

# RECLAMATION

*Managing Water in the West*

July 2013  
Upper Colorado Region



## UC Today

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### Have you heard about Nature High Summer Camp?



Jayden Smith, Bryce Dewsnup, Trevor DeMile, Quigley Whitaker pose as they solve the conundrum of one of the Team Games at Nature High Summer Camp 2013

By Stacey Smith  
Communication Specialist  
Upper Colorado Region

Nature High Summer Camp, a weeklong dynamic environmental learning experience for high school students in Utah, was held July 8 – 13 at the historic Great Basin Environmental Education Center in Ephraim Canyon. Several federal natural resource agencies and state partners have sponsored this event for more than 20 years to help students of all walks of life learn the importance of science-based natural resource conservation. This year 28 students



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from across the state came together to learn about natural resources, meet natural resource professionals, learn the value of teamwork and have fun making new friends. To provide a “real life” learning experience, the students were divided into resource interest groups, under the direction of a camp counselor. They were presented a scenario that required the development of a resource management plan to achieve the best public good on private and public lands in Ephraim Canyon. The five groups—representing livestock producers, environmentalists, hikers, all-terrain riders, and a sportsman group—met together Friday evening in a town hall setting to agree upon a solution.

During the camp each group spent time with resource professionals to study such subjects as aquatic ecology, hydrology, entomology, soil science, and forest ecology. Other time was spent learning about natural resource career options and visiting nearby Snow College. Their service project was to clear weeds and brush around an education center building to create a Fire Wise barrier that will help protect the historic structures.

Utah high school students interested in applying to attend next year’s camp can go online to [www.naturehighcamp.com](http://www.naturehighcamp.com) for more information. There is a \$50 participation fee for the maximum of 30 students selected from among the applicants.

The sponsors are the Bureau of Land Management, Forest Service, Bureau of Reclamation, U.S. Geological Survey, Natural Resources Conservation Service, Snow College, and the Utah Association of Conservation Districts.

[Counting bugs and building teamwork equal fun at youth camp in Ephraim Canyon](#)

photos below



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## BGNDRF Presented with Better Buildings Federal Award



Dr. Unruh speaks about the importance of energy savings during the presentation of the Better Buildings Federal Award to the Bureau of Reclamation's Brackish Groundwater National Desalination Research Facility in Alamogordo. From left: Randy Shaw manager Brackish Groundwater National Desalination Research Facility, Steve Holland, Electronics Technician BGNDRF, Dr. Timothy Unruh, Federal Energy Management Program Director Department of Energy, Senator Martin Heinrich and Kevin Price Bureau of Reclamation Denver.

By Mary Carlson  
Albuquerque Area Office

When Steve Holland started with Reclamation in 2011 he was given a performance standard to reduce energy use at the Brackish Groundwater National Desalination Research Facility by ten



percent. Holland didn't just meet that performance standard during his first year, he exceeded it.

"This wasn't just about a contest," said Randy Shaw, manager of the BGNDRF facility. "It just so happened a contest came along that matched what we were doing."

But since the facility was already reducing its energy use, Shaw and Holland decided to enter the 2012 Better Buildings Federal Award competition. The competition challenges federal agencies to achieve the greatest reduction in annual energy intensity, or energy consumed per gross square foot. The Brackish Groundwater National Desalination Research Facility reduced its energy intensity by 53.6 percent over a one-year period from September 2011 to September 2012. Holland adjusted the cooling and heating schedules as well as the timing on certain lighting systems for some of the savings.

Dr. Timothy Unruh, Federal Energy Management Program Director, presented the award on Friday July 12 on behalf of the Department of Energy. "It really comes down to individual decisions and individual actions," he said. "It's not the technology. It's the people making the decisions."

But instead of accepting the award, Shaw stepped back and explained that the award should go to Holland who actually made the changes resulting in the energy savings.

Sen. Martin Heinrich (D-N.M.) had scheduled a visit and tour of the facility for that day and was also able to participate in the award presentation ceremony.

"Steve didn't believe that little phrase you can't do it," Heinrich said. "That phrase is often what holds us back from saving enormous energy resources... This is a story I'm going to carry forward to other places."

Shaw led a presentation and tour of the facility to start the day. Heinrich and Unruh were able to see firsthand some of the technologies currently being tested at the facility, and hear from the organizations who are conducting the tests.

Located on 40 acres of land, the BGNDR facility opened in 2007 and provides clients with six indoor test bays, a laboratory, office space, a 30-seat conference room and outdoor test areas for testing and developing a variety of advanced water technologies. Clients consist of government agencies, universities and private sector companies.

Although BGNDRF didn't enter the competition for 2013, they have been watching the competition and would have been again leading in energy savings as they continue to find ways to reduce energy use. Congratulations to BGNDRF on this award. We are all really proud of you all.

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## Thoughts from the Front Office

Howdy everyone. Several days ago, I was setting in a comfortable chair at home, I'm sure I was having a deep thought about something when my attention was grabbed by a TV ad that was playing. This TV spot seemed to be one of those "public service" type ads that sometimes run on public TV stations.

