConnect. These are employees from various lines of business who will test the system to ensure our business processes are not impacted by this migration. These employees will also help their fellow co-workers when they migrate later this year; currently scheduled for early December. For additional information [click on this link](#).

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Financial Management Division Retreat to Echo Dam



By James Russell-Field
SCEP-Accounting Student
Upper Colorado Region

Financial Management Division's office retreat in mid-October included a tour of Echo Dam and an update on how stabilizing the dam is going.

Renovation for Echo Dam started after the base of the dam was found to be "liquefiable," meaning the soil in the foundation could become unstable and drop the dam during an earthquake. To fix this, construction crews dug down to the bedrock replaced the "liquefiable" soil with more stable material. Soil engineered in Denver specifically for the Echo dam now lines the base of the dam. This soil, shown in the picture below in front of the gravel, could help to prevent damage if water were to flow out of the dam. The construction crew is currently in the process of filling up the hole they dug to reach the bedrock.

On-site engineer Mike Talbot said that that the construction crew was working ahead of schedule moving into the winter months. Due to the cold weather in Summit County during winter, the crew will have to stop working because low temperatures prevent the soil from



compacting. With the construction crew ahead of schedule, however, stopping for the winter months will not delay the project's projected end date in September 2014.



Replacing and reinforcing the spillway, shown below, is the next project to be undertaken at Echo Dam starting this winter. The spillway project is projected to finish sometime in 2015, which will keep the Bureau of Reclamation committed and in Echo Dam for another two years.



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Position Management and Classification training



By Bill Brown
Supply Technician
Upper Colorado Region

On September 10, 2012, ASC members were presented training entitled, “Position Management and Classification.” Sabra Ferre and Dale Winterton from the UC Regional Office’s Human Resource Division were the presenters.

In summary, Position Management involves structuring functions, positions, and organizations in a way that optimizes efficiency, productivity, and organizational effectiveness while maintaining the lowest possible cost.

Classification is the systematic process of comparing the duties, responsibilities, and qualifications required by a job to published standards in order to properly categorize the job by title, occupational series, and grade as predicated by Law.

Also discussed was Position Description (PD), which includes the following factors: (1) Knowledge Required by the Position, (2) Supervisory Controls, (3) Guidelines, (4) Complexity, (5) Scope and Effect, (6) Personal Contacts, (7) Purpose of Contacts, (8) Physical Demands, and (9) Work Environment.

Thanks to Sabra and Dale for a fine presentation, and thank you to all members who were able to attend either in person or via web-ex.

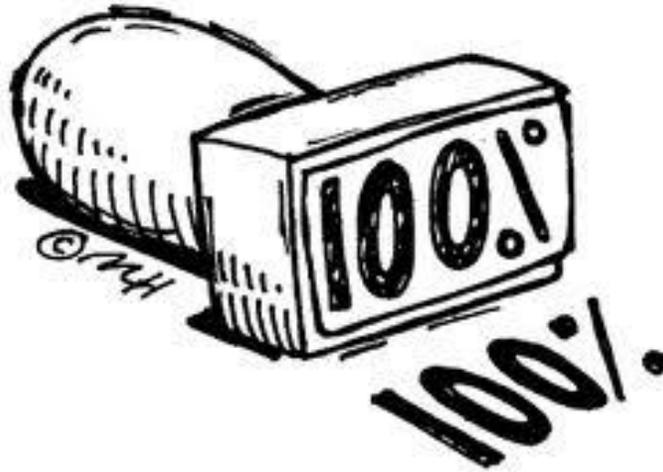
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100% Training



On January 29, 2010, Secretary Salazar issued a memorandum increasing the training requirement for supervisors and managers to 4 hours of EEO **and** 4 hours of diversity training annually. He put emphasis on supervisors and managers' responsibility to be role models that exhibit behaviors of inclusion, acceptance and accountability. All employees are expected to adhere to the guiding principles of integrity, fairness, trust, ethical and legal behavior, and zero tolerance for discrimination. This fiscal year, the training for managers and supervisors, mandated by Secretary Salazar was an illustration of leading by example and adhering to those expectations.

The Upper Colorado Region's management made vast efforts to show their support of the zero tolerance policies by showing 100% of the managers and supervisors completing the required training. **As the workforce goes through demographic changes we have a moral and legal obligation to see that each employee has equal employment opportunities.** This also means that having the right avenue to address alleged unfair treatment in the workplace. Accomplishing the EEO and Diversity training is just one more way to help alleviate matters from becoming disruptive to Reclamation's objectives and overall mission. As workloads increase in Fiscal Year 2013 these training requirements and expectations will remain the same. Management is always confident that tasks assigned will be accomplished without any doubt.

