

### Carl Hayden Visitor Center Exhibits to Undergo Extensive Remodel



The contract to replace the current exhibits at the Carl Hayden Visitor Center at Glen Canyon Dam was signed on April 30, 2013 by Jon Harmon, the Project Manager for Pacific Studio of Seattle, Wash. Joining Harmon for the signing in the exhibit rotunda at the dam were members of the Reclamation-National Park Service visitor center team that will oversee the project plus additional contractor employees. The two-year project will be the first complete overhaul of the center since existing displays opened to the public in May of 1988. Photo by TR Reeve

Salt Lake City, Utah – The Carl Hayden Visitor Center in Page, Ariz. is about to undergo a major face lift with all new displays now being designed for visitors to the Bureau of Reclamation's Glen Canyon Dam and the National Park Service's Glen Canyon National Recreation Area and Rainbow Bridge National Monument. Reclamation has issued a contract valued at approximately \$1.5 million to Pacific Studio, Inc. of Seattle, Wash. to design, fabricate and install all new exhibits in the center.

Reclamation and the National Park Service are partners in the operation of the visitor center located adjacent to the dam. The primary theme for the exhibits is: "The Colorado River and its surrounding landscape embody survival, adaptation, and change, while Glen Canyon Dam and Lake Powell bring into sharp focus the dilemma of water and power management and its effects on the people and environment of the desert southwest." Pacific Studio has already begun the data gathering work that will eventually shape the final designs. The finished exhibits will be installed over the winter of 2014 – 2015 with an opening anticipated on May 31, 2015.



Reclamation's Upper Colorado Regional Director Larry Walkoviak pointed out that the current exhibits were installed twenty-five years ago and are in need of updating. "Significant changes in the operation of Glen Canyon Dam and the overall management of the Colorado River system have occurred since the old exhibits were installed in 1988. The new center will interpret not only the history and construction of the dam, but will reflect upon the broad range of dam and river management challenges." Glen Canyon National Recreation Area Superintendent Todd Brindle said, "The exhibits will examine the totality of management challenges, past and current human interactions with the land and river, and resource and recreation management into the future."

Pacific Studio will design, fabricate and install the exhibits and other interpretive media, remove existing exhibits, and prepare the area for the new displays. Reclamation will manage the contract which is being undertaken through a memorandum of understanding between National Park Service and Reclamation with each agency providing 50 percent of the funds involved. "The exhibits will benefit all visitors to the parks and the dam," said Brindle, "and are being funded with revenue from entrance fees and annual passes." Walkoviak said that "the contributions from Reclamation are funded through the sale of hydro-power from Glen Canyon Dam."

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### San Juan River Recovery Implementation Program Wins America's Great Outdoors Program Award



By Mark McKinstry  
Upper Colorado Region

In May 2013 the San Juan River Recovery Implementation Program was presented an award under America's Great Outdoors program. The project was nominated for the award by Mark McKinstry with the Bureau of Reclamation for its recent habitat improvements using a unique partnership with tribal, state, federal, and non-profit cooperators.

America's Great Outdoors program is an initiative within the Department of the Interior begun under President Obama and past Secretary of the Interior Ken Salazar. President Obama launched the AGO Initiative to develop a 21<sup>st</sup> century conservation and recreation agenda. AGO takes as its premise that lasting conservation solutions should come from the American



people—that the protection of our natural heritage is a non-partisan objective that is shared by all Americans. Connecting Americans to the great outdoors, conserving and restoring America’s great outdoors, and working together for America’s great outdoors are the three major pillars of the program.

AGO consists of five conservation and outdoor initiatives. These initiatives include:

- 1) Landscapes, the protection of America’s large, rural landscapes
- 2) Recreation, the support of outdoor recreation access and opportunities to connect Americans to the outdoors
- 3) Rivers, the restoration of our country’s rich legacy of rivers and waterways
- 4) Urban, the connection of city-dwelling American to urban parks and green spaces, and
- 5) Youth, the development of the next generation of environmental stewards.

The San Juan Habitat Restoration Project was nominated under the Rivers’ initiative and was one of 50 projects selected nation-wide to receive the award.

The award states in part that: “*The San Juan River Habitat Restoration Project in New Mexico is designated a keystone conservation and outdoor recreation project under President Obama’s America’s Great Outdoors program. Here, we celebrate the partnerships and collaboration that resulted in significant wildlife habitat restoration and species protection in the watershed.*”

The San Juan Habitat Restoration Project was a cooperative effort between the San Juan Recovery Implementation Program, the Navajo Nation Indian Tribe, the State of New Mexico, The Nature Conservancy, and Keller-Bliesner Engineering. These entities worked together to restore and create fish habitat on the San Juan River in New Mexico to assist in the recovery of two endangered fish species, the razorback sucker and Colorado pikeminnow, and provide habitat for other native aquatic species. As part of the project six individual sites on the San Juan River were restored resulting in 3.5 miles of secondary channel creation, several acres of backwater habitat, and the removal of 6.5 acres of nonnative riparian vegetation. Monitoring in 2012 showed that endangered and other native fish were using the new habitats only three months after creation.

All construction costs for the project were funded by the state of New Mexico’s Surface Water Quality Bureau, with the other partners contributing significant in-kind contributions for planning, permitting, land access, and monitoring. The project was managed by Karen Menetrey with the New Mexico Environment Department and Patrick McCarthy with The Nature Conservancy. Due to the success of this project additional work is underway to restore additional river habitat along the San Juan using private funds contributed to The Nature Conservancy. More information on the AGO program can be found at <http://www.doi.gov/americasgreatoutdoors/index.cfm> and more information about the San Juan Habitat Restoration project can be obtained from Patrick McCarthy with the Nature Conservancy [pmccarthy@tnc.org](mailto:pmccarthy@tnc.org); (505) 946-2037

For additional information about Reclamation’s participation in AGO contact Mark McKinstry at 801-524-3835; [mmckinstry@usbr.gov](mailto:mmckinstry@usbr.gov)

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## Thoughts from the Front Office

On May 13, 2012, I attended a training sessions entitled, "Getting to the Core of Communications: Challenging Conversations," offered by the Office of Collaborative Action and Dispute Resolution (CADR) Office in the Department of the Interior. The class was great. We were able to get some practical tools in dealing with difficult or challenging conversations and practice with other members of the class.

A couple of the employees in my class raised a concern about bringing issues to the attention of supervisors or managers and then never hearing anything about what happens. I thought what I told them might be helpful for others in the regions to hear, also.

First, I believe all of us as supervisors appreciate when issues for more efficient processes or better approaches for doing something are brought to our attention. Our job as supervisors/managers is to take the information and look into it further, ensure we get the perspective of those who are involved and/or might be affected, then if it is decided to make the change, move forward to implement. Sometimes, what we discover is that making the change won't be in the best interest of the organization or some of the employees involved, so the change isn't made, even when it seems a good idea to some. It is also our job to get back with the employee and explain the rationale of why the change wasn't made. To the degree we can share information, we should. Sometimes we can't and we should say so. But I would offer that we hope employees will still bring good ideas up and help us to be more efficient.

When the issue raised is against another employee or supervisor, the process is different, and what we can say to employees about a resolution of the problem is limited. As supervisors/managers, we are obligated to explore or investigate any allegations brought to our attention to ensure we have the whole picture. Exploring and/or investigating allegations of wrongdoing take time—this is to protect the organization and the employees involved. We want to ensure we have all of the facts before proceeding. Sometimes what we find through our investigation is that what the employee thought was a problem, isn't borne out by the facts. If wrongdoing has occurred, we are obligated to deal with it. How it is dealt with depends on a variety of factors, most of which are contained in the rules and regulations of the Human Resources or Equal Employment Opportunity Offices. We are not allowed to talk about what we learn and the outcome of the action with anyone who doesn't have a "need to know" or isn't directly involved. This usually means the individual who made the allegations or others in the organization do not know the outcome. But employees should not assume from this that nothing was done.

I hope you find this helpful. Thanks for all you do for Reclamation.

Ann

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### Seismic Upgrade Work at Echo Dam



View of upstream berm looking west from right abutment.