What got my attention was the theme of the spot -- gossip. I remember numerous lectures from my parents about the bad consequences that result from gossiping. I remember my elementary school teachers reinforcing those lectures (over and over and over.....). Sadly, I remember the hard lessons learned when I didn't follow those admonitions and the embarrassment and remorse that followed when I was confronted by the person that I had gossiped about.

But, I don't remember ever seeing a 30 second TV spot about gossip. Now what was also interesting was that a few people had recently spoken to me about gossip in the work-place and how detrimental it was, how it was undermining what had been a tolerant and welcoming work-place, and how it was wasting lots of time. You know the drill... "Did you hear what so-and-so did?" or "Wait till I tell you what I just heard about you-know-who". Gossip can (and usually does) start with a small seed of partial information if not outright miss-information and grow like weeds and morph into completely erroneous statements that spread like a virus and get worse (and more incorrect) as the stories are passed along from one person to another.

It was suggested that I use one of my UC Today articles to address gossip and its negative side-effects. I was willing to try writing such an article but I admit to feeling like I wasn't worthy of writing an article about something that, probably all of us (me included), have given in to at some point in our lives.

However, this 30 second TV spot reminded me that the subject of gossip doesn't have to be raised by someone that has never gossiped in their entire life. Rather, I believe that gossip is one of those human actions that we almost inherently know is not likely to lead to a happy conclusion. But it can often be difficult to resist the urge to pass on something we've heard even though we know we don't have all the facts and we also know that the "gossip" we are passing along certainly casts the individual in a negative light.

My goals for this UC Today article are twofold: 1) honor the commitment I made and write an article about gossiping; and 2) write the article in a way that doesn't come across as if I know all the best ways to prevent gossip or leave the impression that I have never participated in gossiping myself.



As I said earlier, I've gossiped and I am not happy or proud about it. My commitment to you is that I will work harder than ever to not connect to the "grapevine" and "get the skinny" on you-know-who; and not be a contributor to the grapevine gossip mill.

Here's what I'd ask of you -- make the same commitment that I have. The most troubling part of what employees talked to me about was that "this used to be a warm, friendly, welcoming place to work." Just think about that. Someone spreading false information about a co-worker hurts that person deeply. Time spent gossiping hurts not only the person that is being gossiped about but it wastes time, time that we should have been working. Let me also point out that gossiping can create a perception of hostile workplace conditions – I know that you share with me the strong belief that we never want to do anything that leads to such conditions.

Here's one other thought – I know I've shared with everyone my medical story about colon cancer, surgery, etc. (I was willing to share my info because you deserved to know, and I also wanted to strongly encourage everyone to get a colonoscopy done if you are at the age where one is recommended). However, that was a completely voluntary decision on my part to share personal medical information. Not everyone is comfortable with the sharing of such highly personal information and there are Privacy Act and HIPA laws that protect an individual's privacy. Please respect everyone's privacy, especially regarding personal topics and medical information.

OK, hopefully, I've met the goals that I had for this article. I'd be very happy to hear your thoughts and ideas.

Cheers, Larry W.

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## Retiree Merritt C Floyd Reminisces about his Time with Reclamation



Flaming Gorge dam and reservoir, looking upstream toward Wyoming in an artist's conception made before the dam was built.

By Merritt C Floyd  
Upper Colorado Region Retiree

After Merritt completed the requirements for a Bachelor of Science degree, he graduated from Utah State University as an electrical engineer in June 1964. The photo below was submitted with his application to gain employment with the Bureau. Merritt recalls Don Rickert (Rick) was the Bureau's interviewer who came to USU campus to interview prospective employees. He was employed by the Bureau of Reclamation's Power Operation Center in Montrose, Colorado the first of April 1964. This was the Upper Colorado River Storage Project's (CRSP) headquarters and everything was brand new. The third unit at Flaming Gorge had just been brought on line, Glen Canyon had several units on line and Blue Mesa was just a mud hole at the bottom of a canyon on the Gunnison River. The rest of the project was in various stages of completion. Construction on Crystal and Morrow Point power plants hadn't even been started.





Merritt career started as a rotation engineer in an 18 month program. He completed assignments in three of the six Branches he was scheduled to rotate through. He didn't complete the program because the need for engineering support became so urgent in checking out new substations that he was pressed into service. He assisted meter and relay craftsmen in checking and testing equipment and he corrected drawings for three or four substations. He received training in Doble testing shortly after he was employed and Doble tested equipment in several new substations. As this work finished up, he moved into the supervision of procurement, installations and testing supervisory control and data acquisition systems (SCADA) for the Blue Mesa Powerplant and Curecanti, Flagstaff, Hayden and Vernal substations. Drawings were checked, corrected and submitted to Denver.

Merritt then transferred to the Flaming Gorge Field Division in November 1968 where he became the supervising electrical engineer and the collateral duty safety officer (CDSO). He would have the CDSO assignment for the rest of his career. His primary assignment was to work closely with the craftsman in the maintenance of the power plant generating and auxiliary systems. He designed, prepared drawings and procured materials for new control systems and improvements in existing equipment.