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America Recycle Day

What would it be like to live next to a dumpsite or see a skyline scattered with hills of rubbish instead of a green, tree covered landscape? This picture may be a reality in the near future if we continue to litter and not recycle. Recycling is a buzz word these days and a very important one. Many of us have recycling bins next to our cubicles, in our offices, at our lunch areas, at parks, zoos, and event centers. We have been provided recycle cans at our homes that are picked up and recycled by our cities. These are tools and reminders that we need to use these bins instead of throwing unnecessary items into garbage cans and trashing our land fills.



Below are some of the latest facts about recycling:

- Between 1960 and 2010 the amount of waste each person creates increased from 2.7 to 4.4 pounds per day. This results in about 250 million tons of waste generated in the US in 2010.
- In the US 33.4% of solid waste is either recycled or composted, 12.6% is burned in combustion facilities and 54% makes its way into landfills
- In 2007 99% of lead acid batteries were recycled, 54% of paper and paperboard were recycled, 64% of yard trimmings are recycled and nearly 35% of metals were recycled
- The amount of recycling in 2007 saved the energy equivalent of 10.7 billion gallons of gasoline and prevented the release of carbon dioxide of approximately 35 million cars
- While the number of landfills has decreased significantly over the past 20 years, from 6,326 in 1990 to 1,908 in 2009, the average landfill size has increased
- Each ton of mixed paper that is recycled can save the energy equivalent to 185 gallons of gasoline



- Approximately 9,000 curbside recycling programs exist in the United States
- There are about 3,090 community composting programs that were documented in 2010 in the United States, a decrease from 3,227 in 2002.
- Disposal of waste to landfills has decreased from 89% in 1980 to 54% in 2007
- Recycling 1 ton of aluminum cans conserves the equivalent of 1,665 gallons of gasoline
- In 2007 the United States recycled and composted 85 million tons of the 254 million tons of municipal solid waste created

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(source: epa.gov)

November 15th is a day to celebrate America Recycle Day. A campaign day for each of us to spread the word to recycle not only one day but throughout the year. A day to educate and motivate. One day to make recycling bigger and better 365 days a year. We each have an individual part to play in the responsibility of recycling. Set a goal for yourself to do a better job of getting involved. We need to continue to remind our co-workers, families, friends and our neighbors to continue to recycle. Attached are links to various resources you can read and learn about recycling.

<http://www.kab.org/site/PageServer?pagename=index>

<http://www.recycle.slco.org/pdf/2011%20Salt%20Lake%20Valley%20Recycling%20Guide%2006-20-11.pdf>

EMS Team Member

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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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UC Region BOREA Halloween event



By Melissa Bishop
Human Resources Assistant
Upper Colorado Region

The Human Resources Division and Environmental Resources Division joined together and held a UC Region BOREA event so intense and horrifying that not even the bravest of souls would want to be there. This event had the deadliest Zombies, the most horrifying pirates, the most bewitching witches, blood sucking vampires, spiders with a big appetite and much more. People were invited on the Swift Revenge for a pirate adventure. There was a fabulous feast for everyone to enjoy. There was screaming and laughing, maybe even a tear here and there. In the end the pirates sent those who were still brave enough to stay on a walk off the plank. It was an event to remember.

Photos below



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Open Season

Open Season is upon us, beginning November 12, 2012 and ending December 10, 2012.

All changes during Open Season will be effective January 13, 2013. This Open Season applies to several benefits: Federal Employees' Health Benefit Plan (FEHBP), Federal Employees' Dental and Vision Plan (FEDVIP), and Flexible Savings Accounts (FSA).

It is also a good time to think about Thrift Savings Plans, and for those 50 years old and above, Thrift Savings Plan Catch-up contributions.

Health Insurance

Open Season allows employees to enroll in any health insurance plan open to them without the need for a qualifying life event. For information about the plans that are available, the coverage, and the premiums, visit <http://www.opm.gov/insure>. The website has all of the available plans and brochures, and it also features a comparison tool that provides a brief overview of how selected plans compare to each other. If you don't have web access or would like to see a printed brochure, talk with your administrative personnel.