By Mike Talbot  
Supervisor, Civil Engineer  
Provo Area Office

Engineering standards improve, growing more stringent over time. As a result, Echo Dam, which was constructed according to 1930s standards, is now considered to contain seismic deficiencies. Studies conducted at Echo Dam since 1998 for the Bureau of Reclamation's Safety Evaluation of Existing Dams Program indicated that potentially liquefiable materials are present within the dam's foundation and underneath the spillway control structure.

Generally, liquefiable soils associated with dams are alluvium materials that are loosely deposited. If these materials are saturated by water and then shaken (as in an earthquake) the bonds between the particles of material are broken and replaced with water. The result is the



material may behave as a liquid and lose strength. If a portion of the dam foundation were to liquefy, there may be slumping in the dam embankment and displacement of the spillway—potentially leading to catastrophic failure of the dam and reservoir.

Based on Reclamation's continued investigations and completion of a Safety of Dams Modification Report approved by Congress in November 2010, the dam safety work currently underway was initiated.

As part of the current upgrade work at Echo Dam, Reclamation has replaced the liquefiable materials in the downstream foundation of the dam. Crews are currently constructing the downstream stability berm. Also, construction of the stability berm on the upstream face of the dam was completed in October 2012.

Reclamation has a \$9.1 million contract to Gerber Construction, Inc. of Lehi, Utah, for the spillway improvement work at Echo. Under this contract, the spillway crest structure and portions of the chute will be demolished and rebuilt. The four large steel radial gates will also be removed and will undergo refurbishing and recoating before reinstallation. Another portion of the work will stabilize the foundation underlying the crest structure.

Work on the spillway is scheduled to take place between July 2013 and December 2014. However, the spillway will be serviceable by the 2014 spring runoff. To date, one of the radial gates has been removed from the spillway and has been taken to the Contractor's shop to begin the refurbishing process.

Completion of the estimated \$50 million Safety of Dams modification is scheduled for late 2014. Under Reclamation law, local water users (represented by the Weber River Water Users Association) reimburse Reclamation for just 15 percent of the cost of the modification. The reimbursement occurs over 25 years.

## **Background**

Echo Dam is part of the Weber River Project that was authorized in 1927 to supply supplemental irrigation water to approximately 109,000 acres of land west of the Wasatch Mountains. Formerly designated the Salt Lake River Project, its principal feature is Echo Dam and reservoir located 42 miles southeast of Ogden, Utah, on the Weber River. Echo Dam, a zoned earthfill structure, was constructed between 1927 and 1931 and has an active storage capacity of 73,900 acre-feet. The dam is 158-feet high, 1,887-feet long, and contains more than 1.5 million cubic yards of earth embankment. A hydroelectric plant, installed in 1987, supplies the city of Bountiful, Utah, with up to 4.5 megawatts of power. The Weber River Water Users Association operates and maintains the project under contract with Reclamation.

Reclamation's Dam Safety Program was authorized in 1978 by Congress (by Public Law 95-578 as amended.) Echo Dam is the thirteenth large dam in Utah and southwestern Wyoming that has been modified by the Provo Area Office since the 1980s. Reclamation ensures that dams are operated and maintained in a safe manner by conducting regular and thorough inspections for safety. Analyses are completed utilizing current technologies and designs. Corrective actions are based on current engineering practices and standards.

**Photos below**

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View of downstream berm from left side of spillway



View of Echo Lake looking south, showing low water level.





View of compacted sand filter and chimney drain on the downstream berm.



View of Zone 3 placement and grading on the downstream berm.





Removing the spillway gate from Bay #1.

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## The Leadership Challenge®

Last week we conducted The Leadership Challenge in Salt Lake for 26 employees, including four from BLM and three from USDA, on April 30 and May 1.

We are making this training available to employees throughout the region this year. We will be in Page, Arizona on July 15-16 and October 16-17; Albuquerque on August 6-7; Farmington on September 11-12 and in Grand Junction in November.

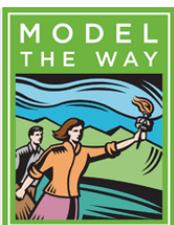
We recommend the training to all employees and encourage you to attend when the training comes to your area. If you have questions, please contact Dick Jorgenson, or Rad Harris in the Human Resources Office.

**This course is backed by 25 years of original research and data from over 3 million leaders, The Leadership Challenge® is a leadership development methodology, created by researchers and bestselling authors Jim Kouzes and Barry Posner. The course is led in the Upper Colorado Region by Dick Jorgenson, Regional Learning Officer.**

Their award-winning best-seller, with over one million copies in print worldwide, describes in detail The Five Practices of Exemplary Leadership®, a proven model for developing more effective leaders. It is supported by the Leadership Practices Inventory® (LPI), a 360° assessment designed to specifically measure The Five Practices.

### [The Leadership Challenge Model Summary](#)

***From an analysis of the personal-best cases, Kouzes and Posner developed a model of leadership that consists of what they call the Five Practices of Exemplary Leadership®.***



**Model the Way** Leaders establish principles concerning the way people (constituents, peers, colleagues, and customers alike) should be treated and the way goals should be pursued. They create standards of excellence and then set an example for others to follow. Because the prospect of

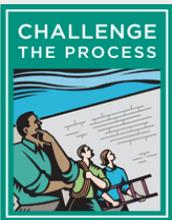


complex change can overwhelm people and stifle action, they set interim goals so that people can achieve small wins as they work toward larger objectives. They unravel bureaucracy when it impedes action; they put up signposts when people are unsure of where to go or how to get there; and they create opportunities for victory.



**Inspire a Shared Vision** Leaders passionately believe that they can make a difference.

They envision the future, creating an ideal and unique image of what the organization can become. Through their magnetism and quiet persuasion, leaders enlist others in their dreams. They breathe life into their visions and get people to see exciting possibilities for the future.



**Challenge the Process** Leaders search for opportunities to change the status quo. They

look for innovative ways to improve the organization. In doing so, they experiment and take risks. And because leaders know that risk taking involves mistakes and failures, they accept the inevitable disappointments as learning opportunities.



**Enable Others to Act** Leaders foster collaboration and build spirited teams. They actively

involve others. Leaders understand that mutual respect is what sustains extraordinary efforts; they strive to create an atmosphere of trust and human dignity. They strengthen others, making each person feel capable and powerful.



**Encourage the Heart** Accomplishing extraordinary things in organizations is hard work. To

keep hope and determination alive, leaders recognize contributions that individuals make. In every winning team, the members need to share in the rewards of their efforts, so leaders celebrate accomplishments. They make people feel like heroes.

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# RECLAMATION

*Managing Water in the West*

May 2013  
Upper Colorado Region



## Acquisition Management Division Business Outreach



Utah Governor's Office of  
Economic Development



By Sam Wimmer  
Procurement Analyst  
Regional Office

On April 17, 2013 Upper Colorado Region's Acquisition Management Division (AMD) partnered with the Utah Governor's Office of Economic Development office to host a ½ day business outreach. It was held at the Larry H. Miller Campus of Salt Lake Community College in Sandy, Utah. The event was a huge success for UC's AMD, the Governor's Procurement Technical Assistance Center (PTAC), LSI who contracts with the Governor's office to host outreach events, and for the 55 vendors in attendance.

The goal of the outreach was to familiarize vendors with the mission of the BOR, contracting opportunities for small businesses, current and upcoming requirements, and how to do business with Reclamation. Vickie Tripp, Upper Colorado Region's Small Business Specialist, did a fantastic job coordinating with PTAC and LSI to set up the event. Presenters included Regional Director - Larry Walkoviak, AMD Chief - James Durrant, and Procurement Analyst - Sam Wimmer. Many of the AMD Contract Specialists and Contracting Officers were in attendance to meet with vendors on a one on one basis to answer questions. Vendors were thrilled at the chance to talk to BOR staff directly.

AMD stressed their commitment to the Bureau's small business mission of assisting the small, underutilized community to develop and grow by fostering an environment where highly skilled businesses can compete and are treated fairly for BOR contracting and subcontracting



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dollars. This commitment is clear by AMD's robust small business program which spent on average over 70% of contracting dollars to small businesses since FY2011.

A big thank you for all of you who helped to make this outreach a success!