The intent at the beginning of the CRSP was to have Flaming Gorge be the control center for the Flaming Gorge and Fontanelle power plants and the Hayden and Vernal substations. However, in the early '70s it was decided that these facilities should all be controlled from the Power Operations Center in Montrose. One problem - Flaming Gorge had been built as a "locally controlled power plant." This meant that it would have to be redesigned so that it could be "remotely controlled" from Montrose. Merritt was given the assignment to design, prepare drawings, procure materials, plan a systematic sequence of installation, supervise the installation and checkout and send corrected drawings to Denver. No errors were encountered in the engineering work or by the craftsmen as each system was rewired, checked out and returned to service. The SCADA system was installed and checked out successfully. The Power Operations Center in Montrose was now able to completely control Flaming Gorge power plant.

With the Flaming Gorge power plant running on remote control, the opportunity to move back to Montrose came up and he moved back in March of 1975. He was assigned to the Plant and General Maintenance Branch as the Head of the Electrical Section. He was responsible for the electrical maintenance at Blue Mesa, Crystal, Morrow Point, Upper Molina, Lower Molina and Fontanelle power plants. In the fall of 1977, the marketing and transmission responsibilities of the Bureau were split off and became the Western Area Power Administration. The power generation facilities remained the responsibility of the Bureau. The Bureau in Montrose became known as the Curecanti Field Division. Merritt was assigned to be the Supervisory Electrical Engineer for the above power plants with Flaming Gorge being added to his responsibilities.

He was given the responsibility for the checkout and startup of the Crystal Power plant as construction was being completed. Working with construction personal and Bureau craftsman



this was completed without any problems and Crystal Power plant was brought on line and put in service. Over the course of the next ten years Merritt was involved in improving the operating systems of these power plants, as well as Crystal which came on line in the early 80's. He was responsible for designing these changes, preparing drawings, procuring the necessary equipment and materials, supervising the implementation of these changes and the checkout of the completed work. He was responsible for the Doble testing the power transformers at these power plants as well as DC High Pot testing the generators. DC High Pot testing became available in the early 80's.

He was in the Blue Mesa Power plant control room supervising changes being made to unit one's control system when the overhead crane experienced a failure in the power feed rail. The overhead crane protective circuit breaker in the station service failed to open and started to burn. The primary source breaker opened but it also started to burn. The station service control system seeing the primary source breaker open immediately closed the alternate source breaker into the fault. The end results to all of this are that the station service cubicle was destroyed. Merritt immediately took charge and supervised what could be done to control the station service cubicle fire. Once this had been taken care of he ordered a complete electrical clearance be put on the power plant. The hollow jet valve was opened to reestablish the required river flow. A 50 kw generator was brought out from Montrose so that power could be restored to the battery chargers and provide some light in the power plant. A second 250 kw generator was borrowed from Colorado Ute and after making some required wiring changes, unit number two was returned to service just 34 hours after the station service failure.

He then wrote the specifications and prepared the necessary drawings for a new station service. He supervised the review of the proposals and the selection of a contractor to provide a new station service. He subsequently made three visits to the contractors' factory to assure that the station service would be properly constructed. During these visits he made several critical changes to the configuration of the station service control system. After it was accepted, it was shipped to Montrose and installed in the Blue Mesa Power plant. Blue Mesa was back running normally.

Merritt Doble tested most of the power transformers for the CCI and FG Field Divisions. He learned that testing the Fontenelle power transformer in January was "not" a good idea. He also tested the Deer Creek power transformer located on the Provo River. The results were normal the first two times he tested the transformer. However, the results for the B phase winding the third time he tested it in the late '80s were very abnormal. After consulting with Doble engineers and running some additional tests under their supervision, it was concluded that this transformer was failing. It was replaced in the mid '90s.

With original SCADA equipment reaching the end of its lifetime, it became necessary to replace it. All of the CRSP facilities were currently being controlled from the Montrose Dispatch Center. Now the two agencies wanted to have full control of their own facilities. Western's control center would remain in Montrose and the Bureau's would be installed in the Glen Canyon Power plant. Merritt participated with the Bureau/Western proposal review team for the replacement SCADA. He made numerous trips to the contractors' facilities to implement changes and assure that the equipment was being built according to specifications. He designed, prepared drawings, procured materials and supervised the installation of SCADA equipment at all powerplants.



The Flaming Gorge generators were scheduled to be rewound and up rated. Merritt was assigned the lead electrical engineer responsibilities. He was given the primary responsibilities for writing the specifications. He participated with the proposal review team, did the design modifications for the complete replacement of all wiring in the generators, the generator main control boards, new meters, relays, switches, a new solid state voltage control system, prepared all necessary drawings and procured the required materials. He worked closely with the contractor, supervised the Bureau's work and checkout of Unit 3 generator and all related auxiliary systems. He also participated with the proposal review team in reviewing proposals for the rewind of the Morrow Point generators.

Merritt's last major assignment was to serve as the lead engineer for the replacement of the Flaming Gorge dam elevator. After reviewing the Flaming Gorge and Glen Canyon dam elevators he wrote the specifications for the replacement of the elevator. He lead the proposal team and monitored the installation of the new elevator. Since the work on Unit 3 was running concurrently with the elevator installation, the inspection and checkout of the work was assigned to an inspector from the Durango Field Office.