There are two free resources you may want to utilize as you investigate the various options. The Office of Personnel Management provides a tool to compare the plans side by side. This tool is located at <http://www.opm.gov/insure/health/search/plansearch.aspx>.

Another option is PlanSmartChoice. PlanSmartChoice allows you to select options that are important to you and it will then rate the plans according to your criteria. This tool is located at <https://www.plansmartchoice.com/registration.aspx>. Though free, you will need to register. Registration allows you to save your options and come back later.

GSA will be holding an Open Season fair in the Regional Office on November 27, location and time to be determined. Watch for flyers hung near the elevators. Area offices and field divisions may be holding their own, so check with your Administrative Officers.

If you are currently enrolled in a health plan and do not want to change, do nothing. Your enrollment will continue automatically. If you want to change your health plan, either visit <http://www.employeeexpress.gov> or complete an SF-2809 Health benefit Election Form and submit it to your administrative office.

Dental and Vision Insurance

The Federal Employees' Dental and Vision plan is an optional supplemental dental and vision plan. It provides additional dental or vision coverage beyond what is included in the health plan. When evaluating the health plan and dental and vision plans, consider what is covered, what is not covered, and what you anticipate your needs for the year will be. You do not need to select the same company for health insurance and for FEDVIP. For example, if you have Altius health benefit, you can still select GEHA for a supplemental dental plan.

If you are currently enrolled in a dental and/or vision and do not want to change, do nothing. Your enrollment will continue automatically. If you want to change your health plan, you must enroll online at <http://www.benefeds.com>

Flexible Spending Accounts

A Flexible Spending Account (FSA) is a tax-favored program offered by employers that allows their employees to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax dollars. By using pre-tax

dollars to pay for eligible health care and dependent care expenses, an FSA gives you an immediate discount on these expenses that equals the taxes you would otherwise pay on that money.

Note: The annual contribution limit has been decreased from \$5,000 to \$2,500.

More information about FSA can be found at

<https://www.fsafeds.com/fsafeds/summaryofbenefits.asp#WhatIsFSA>.

Critical: Enrollment in an FSA must be done each year—if you enrolled last year and wish to continue, you must re-enroll at <https://www.fsafeds.com/fsafeds/index.asp>.

Thrift Savings Plan and Catch-up contributions

The annual contribution limit to the Thrift Savings Plan for 2013 will be \$17,500. To reach the maximum, an employee must contribute \$673.08 per pay period. Once the annual limit is reached, no additional money can be contributed unless the employee is eligible for catch-up contributions. There is no longer a limit on the percentage of salary that you can contribute each pay period.

To be eligible for catch-up contributions, two conditions must be met:

- 1) You must be 50 years old or older, or will become 50 years old during this calendar year.
- 2) You must reach the maximum annual contribution to the TSP by the end of the year.

If both conditions are met, then up to an additional \$5,500 can be contributed.

Thrift Savings Plan elections (not catch-up contributions) continue unless changed. If you are already contributing to the TSP and want to keep the contribution the same, do nothing. If you would like to change your contributions, visit <http://www.employeexpress.gov>, or complete TSP-1 and submit to your administrative office. You can select a percentage of your pay or a dollar amount.

Catch-up contributions must be elected each year, so if you participated last year and wish to do so again you must sign up again. You can do so by visiting <http://www.employeexpress.gov>, or by completing TSP-1c and submitting it to your administrative office.

If you have questions about these benefits, please contact your administrative office or your assigned Human Resources assistant.

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In Transition

Former PN Region Employee Duane Clark Hollan dies

GRAND COULEE - Duane Clark Hollan (67), born February 1, 1945 in Ritzville, Washington to Emil and Pauline Hollan, quietly passed away in his sleep during the morning hours of October 13, 2012 at his Grand Coulee, Washington home.

December 26, 1975 saw Duane's best post-Christmas present ever, when he married Clarkette Perry in Ephrata, Washington. In 2005 he retired as a Material Engineering Technician with the Bureau of Reclamation following 41 years of federal service, during which he was proud of his contributions to the operation of Grand Coulee Dam.

A member of the Grand Coulee, WA Moose Lodge he enjoyed playing cards and visiting with friends. Duane had a unique way about him which allowed him to make friends wherever he went whether in line at the grocery store or in the stands proudly watching his children and grandchildren's sporting events. Speaking of athletics - everyone who knew Duane, knew he loved sports. If he was around the house working with his many hobbies such as maintaining his beautifully landscaped yard, gardening, working in his garage, cataloging his collections of sport cards or cooking there was certain to be a radio or TV nearby broadcasting a game.