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### Sarah Casale - Brings us a Little Comic Relief



By Sarah Casale  
IT Specialist  
Upper Colorado Region

#### **What is your role at Reclamation? How do you spend your days?**

I am an IT Specialist in the UC Regional Office, and I work mostly in user support. My job is very unique because no two days are alike. That is what I love about it. Each day brings new people and new challenges (sometimes there are a few old challenges as well). Since the majority of my duties revolve around other people's fires, I don't always have the luxury to plan my day. Typically, I read and respond to emails/voicemails/Google chats/text messages throughout the day, update and maintain hardware and software inventories, create user guides, hold informal training sessions, and support WebEx and video conference meetings. My job is to make sure your day runs smoothly... and bring a little comic relief when necessary ☺.

#### **What was your greatest accomplishment of the past year?**



The biggest challenge we faced last year was the rapid-fire migration to Gmail (a change I'm sure none of you noticed haha). While I was not in charge of the decisions made, I worked hands-on with IT staff and users to implement the change. I was among the first to test the new environment and document issues and used that time to figure out the best strategy for transitioning users from Outlook. I worked with other staff to create pre-migration tasks and held a few informal training sessions to get everyone prepared for the move. During the week of migration, we held 7 "getting started" trainings in-person and via WebEx to get the whole region "moved-in" to their new email accounts. After the migration, I assisted users at their desks and began writing "Bison Connect Tip of the Week" articles for UC Today to keep users aware of handy tricks to make the new email system more user-friendly. While the migration as a whole had its ups and downs, I think Reclamation did an outstanding job making the end-user experience as painless as possible. I am very proud of what we all were able to accomplish in such a short time frame.

**If you had \$1,000,000 to donate to our organization, what would you do with it?**

I love the people that I work with. That's why, if I had \$1 million, I would use it to show appreciation to the people that make Reclamation such an amazing place to work. I would use the money to fund activities like ice cream socials, catered lunches, and laser tag outings; a variety of "just because" activities throughout the year to have fun and take a break from the daily grind. I think we all deserve it!

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## Climate Change

By Katrina Grantz  
Hydraulic Engineer  
Upper Colorado Regional Office

In March and April 2013, Reclamation conducted three educational outreach sessions to provide in-depth information regarding the Colorado River Basin Water Supply and Demand Study findings. The Final Report of this study, released in December 2012, and the 2011 SECURE Water Act Report identify and quantify climate challenges that the Colorado and Rio Grande basins could likely face including increased temperatures, decreased runoff, and changes in the timing of runoff. The Santa Fe Basin Study is well underway evaluating future water supply and demand imbalances in the Rio Grande headwaters. The Pecos River Basin Study is in the scoping phase. Six WaterSMART research grants that will directly enhance water resources management in a changing climate in the Colorado and Rio Grande basins are currently underway. As part of the West-Wide Climate Risk Assessment (WWCRA) Program, the impacts of climate change in the Rio Grande Basin are being analyzed using projections of future water supplies and agricultural demands. The final report is expected in mid-2013. Another WWCRA activity assessing potential changes in crop irrigation requirements in response to changing climate in the Colorado and Rio Grande basins will be completed by fall 2013.

Reclamation recognizes that climate change will challenge how we manage water in the 21<sup>st</sup> century. Reclamation is taking a leading role in assessing the risks posed by climate change and is dedicated to mitigating these risks to ensure long-term water resource sustainability.

While the science of global climate change is well developed and widely accepted, its impact on water resources is still evolving in the scientific community. The potential impacts of climate change in the UC Region include decreased snowpack, higher temperatures, longer growing seasons, earlier spring runoff, more frequent and severe droughts, and greater variability. Researchers agree that climate change will likely reduce streamflow in much of the UC Region. However, the magnitudes of these effects, particularly at the basin and subbasin scale, are still being established.

The UC Region is actively collaborating with other federal agencies, states, tribes, non-governmental organizations, stakeholders, and research institutes regarding climate change science. Through the Basin Studies Program, Reclamation is co-leading studies with basin stakeholders to assess the risks to future water supplies and identify adaptation strategies to resolve future supply and demand imbalances. As part of the West-Wide Climate Risk



Assessment team, the UC Region is working with other regions to address Section 9503 of the SECURE Water Act by assessing the risks and impacts of climate change to water supply consistently across the West. The UC Region is also actively involved in the Southern Rockies Landscape Conservation Cooperatives linking science with conservation actions to address climate change and other stressors across the landscape.

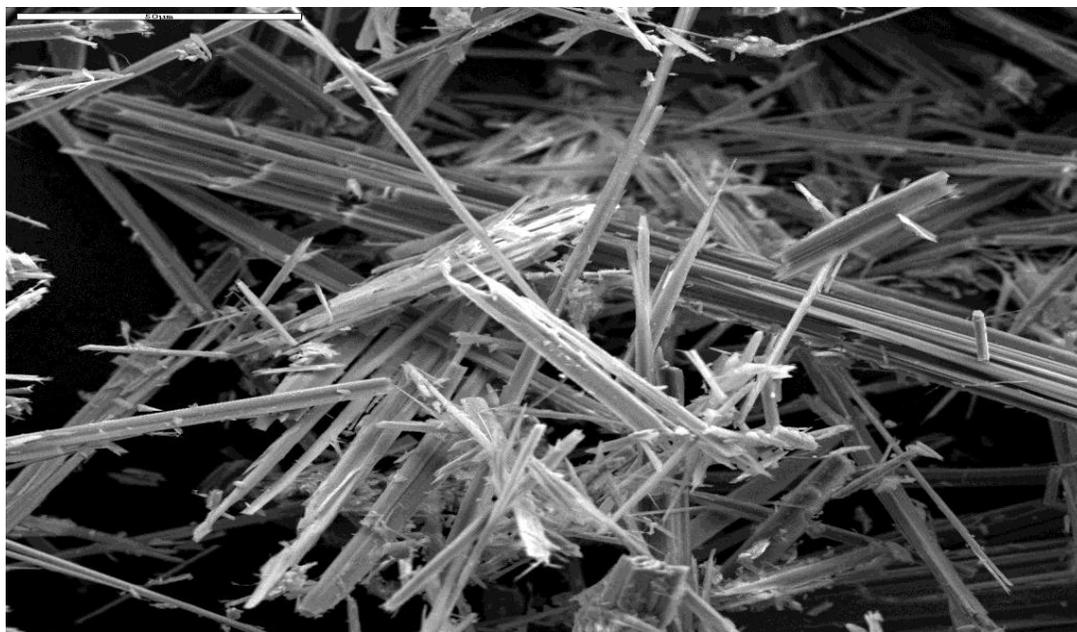
As research continues, UC Region reservoir operations are adapting to hydrologic variability and drought, implementing new operational guidelines accordingly. Reclamation actively communicates with stakeholders on the current research and the potential range of water availability in upcoming years so they can assess risk and plan accordingly. The UC Region is committed to staying abreast of current research, collaborating with research institutes, and integrating science into its planning to support basin stakeholders in making wise choices.

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### Regional Office 8<sup>th</sup> Floor Asbestos Abatement



By Nancy Coulam  
Supervisor, Environmental Protection Specialist  
Upper Colorado Regional Office

#### **What is asbestos?**

Asbestos is the name given to a group of naturally occurring minerals that are resistant to heat and corrosion. . Asbestos includes the mineral fibers chrysotile, amosite, crocidolite, tremolite, anthophyllite, actinolite and any of these materials that have been chemically treated or altered. Asbestos has been used in products, such as insulation for pipes (steam lines for example), floor tiles, building materials, and in vehicle brakes and clutches. Heavy exposures tend to occur in the construction industry and in ship repair, particularly during the removal of asbestos materials due to renovation, repairs, or demolition. Workers are also likely to be exposed during the manufacture of asbestos products (such as textiles, friction products, insulation, and other building materials) and during automotive brake and clutch repair work.

#### **What are the hazards of asbestos?**

Asbestos is well recognized as a health hazard and its use is now highly regulated by both OSHA and EPA. Asbestos fibers associated with these health risks are too small to be seen



with the naked eye. Breathing asbestos fibers can cause a buildup of scar-like tissue in the lungs called asbestosis and result in loss of lung function that often progresses to disability and death. Asbestos also causes cancer of the lung and other diseases such as mesothelioma of the pleura which is a fatal malignant tumor of the membrane lining the cavity of the lung or stomach. Epidemiologic evidence has increasingly shown that all asbestos fiber types, including the most commonly used form of asbestos, chrysotile, causes mesothelioma in humans.