Merritt retired from the Bureau the 30th of November 1990. Not feeling comfortable being retired he found work with PLM in Evergreen, Colorado, a power system consulting firm. PLM had a contract with Western Area Power Administration in the Salt Lake City office to provide a consulting service for them. He was hired to be the Project Supervisor for the PLM workforce. The contract expired the first of March 1995 so he was retired again - only this time it felt good.

Merritt and his wife remain in Logan, Utah where they've both served two years in the Logan Temple and Merritt served 10 years in the Logan Family History Center. He enjoys building radio controlled model airplanes, working in black and white photography, repairing and servicing his own cars until old age caught up with him, worked in his shop on various things and most of all enjoys his four children, ten grandchildren and nine great grandchildren. He is writing his personal history where these four pages will be mere extracts from a wonderful journey.

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### Western Colorado Area Office Releases a Draft Environmental Assessment on Proposed Orchard Mesa Canal System Improvements



The Western Colorado Area office, on behalf of the Upper Colorado River Endangered Fish Recovery Program, released a draft environmental assessment on the Orchard Mesa Irrigation District Canal System Improvement Project.

The major features of the proposed project include: construction of a 10-acre regulating reservoir, upgraded check structures in canals, installation of remote monitoring systems, replacement of some open earth laterals with pressurized pipeline, and improved operational procedures. The improvements will provide a more reliable water supply throughout the canal system with an estimated water savings of approximately 17,000 acre-feet per year.

OMID Manager Max Schmidt said, "The OMID Canal System Improvement Project will benefit OMID's residential and agricultural customers by creating a more dependable water supply."

"The project will also increase hydropower production at the Grand Valley Power Plant because the conserved water will be diverted back to the Colorado River through the power plant and will create higher river flows that will benefit endangered fish, native wildlife, and river recreation," said Ed Warner, Reclamation Western Colorado Area Manager.

The draft environmental assessment is available at [www.usbr.gov/uc/](http://www.usbr.gov/uc/) under environmental documents.

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### The History of My Career - Francis Marion Warnick part 1 of 4



Signing the largest repayment contract in Bureau of Reclamation history, \$57,694,000 covering reimbursable costs of Weber Basin Project. Left to Right, W. Rulon White, President of the Weber Basin Water Conservancy District; Harvey F. McPhall, Assistant Commissioner of Reclamation; E. O. Larson, Regional Director, Bureau of Reclamation; and E. J. Fjeldsted, Secretary-Manager of the Weber Basin Conservancy District. December 12, 1952

By Francis Marion Warnick  
UC Regional Retiree

#### Introduction

I grew up on a family farm in Hinckley, Millard County, Utah and attended elementary and high school in this small community of 300 population. I graduated from high school at the age of 17 in the spring of 1934 and as one of the top students I was awarded a scholarship of \$25 to attend Utah State Agricultural College. On arriving in Logan, Utah to attend college in the fall of 1934, I contacted a counselor in the



Physical Science Department because I was interested in chemistry and mechanical drawing. I was not impressed with the counselor's review of my potential in physical science and was referred to the school of civil engineering. There I sat down with George D. Clyde, a professor of engineering and he listened to me tell of my interests in chemistry and mechanical drawing. As soon as I finished, he outlined the curriculum in the school of engineering and advised me that if I took the freshman year of civil engineering, I could still attend any other school in the college and graduate in four years. I signed up for civil engineering and after one year, concluded that it would be a good career. My first quarter's tuition was \$18 and that was paid for by my scholarship.

The summer after my junior year, in 1937, I was employed by the Department of Agriculture as a Plane Table Operator on a survey of farms in West Millard County, Utah. I received \$85 a month as compensation and my senior year I had \$283 to pursue my final year of education, but I had to borrow \$60 to pay for a two-week field trip through the Pacific Northwest observing engineering projects and industrial activities in that part of the United States. After one year, I extended my civil engineer education and graduated in the spring of 1938 at the age of 21. I was not a great student, I believe I was somewhat immature as a young country farm boy and never made scholarship type grades. I think my grade score was about a B-.

Upon graduation, I worked for the Department of Agriculture drawing up maps of farmlands in Cache Valley, Utah that had been surveyed during the previous summer. This was a temporary employment and we thought we were to be paid \$105 a month. In July, upon receiving my first check, I found it was for only \$85, so I decided to quit the temporary job and return home. I boxed up my personal possessions, mailed them home and hitch hiked the 150 miles home in one day.

Upon arriving home, I was immediately put to work on the farm, but also made plans to seek employment in Engineering. I prevailed on my parents to loan me their car so I could make some contacts in Salt Lake City and attend an upcoming convention of the American Society of Civil Engineers at Salt Lake City.

At the A.S.C.E. Convention on July 18<sup>th</sup> and 19<sup>th</sup>, I made contact with state and federal officials and found little opportunity for work so on July 20<sup>th</sup> I drove to Albion, Idaho to visit my girlfriend, Loal Beck, who was attending college there to qualify for a teaching position in Bear Lake County, Idaho the following school year. A friend of mine, George Mortensen, who had graduated at the same time, accompanied me on the trip to Idaho.