Possessing a kind and generous heart and an introspective side which enjoyed reading, doing crosswords or just talking, Duane could with equal ease and without warning lay a wisecrack on some unsuspecting soul which would leave him laughing boisterously, and the recipient shaking his head with a smirk thinking, "what a smart...alec!"

Duane was good at any activity which he took an interest in, of which he enjoyed many, but his greatest pleasure was spending time with his family, each of whom he loved dearly. A very proud husband, dad, grandpa and great-grandpa, his most cherished possessions were those cards, photos and gifts given him by his family.

Predeceased by both parents and stepfather; Duane's legacy lives on through his beloved wife of thirty-seven years: Clarkette Hollan; seven daughters: Terri Hollan, Tammi Hollan (Mark), Niki Wodehouse (Loren), Lori Pope (Jarrett), Wendi Dorchak (Rob), Heather Crawford (Rafael) and Heidi Worley (Seth); sixteen grandchildren: Tynan Hollan, Chad Schafer, Nathan Perez, Jacob Reichert, Marissa Reichert, Tawni Jahns, Taisha Killian, Trey Haines, Jantzen Wodehouse, Karsyn Wodehouse, Tanner Pope, Kendall Pope, Jayden Hollan, Trysten Crawford, Harlie



Crawford and Maxwell Worley; six great-grandchildren; sister: Anita Wann (Bill); numerous nephews and nieces and his four legged empty nester relief: "Monica."

All are invited to a 1:00 PM celebration of Duane's life on Friday October 19, 2012 at the United Methodist Church, 405 Center Street, Grand Coulee, WA.

Duane's family requests that donations be made in his name to the charity of your choice.

An online register book is available at www.stratefuneralhome.com. Strate Funeral Home of Grand Coulee, WA is honored to be assisting Duane's family.

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Former Socorro Office Employee Serafin Gonzales dies

Gonzales, Serafin, age 89, passed away Tuesday, Oct. 16, 2012, at his home surrounded by his loving family. He was born in San Antonio, N.M. on July 15, 1923, to Isaias and Rumaldita Gomez Gonzales. Serafin was a lifelong resident of Socorro. He was a veteran of World War II, served in the Army and was stationed at Pearl Harbor during the Japanese attack. Serafin worked for the Bureau of Reclamation and retired in 1987 after 25 years of service. He was an avid baseball fan and especially enjoyed watching his favorite team, the Atlanta Braves. He was a devoted husband and family man and adored spending time with his grandchildren and great grandchildren. He enjoyed listening to the radio broadcasts of the Socorro Warriors games, especially when his grandchildren were playing.

He was preceded in death by his parents, and his brother, Nestor Gonzales. Serafin is survived by his loving wife of 63 years, Manuela (Jaramillo) Gonzales; his daughter, Sylvia Vivian; his sons, Michael Gonzales, and Raymond Gonzales and companion, Lala Chavez; grandchildren, Tanya Gonzales and husband, Patrick Padilla, Duane Gonzales and wife, Sandra, Christine Gonzales, Michelle Gonzales and Brittney Romero and husband, Michael; great-grandchildren: Kendrick Padilla, Jaryn Gonzales, Jasmine Gonzales, Jayla Gonzales, Amiah Romero, Joaquin Gonzales and Nathaniel Gonzales. Visitation was held Thursday, Oct. 18, at Daniels Family Funeral Services — Socorro Chapel, 309 Garfield St., Socorro. The Holy Rosary was held Thursday, Oct. 18, at San Miguel Catholic Church, 403 El Camino Real, Socorro. Mass of the Resurrection was celebrated on Friday, Oct. 19, at San Miguel Catholic Church with Father Flavio Santillanes as Celebrant. Interment followed at San Miguel Catholic Cemetery, Socorro with military honors. Pallbearers were be Duane Gonzales, Kendrick Padilla, Jaryn Gonzales, Michael Romero, Patrick Padilla, John Silva, Richard Jaramillo, and Bobby Jaramillo. Honorary Pallbearers are Dominic Chavez, Anthony Recio, Alex Jaramillo, and Roy Jaramillo. To view information or leave a condolence, please visit www.danielsfuneral.com. Serafin's care has been entrusted to Daniels Family Funeral Services, 309 Garfield St. Socorro, N.M. 87801, 835-1530.

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