### **What can be done to reduce the hazards of asbestos?**

Worker exposures to asbestos hazards are addressed in specific OSHA standards for the construction industry, general industry and shipyard employment sectors. These standards reduce the risk to workers by requiring that employers provide personal exposure monitoring to assess the risk and hazard awareness training for operations where there is any potential exposure to asbestos. Airborne levels of asbestos are never to exceed legal worker exposure limits. There is no "safe" level of asbestos exposure for any type of asbestos fiber. Asbestos exposures as short in duration as a few days have caused mesothelioma in humans. By far, the majority of asbestos disease cases on record are from heavy, unprotected occupational exposure, however, there are cases on record of asbestos disease with no occupational exposure. Knowing that these two extremes, it only makes sense to minimize any further avoidable asbestos exposure.

Every occupational exposure to asbestos can cause injury of disease; every occupational exposure to asbestos contributes to the risk of getting an asbestos related disease. Where there is exposure, employers are required to further protect workers by establishing regulated areas, controlling certain work practices and instituting engineering controls to reduce the airborne levels. The employer is required to ensure exposure is reduced by using administrative controls and provide for the wearing of personal protective equipment. Medical monitoring of workers is also required when legal limits and exposure times are exceeded.

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## Hours of Work Regional Letter 2013

By Barbara Turner  
Human Resources Specialist ER/LR  
Upper Colorado Region

On April 19, 2013, Regional Letter 520-13-01, Subject: Hours of Work, was sent via email to all employees. This letter contains a number of significant changes to the Alternate Work Schedules (AWS) portion of the letter. ***Please note - employees covered by a negotiated bargaining agreement should reference their contract and supplements thereto.***

Authority to utilize either the Flexible Work Schedule (FWS) or Compressed Work Schedules (CWS) has been delegated from the Regional Director to Office Heads (i.e., Area Managers, Power Manager, Construction Manager, and Regional Office Division Managers).

If an Office Head elects to approve usage of an AWS within their area of responsibility, employees may then request to change to one of the AWS by submitting a completed Bureau of Reclamation Tour of Duty Request, Form 7-2640 (11-12) to their supervisor for consideration. This form replaces the regional forms (UC-482P and UC-482T). No action is required for employees wishing to remain on a previously established tour of duty.

Managers and supervisors are responsible for approval of the tour of duty request based on the needs of the organization and while ensuring that adequate office coverage is in place to meet the needs of our customers during official business hours (8:00 a.m. to 4:30 p.m. regionwide).

Once approved, a copy of the completed Form 7-2640 should be sent through timekeeping channels to your servicing Human Resources (HR) Assistant in the Regional HR Office for entry into FPPS and E-TAS. The original form should be maintained with other payroll-related documents by the originating office.

Other FWS changes:

- Incorporates the core hours of 9:30 a.m. to 11:00 a.m. and 1:30 p.m. to 2:30 p.m. Employees working under a FWS must be present for work during core hours or on leave or other excused absence.
- Employees may now work up to 3 credit hours following completion of their scheduled workday, but before 6 p.m. All other parameters of earning and using credit hours



remain unchanged and are outlined under paragraph 8 (pages 8 and 9) of the regional letter.

Other CWS changes:

- Allows for utilization of either the 5/4-9 or 4/10 CWS following approval by the Office Head and immediate supervisor.
- Eliminates the 12-hour CWS for General Schedule and Wage Grade employees.

Please contact a member of the Employee and Labor Relations Group (UC-520) for questions or additional information.

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# Retirement Planning - Preparing in Advance

By [Tammy Flanagan](#) National Institute of Transition Planning

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This week's column is inspired by a pamphlet prepared by the [National Active and Retired Federal Employees Association](#) for its members. The publication is called "Be Prepared for Life's Events."

NARFE formed in 1921, the year after Congress passed the law creating the Civil Service Retirement System. It represents the interests of nearly 5 million active and retired federal workers by providing them a voice before Congress. NARFE sponsors and supports legislation to protect the retirement benefits of its members.

I think of NARFE as a friend who is watching your back. It has a long history of organizing protests of efforts to trim federal benefits, such as one that helped lead to the repeal of the 1988 Medicare Catastrophic Coverage Act.

I recently had the pleasure of visiting NARFE Headquarters in Alexandria, Va., and found an organization that doesn't look like it's nearly 100 years old. I've been a NARFE member since 1988 and still look forward to receiving the organization's monthly magazine and the updates posted to its website.

Now that I'm beginning to phase into my own retirement, I'm trying to make time for my local NARFE Chapter. Last year our chapter (Woodbridge, Va., Chapter 1270) raised more than \$30,000 for Alzheimer's research at an annual fashion show in which I participated. For those who can't attend regular meetings and events, NARFE now offers an electronic chapter option known as eNarfe.

One important role NARFE plays is helping survivors of federal employees and retirees navigate the benefits that are available to them upon the death of a current federal employee or annuitant. That's where the "Life's Events" pamphlet comes in. It outlines a simple three-step process for survivors:

- Return payments and checks issued after the date of death and notify financial institutions that are receiving direct deposit of those payments.
- Notify the agencies that were paying benefits to the deceased.
- Obtain certified copies of the death certificate to establish eligibility to be paid death benefits, such as Civil Service Retirement System and Federal Employees Retirement System survivor benefits, Federal Employees Group Life Insurance benefits, Thrift Savings Plan funds and Social Security.

The pamphlet includes forms to record important information that will make it much easier for your survivors to know who they need to contact in the event of your death. This includes:

- Personal information
- Retirement asset information
- Financial records
- Liability account numbers
- Lender information
- Insurance information
- List and location of important documents
- Who to notify



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- Burial instructions

There's also a sample notification letter that can be sent to the Office of Personnel Management's Retirement Operations Center to assist your survivors in providing all of the information needed for OPM to process benefits payable upon your death.

I know there are many organizations that represent federal employees in important ways. I chose to write about NARFE today since I've had a lot of personal experience with this organization. In these days when I sense a fear in many current federal employees and retirees, it is good to know you're not alone and that people are trying to protect what you've worked for.

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### Glen Canyon Employees Association Chili Cook-off



Some folks are shy, but here are most of our 14 chefs

By Marie Memmer  
IT Specialist  
Glen Canyon Field Division

April 17, 2013, the Glen Canyon Employees Association held their annual chili cook-off. It is always a good way for the 65 or so employees at Glen Canyon to all get together, with an added benefit of some great chili from our great cooks.

This year there were 14 separate entries. We had green chili, white chili, and many varieties of red chili, but what counts is who raises the most money to support the association and its charitable activities.

The different crews compete good naturedly against each other, vying for the coveted trophy. We even had two entries from the control center as the operators competed against the senior operators.

When all the "votes" were counted, the senior operators were declared the winners. Roger Williams, Operations Supervisor, accepted the trophy for his group.

When it was all over, the association made \$410.50. Many thanks to all who participated, and, to the rest of you---you missed a good time and some great food!!

**Photos below**





Roger Williams accepts the trophy from GCEA President Lori Heibult



Senior Control Center Operator Kato Miyagishima (right) gloats good naturedly with Control Center Operator Jim Kerr as he claims the trophy.



People sampled from the 14 entries to determine their favorite.

[Return to UC Today](#)



U.S. Department of the Interior  
Bureau of Reclamation



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## Supervisory EEO/Diversity Training Update

We are now half way through the fiscal year so we thought it was appropriate to let everyone know how the Managers/Supervisors are doing in meeting the EEO/Diversity training requirement.

On March 31, 2013 we had 138 supervisors in UC Region. Here is a quick breakdown of training completed through the first half of FY13.

|                            |    |   |     |
|----------------------------|----|---|-----|
| Requirement met            | 14 | = | 10% |
| More than 4 hrs. completed | 72 | = | 52% |
| Less than 4 hrs. completed | 51 | = | 37% |
| No training completed      | 1  | = | 1%  |

The training sessions that have been conducted in April could easily have increased the number of supervisors who have met the requirement, but that won't be known until the first part of July.