On our return to Logan on July 21st we were advised the Bureau of Reclamation was looking for engineers to work at Ogden and Provo. I was asked to make contact with their resident engineer at Ogden, which I did later that same day.

My contact with Robert W. Jennings, the resident engineer on the Ogden River Project and graduate of USAC a few years earlier, resulted in an offer of employment as a Rodman at \$105 per month. I was cautioned that it was a temporary position and may last only through the summer and fall seasons. He insisted that I report for work the following day. Following my interview and taking care of some details with the clerical staff, I left for home at Hinckley, Utah arriving late in the evening. After advising my family of my good fortune, I gathered my belongings and arranged with my brother Waldo to return me to Ogden early the next morning. I went to bed for three or four hours of sleeplessness. I reported for work at 8am and was assigned to a plane table crew as a Rodman. My day started without my even knowing where I might find a place to stay at the end of the day.

### **The Ogden River Project**

The Ogden River Project consisting of Pineview Dam and Reservoir (capacity 44,170 acre-feet), Ogden Canyon Conduit, Ogden-Brigham Canal and the South Ogden Highline Canal was constructed



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during the period from September 1934 to June 1937. Funds for construction of the project were made available in August 1933 under the National Industrial Recovery Act of June 16, 1933. During the time I worked on the project the 35-mile High Pressure pipe distribution system in the South Ogden Conservation District as well as 3 concrete lined regulatory reservoirs along the South Ogden Highline Canal were constructed. Four small wasteway reservoirs were also constructed along the Ogden Brigham Canal. The project furnishes a full or supplemental irrigation supply to 22,900 acres at the base of the Wasatch Mountains from Washington Terrace on the South to Brigham City on the North.

My initial work assignment when I entered on duty with the Bureau of Reclamation was a Rodman on a survey party making a detailed topographic map of the South Ogden Conservation District. The area extended along the beach area from Ogden River to the western edge of what is now Washington Terrace. There was about 3,500 acres of irrigable land within the district.

During the summer and early fall, I served on a survey party headed by Earl C. Christensen who had been employed by the Bureau of Reclamation on the project for a couple of years. He had attended the University of Utah but never graduated. However, he was an experienced party chief and under his direction I learned the practical application of the theory I had been exposed to in college. By early fall, I had the opportunity to serve as recorder and instrument man.

When the field surveys were completed, I was assigned to the office to complete the tracing of the field maps on vellum so they could be reproduced and used in layout and design of the distribution system. At the same time, the employees who had been detailed from the Provo River Project returned to Provo. They were Robert Jennings, Rex Greenhaghl, and William Green and O' Dean Anderson.

Norman J. Olson replaced Jennings as the Engineer in charge. He came from Wyoming, where he had worked on the Riverton Project. Olson graduated from the University of Wisconsin and had worked on Reclamation Projects in Montana and Wyoming and for the Wyoming Highway Department.

During the fall of 1938 and winter and spring of 1939 we made a preliminary layout and design of a high-pressure pipe distribution system for the district. The Design Office in Denver did not look upon this type of system with favor. The engineers there favor a low-pressure concrete system. Carl Vetter visited from Denver and after seeing the area, its proximity to Ogden's residential section and consulting with city officials and the Conservation District board, he agreed our preliminary designs were in keeping with the needs of the area. It took some persuasive work on his part to sell high-pressure systems to his superiors in Denver. When Olson took all the preliminary work we had done to Denver in May 1939 it was still uncertain whether a high-pressure system would be constructed. Vetter and Olson finally prevailed and the Denver Office proceeded with the final designs and preparation of specifications. Surprisingly, there were very few changes made of the designs the staff in Ogden had developed.

In the spring of 1939 the staff consisted of Olson, Christensen, Gilhurst, Wheelwright, Howard Petersen, a Clerk and two Rodman.

After the preliminary plans had been completed and field layouts checked, we prepared right-of-way descriptions and negotiated for easements from Ogden City, Weber County, State of Utah, and individuals.

I also assisted District officials in preparing for inclusion of additional bands in the district.

During the winter and spring I took the Civil Service examinations for Draftsman and Junior Engineer. I passed the Draftsman test with a high grade and was offered a position with the Forest Service. Bureau officials matched the offer and assured me I would be promoted to Junior Engineer if and when I passed the Civil Service exam for that position.

In May 1939 my temporary employment was terminated and because my appointment as Draftsman had not yet been approved I was without work. To pass the time, a friend George Mortenson



and I spent two weeks in California seeing the World Fair, visiting George's friends and touring places of interest. When we returned from California in June, I was asked to return to work as a laborer at \$5.20 per day pending my Draftsman appointment. I reported for duty in early June and my appointment as an Engineering Draftsman at \$1800 per year was effective July 1, 1939.

In addition to work on the distribution system during 1939, the staff supervised construction of a concrete parapet wall on the crest of Pineview dam, installation of a concrete ventur measuring Flume at the head of the Ogden-Brigham Canal, and began the extension of the South Ogden Highline Canal and a wasteway reservoir at the end of the Canal.

The work described in the foregoing paragraph was accomplished using young men in the Civilian Conservation Corp. (CCC) located in Wasatch Valley near Heber City, Utah. During the time they worked on the Ogden River, they maintained a camp at Willard, Utah.

During the fall and winter of 1939-40 we selected sites for four wasteway reservoirs along the Ogden Brigham Canal, prepared construction drawings for the reservoirs and for inlet and outlet structures. During the 1940 construction season these reservoirs and the work on the South Ogden Highline Canal started in 1939 was completed. This was all done with CCC labor and equipment.

After receiving my appointment as Draftsman in July 1939, I worked primarily in the office, although I was occasionally to assist on inspection of the CCC activities.

In April 1940, I was promoted to Junior Engineer, having passed the Civil Service Examination and was placed in charge of all Office Engineering activities.

By early summer of 1940, the Denver Design Office had completed design drawings, prepared and issued specifications, and invited bids for the first two units of the South Ogden Distribution System.

After bids were opened and evaluated, contracts were awarded to Neils Fugal of Pleasant Grove, Utah and Enoch Smith and Sons of Salt Lake City, Utah, who were the low bidders on the first two units. Construction got under way during the summer and fall and the first unit was about 50% completed and the second unit was about 15% completed by the end of the year.

The CCCs in addition to the work previously outlined, undertook construction of two of the concrete lined regulating reservoirs on the distribution system. This was completed in late 1941 a few months before the CCC program was abolished by an act of Congress.

In February 1941, John F. Dole of Boulder, Colorado was awarded the contract for construction of the third and last unit of the distribution system. In May 1941, Fugal had completed the system's 1<sup>st</sup> unit. Smith and sons completed the 2<sup>nd</sup> unit in June. The third unit was 75% complete by the end of the year.

Dole completed the third unit of the system in early 1942 and after the final testing of the system was declared operational and was placed in service at the beginning of the irrigation season in April 1942. The system consisted of 3 regulating reservoirs of about 10-acre feet capacity and 35 miles of asphalt coated steel pipe.

The first pressure pipe distribution system was constructed by Reclamation. During the construction phase Earl Christensen and his survey party was responsible for field layout. Howard Peterson was in charge of inspection and I was responsible for office engineering which consisted of revision of working drawing when changes of plans were required, monthly estimates of work accomplished by contractors, records and materials used, and preparation of monthly payment vouchers. The three of us were referred to among the contractors as the "Three Musketeers" and might say



enjoyed a good working relation with each other, with Olson our Resident Engineer, the contractors, and District (Water Users) Officials.

Olson was an excellent supervisor and supported or always corrected us as needed in such a way that made us respect him as our leader.

### **The Provo River Project**

Shortly after reporting for work at Kamas, I received a promotion to Assistant Engineer. My salary was \$2,300 per year.

We were advised not to move our families to Provo or Kamas because of the war effort, if it intensified, would cause Reclamation construction to be terminated. Earl and I would spend week days in Kamas returning to Ogden late Saturday.

The enlargement of the Diversion Canal involved excavation, replacement of highway and farm bridges, replacement or extension of inverted siphons, and construction of new siphon headworks.

My assignment consisted of designing concrete mixes, inspection of concrete construction, keeping of materials, and inspection records. A lack of staff necessitated long hours and a variety of work assignments.

As the season progressed, the weather caused problems. Beginning in September, freezing occurred every night. Newly placed concrete had to be protected by covering and using heat. One concrete placement needing to be completed, under pressure from the State Highway Department, was the bridge over the canal southwest of Kamas. Excavation on the canal delayed work on the bridge until late in October. The abutments were completed in early November and then the forms for the bridge deck had to be completed. When the forms were in place just before Thanksgiving, the temperatures had dropped below 10 degrees. Fearful the war might halt construction in the new year, it was necessary to complete the bridge. With the equipment available, it took almost 24 hours to place nearly 100 cubic yards of concrete. Protecting the newly placed concrete became a major concern. With rented heaters and protective walls, we were able to keep temperatures well above freezing and by mid-morning on Thanksgiving we were able to cover the deck and reduce the heating. Our Thanksgiving dinner was delayed but we did manage to get back to Ogden before the day was over and we had enough compensatory time to spend the long weekend with our families.

Needless to say, as temperatures dropped, snow fell, and by Christmas all construction work was put on hold. In Ogden, Earl and I completed some last minute office work and by mid-January we had nothing to do.

### **Project Planning, Vernal, Utah**

When we were speculating on our future assignments, I received a request from Reclamation's Planning Office in Salt Lake to appear for an interview. Reid Jerman, the Chief of Planning, after a lengthy discussion of my qualifications and interest, offered me an opportunity to transfer to the Vernal, Utah Planning Office. After discussing the offer with my wife and finding her agreeable, I accepted the transfer. Although final approval of the transfer had not been received, I reported for work on February 10, 1943. The official action was made effective on March 1, 1943. It took until May to find housing so my family could move to Vernal.

When I reported for work, the staff consisted of Charles A. Prescott, Planning Chief, Eugene Nielsen, Assistant Engineer, Gordon Anderson, Junior Engineer, Earl Edwards, Survey Party Chief, and four or five Engineering Aides.



The organization was investigating the possibilities for comprehensive water resource development throughout the Uintah Basin in eastern Utah. It was part of an on-going study involving the entire Colorado River Basin.