Congratulations to those supervisors who have already met the requirement. For the remainder, let's do our best to meet Larry's goal of August 1 for 100% completion for the region.

[Return to UC Today](#)





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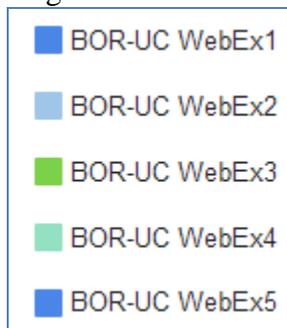
## New WebEx Scheduling Procedures

From now on, if you need to schedule a WebEx, please follow the instructions below.

By Sarah Casale  
IT Specialist  
Upper Colorado Region

### Before Beginning:

Users need to subscribe to all of the following WebEx calendars:

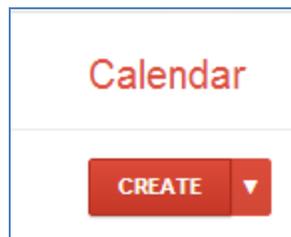


For instructions how to subscribe to Google Calendars, see the SOP “How to find calendar resources in BC.docx” (contact your local IT Staff for a copy).

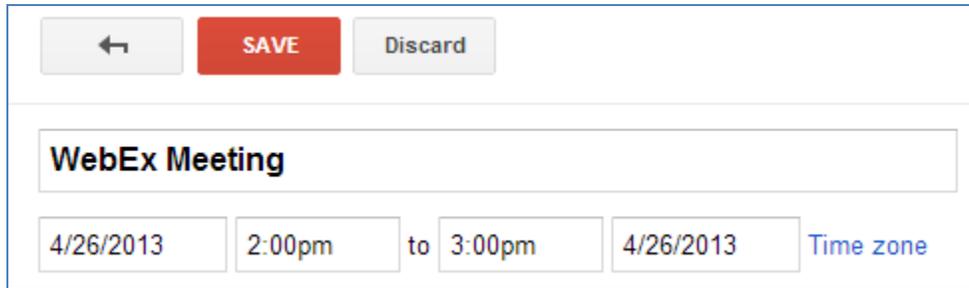
### Scheduling a WebEx:

**NOTE: If you are scheduling a WebEx within an hour of expected start time, call the Help Desk at 801-524-3784 instead of following these instructions.**

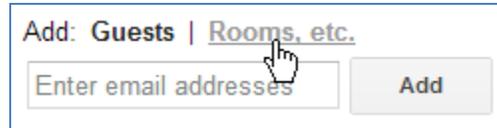
1. Open your Google Calendar. Click **Create** in the top left corner.



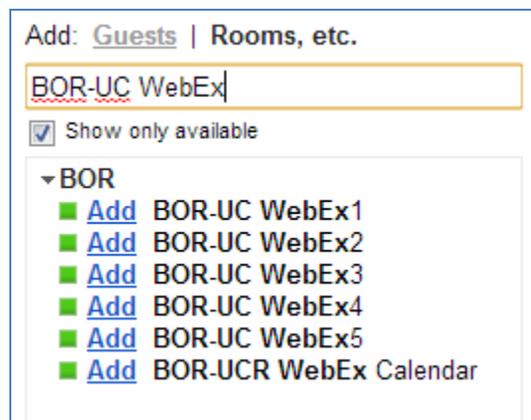
2. Insert the name of the meeting along with the date and time.



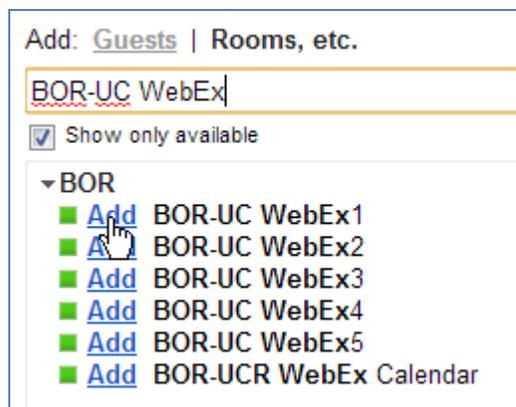
3. Click **Rooms, etc.** on the right.



4. Type **BOR-UC WebEx** into the box.



5. Select any of the WebEx “rooms” that are available by clicking **Add** next to its name.



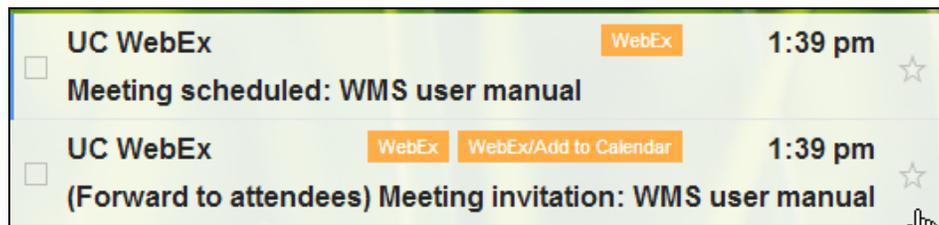
6. Click **Save**.



7. The meeting should appear on your personal calendar as well as the WebEx calendar you selected. NOTE: if you need to make any changes to the meeting, you will need to do it from the appointment that shows up on your personal calendar.



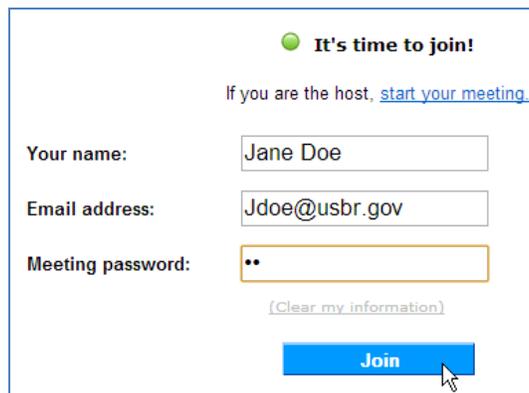
8. After you create the appointment, the WebEx admin will use the information to set up the WebEx meeting. Once the meeting has been created, the WebEx admin will forward you two emails:
- Meeting scheduled: <Meeting Title>**: this email contains the instructions that you (the host) will follow to start the meeting.
  - (Forward to attendees) Meeting invitation: <Meeting Title>**: this email contains the instructions that you need to forward to the meeting participants.



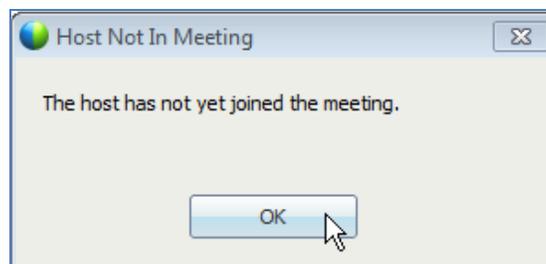
## Starting a WebEx Meeting

WebEx Meetings can be started no earlier than 15 minutes prior to meeting start time.

- After clicking the link in the invitation email. Enter your name, email address, and meeting password then click **Join**. NOTE: Do not click the "Start your meeting" link.



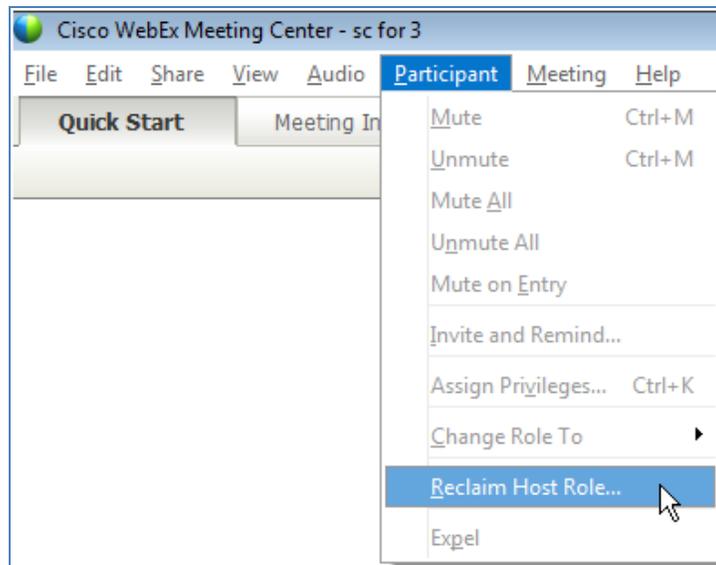
- Once meeting center has loaded, you will see this message:



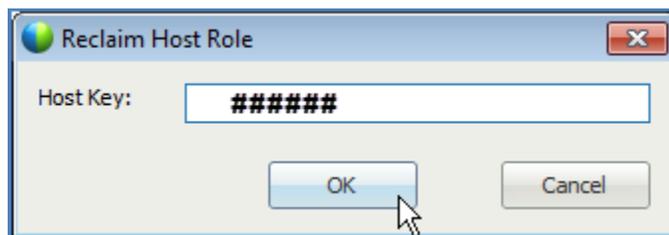
Click **OK**.



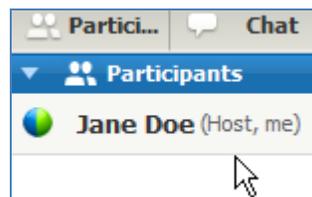
3. In the toolbar, click **Participant > Reclaim Host Role**



4. Enter the **Host Key** provided in the invitation email. Click **OK**.



5. You should then see the Presenter icon to the left of your name in the participants list and **Host** to the right.



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## ASC Newsletter

### Board News

Groucho Marx once quipped, “I don’t want to belong to any organization that would have a person like me as a member.” Unlike Groucho, the past year serving as Chairperson for the ASC Board has been a very rewarding experience for me. My introduction to the ASC came by virtue of my simply joining Reclamation in late 2011. I attended one of the training classes on Personality Types in December of that year, not fully realizing that it was sponsored by ASC. Later on, thanks to the indoctrination by good people like Ameer Baker, I became informed. My first thought was BRAVO! I belong to an organization that values those in Administrative positions.

Larry, Ann, and Brent have remarked, “We can’t do what we do without you.” To that point, I’ve always felt that an employee’s biggest need isn’t compensation, but it’s to feel appreciated and valued in the organization, along with the contributions they make. Since belonging to ASC and being active in it, I’ve had the feeling that we as Administrative Support personnel are just that....valued and appreciated.

We’ve been given an opportunity to continue to enhance our careers with the interaction and the training involved in being members of ASC. As I leave the board, my advice would be to take advantage of the opportunities that come your way with ASC. GET INVOLVED! It’s an invaluable source of making you a better employee, plus it brings with it some satisfaction knowing that you open doors for opportunities in the future that may come your way. Avoid negativity....stand up and be counted....an organization is only as good as the sum of its parts.

Thank you for the opportunity to serve, and especially those who served with me: Deborah Hilton, Linda Andra, Chantel Bouchard, and Levi Hutchinson. Thanks for the smiles! Collectively, we give our full support to the new ASC Board.

Bill Brown, Outgoing ASC Chairperson

*“Great opportunities to help others seldom come, but small ones surround us every day.”*

— Sally Koch

### In this issue



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### Upcoming Events

- Look for upcoming events in the next edition of the ASC Newsletter.

*“You might well remember that nothing can bring you success but yourself.”*

*~Napoleon Hill*





## Correspondence Tips

### Capitalization of the First Letter in Federal and Government

“In government documents, ...and in other types of communications where these terms are intended to have the force of an official name, they are capitalized.” *Pg. 103 Gregg Ref. Manual, Sections 325, 327, 328 “Names of Gov’t Bodies”*

The Bureau of Reclamation capitalizes “Federal” and “Government” in our correspondence as we are an adversary. Most of our correspondence is speaking about partnerships, agreements, and contracts amongst other parties and we are referring to ourselves as an official body that wants to express the power of our official name.

### Date/Block Stamps

Since we have begun our greening efforts, it is a good time to remind all of the proper stamps we should be using and to keep this in mind when conforming electronic memorandums. The Department’s standards are as follows: 12pt, Times New Roman or Arial font, black ink, blocked (capital) letters. Signature stamps should not be used; only block stamps. Examples are below:

|             |                                 |                 |
|-------------|---------------------------------|-----------------|
| Proper Use: | OCT 29 2012                     | LARRY WALKOVIK  |
| Poor Use:   | October 29 <sup>th</sup> , 2012 | Larry Walkoviak |

### WHAT IS WBR?

This is the code given to us by the Department to identify our agency’s correspondence and stands for Water and Science, Bureau of Reclamation. This should be included at the bottom of all Official File copies as well as the rest of the standardized information. Example:

WBR:JAuthor:jtypist:mm/dd/yyyy:801-524-3600:  
V:\Shared\Correspondence\FY2012\whatiswbr.docx

### Attention Lines

When an author sends correspondence to the title of Area Manager but then uses an attention line afterwards of another person, which usually means they want it to go to the authority or intention of that particular office head but the other individual will do the work or prepare the response on their behalf. The Director’s Office in Denver uses shared mail codes and that is why we are seeing a line such as this:

To: Director, Security, Safety, and Law Enforcement  
..Attn: 86-61000 (JDoe, TGuy, JSmith)

### Double-Spacing

If the body of your correspondence is 10 lines or less, you may double-space. However, please discuss balancing the white/negative space with your administrative assistant.





## Prevent Conflict by Preventing Misunderstandings

If you've ever said something and had someone take it completely the wrong way, you're not alone. Did you know that the number one cause of conflict is misunderstandings? And it's not just number one — it's number one by a landslide. Research shows that 90% of conflict is caused by misunderstandings. That means that nine times out of ten, conflict happens because someone misunderstood us or took what we said out of context — or we misunderstood them! If you suddenly find yourself in an argument — particularly one that seemed to come out of the blue — you may be able to prevent it from escalating by making sure that you are actually disagreeing about the same thing.

### When You Feel the Conversation Escalating

Don't immediately start disagreeing or defending your argument. Start off by asking yourself, "Is it possible that they misunderstood what I said or did?" Or, "Is it possible that I misunderstood what they said or did?" Your first instinct might be to say, "No, they knew exactly what I meant!" — but remind yourself, there's a really good chance they didn't! Remember, in a conflict, you never want to assume anything! It's much better to give the benefit of the doubt. This will help you remain open-minded and leave room for the conflict to be resolved. On the other hand, when you assume the worst, you are more likely to get defensive and escalate the conflict.

### Use Reflective Listening to Clarify Meaning

The term reflective listening is also known as "mirroring." It's when you paraphrase or mirror back what the other person has said. When you do this you are able to clarify any misunderstandings. Say, "I think you're saying ..." and paraphrase what you heard ... or ask the person to rephrase what you said that he or she disagrees with. You'll be surprised at how often the two don't match up! This technique is actually extremely valuable with someone you clash with often. Maybe you two really can't get along ... or maybe you've just been talking past each other. Frequently, one conflict builds on another until ultimately, they snowball into something much larger than the original problem! And it may have all started with one big, giant misunderstanding.

~Women's Career Link, July 2012

## Get to Know the Members of the ASC

### UC Regional Office

Tara Ashby  
Amee Baker  
Melissa Bishop  
Chantel Bouchard  
Bill Brown  
Emily Cooper  
Ryan Curtis  
Amelia Draper  
JoAn Hanson  
Radhika Harris  
Danae Henrie  
Christine Hoopingarner  
Janet Hunt  
Levi Hutchinson  
Jolene Jacobson  
Hermelyn Aguilar Lacson  
Ginny Little  
Keri Mauchley  
Michael Molinaro  
Corine Morales  
Jerri Quistberg  
Patricia Schmidt-Johnson  
Angelica Stoleo  
Veronica Tietz  
Shannon Woodring

### Albuquerque Area Office

Michelle Ann Garcia  
Rhea Graham  
Jeanne Graham  
Ann-Marie Hicks  
Kristie Michel  
Annette Perez  
William Rohwer  
Ali Saenz  
Shannon Silva  
Terri Turner