During the previous several years, the Bureau had classified all arable lands as to their suitability for irrigated agriculture. The investigation was now directed to identifying individual projects that would utilize water for municipal and industrial uses, irrigation, flood control, and hydropower development. Potential dam and reservoir sites were identified and reconnaissance topographic and geologic surveys completed. Potential diversion sites and canals were also surveyed. Water supply and operation studies and preliminary design and cost estimates were prepared. From these studies and economic analyses, projects were selected for inclusion in a comprehensive Basin Report.

When I first arrived in Vernal, I was assigned to make water supply and operation studies on projects that had already been selected for more detailed study. By July, I had become familiar with office procedures and found assigned work interesting and challenging.

During the 4<sup>th</sup> of July weekend, Charles Prescott went to Denver to visit his wife. She was employed there and had chosen not to move to Vernal when her husband had been transferred there from Denver. When he returned from Denver, he informed the staff he had joined the Navy Seabees and would be leaving for active duty later in the summer.

This created quite a bit of concern among the staff, not knowing who might replace him as Planning Chief. My being new in the planning field, it was assumed someone would be brought in to head the work. Much to my surprise, I was called to Salt Lake in August and was asked to take charge when Prescott left. Needless to say, this was completely unexpected and a real challenge to me. Other members of the staff responded favorably when Reid Jerman came to Vernal a few days before Prescott left and advised them I would be in charge. Our task was to complete the selection of projects to be included in the comprehensive report by early spring of 1944. The economic analysis, cost data, water supply and operation studies, and other pertinent data along with narrative and maps, were to be completed by early 1945. This appeared to be a big order, but with many of the preliminary studies complete, Mr. Jerman believed we could accomplish it on schedule. Needless to say, I felt challenged by the assignment, but grateful that Mr. Jerman and others believed we could accomplish the task.

An incident happened a few weeks later that bears telling. E. B. Debler was the head of planning for the Bureau, his headquarters in Denver. I had met him once when I was working in Ogden. It was his practice to visit the State Offices on a regular basis and occasionally the field offices. In late September or early October he visited the field office in Vernal. Our office was on the 2<sup>nd</sup> floor of the Uintah County Court House, which housed all the county offices. Our staff occupied two small rooms. Late one afternoon as I was preparing the leave for home, a stranger walked casually into the office and sat down across the desk from me and began to ask me about our ongoing investigations. I was impressed by his knowledge of the Uintah Basin but his dress and hat with trout flies stuck in the band did not give me a clue as to his position or his identity. He was a man shorter than me by 2 or 3 inches. After a few minutes of conversation and realizing I did

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## 4th Quarter Thank You from FMD



Happy fourth quarter everyone! The Financial Management Division wants to express its sincere appreciation for the cooperation and effort of those involved with FBMS deployment, monthly obligation planning calls, and budget forecasting. This year has been an unusually hectic year regarding most things financial and while we aren't quite finished with fiscal year, we do not have to "fear the unknown."

The obligation plan calls have locked in AMD's workload for the remainder of the year and by using that information the Budget Group is able to more accurately estimate the Region's fiscal year budget needs. Due to good planning, we have been able to move funds earlier to where they can best be used. I am delighted to know that when we execute the plan, UC Region will have an outstanding accomplishment rate for fiscal year 2013. Thanks again for all your support.

Sincerely,

Your Friends in FMD

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# Regional Director Larry Walkoviak

*Larry Walkoviak is the Bureau of Reclamation director of the Upper Colorado (UC) region, which encompasses Utah and New Mexico, western Colorado, northeastern Arizona, southwestern Wyoming, west Texas, and small portions of Nevada and Idaho. Half of the region covers the Upper Colorado River Basin, while the other half covers the Upper Rio Grande Basin.*

*In 38 years of service, Larry has held multiple leadership positions within Reclamation and across the West. Prior to his current position, he served as deputy regional director of the Bureau of Reclamation's Lower Colorado Region. He has held positions in Reclamation's Great Plains and Upper Colorado Regions, as well as in the former Southwest Region. He's had a broad array of assignments that included planning studies, environmental compliance, project construction, and daily operations and maintenance.*

*Born in Shawnee, Oklahoma, and raised on a dairy farm in east Texas, Larry holds a bachelor's degree in agricultural engineering from Texas A&M University. He and his wife, Jo, have been married almost 39 years, and they have four sons and eight grandchildren (and a couple of dogs).*

**Kris Polly:** What value does Reclamation bring to the Upper Colorado Region?

**Larry Walkoviak:** Our mission, our authorizations, and our responsibilities to the public are tied to water supply, river management, and, if possible, the generation of hydropower. Those are the three main areas of value, but we also provide value in other areas. We have a tremendous amount of recreation at our reservoirs.