### Alamosa Field Division

Jaclynn Burch  
Charlyne Lucero  
Sharon Smith

### El Paso Field Division

Davonna Armijo  
Felipe Borunda  
Marlene Shelton  
Marian Thornton

### Socorro Field Division

Sabrina Nicole Baldonado  
Beverly Junger

### Four Corners Construction Office

**Farmington**  
Donald Akin  
Elizabeth Fox  
Cynthia Slade  
James Stone

### Durango Field Office

Kathy Smith  
Kimberly Weimer

### Power Office

Lauri Brown

### Curecanti Field Division

**Montrose**  
Patrick Duff  
Rita McAlexander  
Carl Wilcox

### Flaming Gorge Field Division

Brenda Babcock  
Pauleen Baker  
Jennifer Handy  
Bernetta Higley  
Leo Jackson

### Glen Canyon Field Division

Karla Allen  
Ruth Douglas  
Megan McConnell  
Rita Whitehair

### Provo Area Office

Linda Andra  
Shela Darhower  
Deborah Hilton  
Josh Larson  
Linda Morrey

### Western Colorado Area Office

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



# Spotlights of Members of the ASC



**Trish Schmidt-Johnson**

**Office:** UC Regional Office,  
Acquisition Management  
Division  
**Position:** Secretary  
**Supervisor:** James Durrant  
**Years with Reclamation:** 1

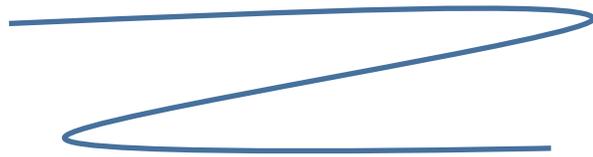
**Something Unique:** Everyone says I am their “sunshine here.”☺ I have the ability to be direct without being defensive.



**Ruth Douglas**

**Office:** Glen Canyon Field Division  
**Position:** Supply Clerk  
**Supervisor:** Lori Heibult  
**Years with Reclamation:** 17

**Something Unique:** I am a Navajo. I was raised traditionally and speak the language. I have worked for the Bureau of Reclamation as a GS-4 for my entire career. I like to travel and visit places I haven't been to. I was involved with the Hurricane Katrina relief efforts in 2005. I also volunteer for the C.A.S.T. for Kids fishing event that takes place at Lake Powell each year. I started work at the Western Navajo Agency as a Clerk Typist with the BIA, Branch of Roads, then was reassigned to Land Operations, and I eventually moved on to Branch of Credit. In 1981, I pursued my career to Bethel, Alaska. I was hired as the Secretary for the Facility Manager. I met and made new friends. Most of them were Alaskan Natives, Yupik. I still keep in contact with those friends. I moved back to Arizona spring of 1985, I had to get use to the weather here in the lower 48s. In March 1988, I went back to work with the BIA as a Clerk Typist at Shonto Boarding School. I really enjoyed working there with the children. I worked in the Academic Department. I worked there until May of 1996 when the School went Grant under the 638 Contract. Most of the BIA offices are under that contract now, even in Alaska. And now I am here.



## 2013-2014 Board

Josh Larson, Chairperson  
Shannon Silva, Vice-Chairperson  
Trish Schmidt-Johnson, Secretary  
Lyn Lacson, Parliamentarian  
Levi Hutchinson, Senior Advisor



*“Before you speak, ask yourself, Is it kind? Is it necessary? Is it true? Does it improve on the silence?”*  
~Author Unknown

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**We are on the Web!**  
<http://intra.uc.usbr.gov/teams/asc/index.html>

*“I’m a great believer that any tool that enhances communication has profound effects in terms of how people can learn from each other, and how they can achieve the kind of freedoms that they’re interested in.”*  
~Bill Gates~





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

["State of the Rivers" raises issues with Colorado river](#)

[Warm spring temperatures shrank Rocky Mountain snowpack over last 30 years -- study](#)

[You need to conserve water now or get restrictions later](#)

[Conserve water now or get restrictions later](#)

[The Radical 1983 High Water Grand Canyon Run](#)

[Colorado River gets water rights for fish habitat](#)

[Rio Grande will remain dry for awhile](#)

[Drought awareness week: water conservation](#)

[Senate panel OKs bill for small hydro projects](#)

[Translocation of Endangered Humpback Chub to Tributaries of Colorado River in Grand Canyon](#)

[Owners of power plant on Navajo Nation object to changes in tribal approval of lease extension](#)

[Power plant operator objects to changes in lease](#)

[Public meeting May 13 addresses 'State of the Rivers' in Mesa County](#)

[Reviving the Emerald Mile](#)

[National Park Foundation Announces The 2012 "Share the Experience" Photo Contest Winners](#)

[Lake Mead and Lake Powell lowest level since Powell was filled](#)

[Colorado River Basin Crop Mix Offers Great Opportunity to Conserve Water](#)

[Drought marches to the west](#)

[Monitoring network tracks Rio Grande cutthroat trout's shrinking habitat](#)

[As drought worsens, NM stretches lead over other states struggling with dry conditions](#)

[Article Photos: Drought worsens in New Mexico; no relief in sight Gallery | WashingtonExaminer.com](#)

[The next calling for the man whose water plan secured El Paso's future](#)

[Drought conditions to persist](#)

[President Shelly Approves \\$8.6 Million for Water Projects and Studies](#)

[Rabbitbrush Rambler: Who manages our water? Part I](#)

[Legacy of Severe Drought](#)

[31 mobile home owners evicted on Canyon Ferry](#)

[Navajo Nation approves lease for coal-fired Navajo Generating Station](#)

[Coal, water, power, intersect on Navajo Reservation](#)

[Total Mead/Powell storage headed for lowest level since Powell first filled](#)

[Summit to explore Utah's water fate](#)

[Report: Colo. water supply benefits from late storms](#)

[Report: Colo. water supply benefits from late storms](#)

[Heavy Colorado storms boost snowpack, northern reservoirs may refill](#)

[Colorado River Basin snowpack surges surges in April](#)

[Lake Roosevelt drawdown levels off as spring runoff poised to begin](#)

[Stuff I wrote elsewhere: San Juan-Chama supply at risk from climate change](#)

[End of an era at Goose Bay](#)

[Chama water shortfall likely](#)

[Water: Upper Colorado gets some instream flow rights](#)

[Colorado River Gets Water Rights for Fish Habitat](#)



[The Grand Dame of Dam Busting](#)

[NM court allows Pecos River hearing to proceed](#)

[New Mexico tops list of driest states | Albuquerque News - KOAT Home](#)

[Calming the West's water wars](#)

[Drought could affect chile supply, price](#)

[Facing the Climate Change Upon Us](#)

[Washington: Cooperative Watershed Management Program Seeking Applicants to Establish or Expand Watershed Groups through WaterSMART](#)

[Lake Nighthorse could be opened for boating, recreation](#)

[Dirty coal wants Navajo water, and reporters are helping the cause](#)

[New Mexico's drought worst in the country](#)

[New Mexico drought tops worst list](#)

[Return to UC Today](#)

[Zebra and quagga mussels from Lake Powell video](#)

[Drought in Colorado video](#)

[Two tales of one river](#)

[Navajo president OKs lease for coal power plant](#)

[Colorado: Cloud-seeding ends for the year](#)

[Colorado River tops American River's most endangered](#)

[Utah: Helping to Preserve Water Resources around Wichita, Kansas with New Groundwater Model](#)

[Drought worsens for chile farmers](#)

[Sen. Udall unveils proposals targeting NM drought](#)

[Mexico must release more water](#)



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### In Transition

#### A few days late, but great news nonetheless...

**Parenting** may not be the easiest task at hand,  
but it's definitely the best one available!

Congratulations to Regional Office employee  
Brittany (and Dallin) Overdiek have a beautiful  
baby girl! Spencer Lee Yvonne Overdiek was  
born May 6th weighing 7 lb 1 oz and 20.5  
inches long. Mom and baby are doing very  
well

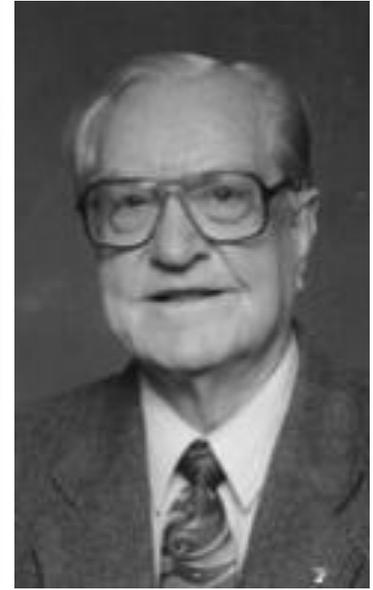
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## Former UC Region Employee Foster Ray Lamb dies

Foster Ray Lamb husband, father, grandfather, great-grandfather and a member of the "Greatest ' - Generation" passed away on April 30, 2013 at the age of 89 at his home of natural causes.

Born January 16, 1924 in Wales, Utah to Henry Benjamin Lamb and Tenna Ethel Nielson. Foster was a [World War II veteran](#) serving 33 months in the United States [Army](#) Air Force in the European Theater. After being discharged, he attended college under the G.I. Bill and graduated from Utah State University with a Bachelors of Science degree.



Foster married Shirley Jensen on March 25, 1950. Their marriage was later solemnized in the Manti Temple on July 26, 1954.

Foster was an active member of the Church of Jesus Christ of Latter-day Saints in which he served faithfully in many church callings. He was an ordinance worker in the Jordan River Temple and he served an LDS mission with his eternal companion at the Washington D.C. Temple - which was a highlight of their 53 years of marriage. Foster's professional career consisted of Government employment with the Bureau of Indian Affairs and the Bureau of Reclamation as a Real Estate appraiser. He retired in 1982 after 37 years of Federal Service. Ten of those years were spent working on Indian Reservations. Consequently Foster and Shirley developed a great love for the lamanite people as they worked among them.

Foster is survived by his four children, Ray Henry Lamb (LonaVon - deceased), Sherry Vee Morton (Bill), Lynn Kay Lamb (Adele), and Angela Jean Nelsen (Steve); 14 grandchildren and 24 great-grandchildren. He was preceded in death by his sweet and loving wife and eternal companion Shirley, his parents, sister and 3 brothers.

Funeral services will be held at 12 noon on Monday, May 6, 2013 at the South Cottonwood Stake Center at 1250 East Murray Holladay Road (4800 South). Friends and family may call prior to the funeral services from 11:00-11:45 a.m.; or the preceding evening from 6:00-8:00 p.m. at the Cannon Mortuary at 2460 East Bengal Blvd. (7600 South). Interment will be at Elysian Burial Gardens with full military honors.

We love you dad and we will miss you as the patriarch of our family; but have a wonderful and loving reunion with mom until we meet again.

Online condolences [www.cannonmortuary.com](http://www.cannonmortuary.com)



U.S. Department of the Interior  
Bureau of Reclamation

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## Boyd "W" Winterton

Boyd "W" Winterton, born August 11, 1923 in Charleston, Utah to Thomas Fredrick Winterton and Sheila Ann Carlile. Died May 7, 2013.

Married August 15, 1951 to Bonnie Jean Moesser in the Idaho Falls, Idaho L.D.S. Temple. Survived by wife, Bonnie; children, Vern Winterton, Ann (Dave) Harrington, Dale Winterton, Reed (Sherri) Winterton, Jean (Mark) Messick, Paul (Christie) Winterton; 27 grandchildren and 7 great-grandchildren.



Educated at Wasatch High School, Mesa Union High School, Arizona State College, Tempe, Arizona, Arizona State College, Flagstaff, Arizona, Harvard Graduate School of Business, Brigham Young University. National Honor Society and Blue Key. Honored by Brigham Young University as one of its most outstanding alumni.

Devoted member of the Church of Jesus Christ of Latter-day Saints. Served as Bishop, 3 Bishoprics, 3 High Councils, 2 Ward Clerks, and numerous other Priesthood and Auxiliary positions.

Served in New Guinea, Australia and China during World War II, and in Clearfield, Utah during the Korean War. Boyd was the Commanding Officer of the Supply Unit at Fort Douglas and retired as Commander in the U.S. Navy.

Elected twice as National Chaplain of the Veterans of Foreign Wars of the United States and twice as National Chaplain of Reserve Officers Association of the United States.

Employed by Burroughs Corporation for 17 years and 25 years as Hospital Chaplain and Chief of Chaplains Service at Veterans Administration Medical Center, Salt Lake City, Utah.

Boyd is loved and respected by all who knew him, particularly for his kindness, compassion, generosity and non-judgmental attitude toward all. Boyd was a patriot, being called upon frequently to address Church, Civic and Veterans groups. As a Bishop and Chaplain he was asked frequently to officiate at weddings and funerals.

Funeral Services will be held Saturday, May 11, 2013 at 11:00am at the East Mill Creek Stake Center, 3103 East Craig Drive (3600 S.). Friends may call Friday evening 6:00 to 8:00pm at the Holbrook Mortuary, 3251 South 2300 East, and at the church Saturday morning 9:30 to 10:30am prior to the service. Interment at the Charleston City Cemetery.

Messages to the family can be posted at: [www.HolbrookMortuary.com](http://www.HolbrookMortuary.com)

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U.S. Department of the Interior  
Bureau of Reclamation

## Former GP Region Employee Betty Lou Sorenson dies

Betty Lou Sorenson, 76, left this earth to meet her Lord and Savior on Tuesday, May 7, 2013 at her home in Oakes, ND.

Betty Lou was the thirteenth child of Carl and Anna (Olson) Westrom, born on October 25, 1936 in Arne Township, Benson County, North Dakota. She attended school in Maddock, graduating from high school in 1955. She worked as a nanny for two years after high school in Sioux Falls. Betty met Gerald R. Sorenson, a young Marine soldier on a bus, returning from leave to his home in Harvey, North Dakota. Gerald R. Sorenson and Betty Lou Westrom were united in marriage at the North Viking Lutheran Church in Maddock, North Dakota on February 20, 1957. Jerry and Betty made their home in a variety of places due to Jerry's job with the Bureau of Reclamation including Bismarck, ND, Othello, WA, Loup City, NE, before moving to Oakes, in 1966.

Betty worked for the Good Samaritan Center in Oakes for 27 years, before retiring to be the primary caregiver to her husband for 12 years before he passed away on January 12, 2001. Betty enjoyed crafts, puzzle solving and being with her family.

She is survived by two daughters, Kari Sorenson (Amy Dailey), Fargo, ND and Kathy (Brian) Filbert, Stacy, MN; one son, Steven Gerald (Rachael) Sorenson, Harwood, ND; three granddaughters, Kayla Filbert, Gillian Sorenson and Lisa; and one brother, Vernon (Lillian) Westrom, Tuscon, AZ. She was preceded in death by her parents, her husband, Gerald Richard, her son, Ricky Dean, and daughter, Susan Kaye.

Visitation will be held on Friday, May 10, 2013 from 5:00 to 7:00 p.m. with a prayer service starting at 7:00 p.m. at Dahlstrom Funeral Home, Oakes. Her funeral will be Saturday at 2:00 p.m. at St. John's Lutheran Church, Oakes, with burial to follow at the Oakes View Cemetery. An on-line guestbook may be signed at [www.dahlstromfuneralhome.com](http://www.dahlstromfuneralhome.com)

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U.S. Department of the Interior  
Bureau of Reclamation



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## Reclamation Trivia

Here's this week's set of questions:

1. Asian-Pacific American Heritage Month - The month of May was chosen to commemorate the immigration of the first \_\_\_\_\_ to the United States on \_\_\_\_\_, and to mark the anniversary of the completion of the transcontinental railroad on \_\_\_\_\_.
2. This course is backed by 25 years of original research and data from over 3 million leaders, \_\_\_\_\_ is a leadership development methodology, created by researchers and bestselling authors Jim Kouzes and Barry Posner. The course is led in the Upper Colorado Region by \_\_\_\_\_, Regional Learning Officer.
3. What is asbestos?

Last week, We asked,

1. The 2013 limit on the amount you can contribute to a retirement savings plan like the TSP is \$17,500. True or False
2. Recently, Rope Access Training was completed at Jordanelle Dam for Rope Access teams from Central Utah Water Conservancy District (CUWCD) and the Provo Area Office (PAO).
3. "The Long Road Home" talks about an Army Veteran and Reclamation employee. What employee is mentioned? Jesse McCombs

Last winner was – Tyler Patterson – Regional Office

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

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