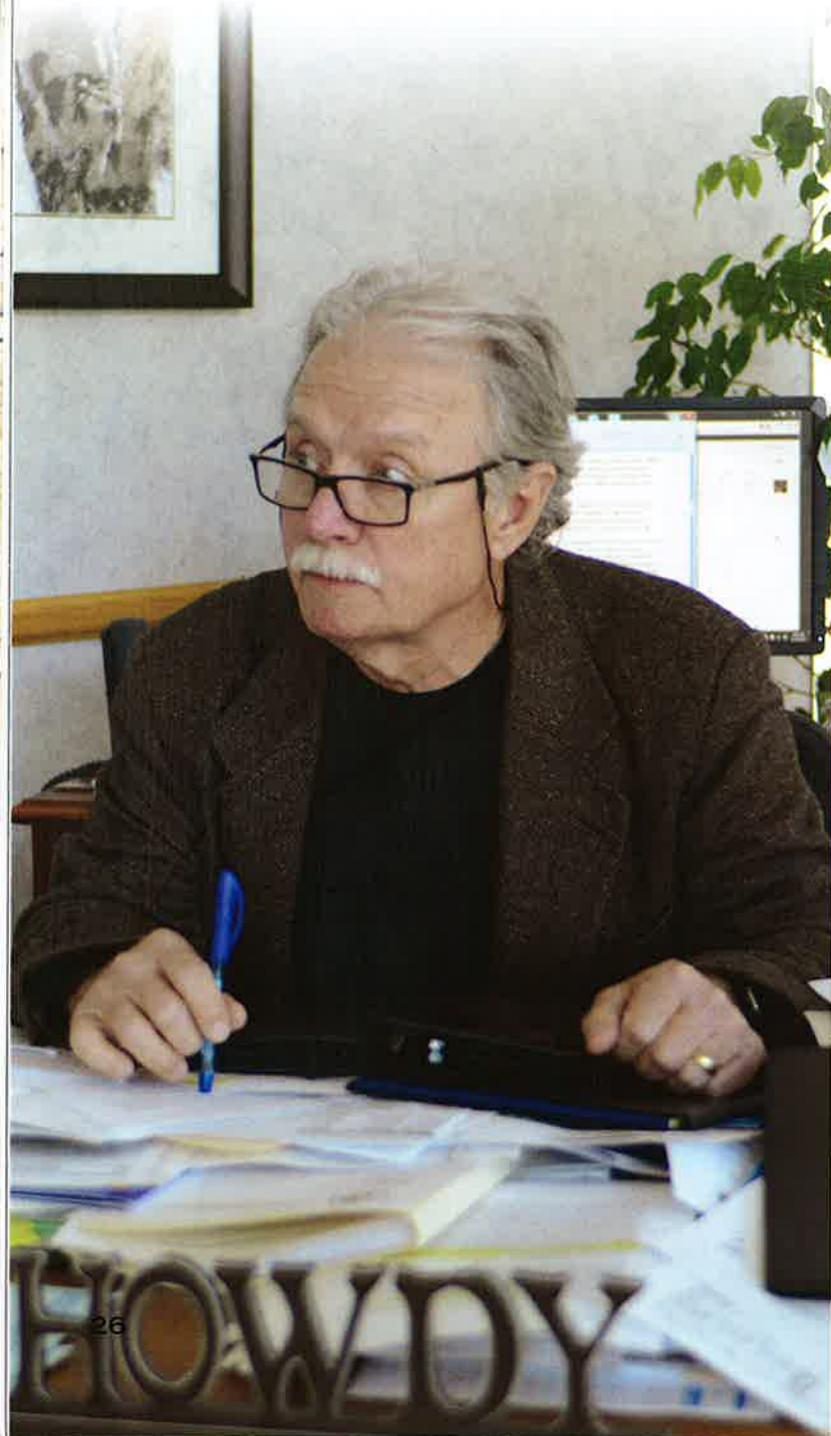
**Kris Polly:** What the top challenges for Reclamation in the Upper Colorado Region? In particular, what is the status of Reclamation's infrastructure?

**Larry Walkoviak:** We have always had to, and especially now have to, continue to find ways to meet our mission and provide those values of public service in the midst of significant challenges. In particular, this includes serious budget challenges, extended and in some places historic drought conditions, and evolving demands on our projects and facilities. Some of these challenges are greater than they have ever been.

We have 61 major dams and hundreds of miles of canals, laterals, and pipelines in the region.

Some of those projects are old and some are newer. In fact, we have one of the newest projects in Reclamation. . . . We signed the operations and management transfer agreement on the Animas-LaPlata Project a few months ago. We also have some of the oldest: for example, the Elephant Butte and the Strawberry Valley projects. With our partners on those older projects, we work hard to identify structures reaching the end of their service and determine whether we need to repair, fix, or replace them.

We have excellent project partners. Most of



Reclamation's infrastructure is operated by one of our project partners. They have a real sense of pride in making sure the project works properly and is going to continue to work in the future. Reclamation and its partners have a good track record of finding a way to finance the things that need to get done from an operation and maintenance standpoint, but the current and future budget challenges are real and are getting tougher.

From a dam safety perspective, we are very active. We work closely with project partners, state dam safety offices, and other entities to undertake reviews of each facility. We've done dam safety upgrades at 23 of those 61 dam sites.

**Kris Polly:** With respect to those changing demands on Reclamation, describe the work done in the region on Indian water rights settlements.

**Larry Walkoviak:** Some long-running settlement negotiations are coming to fruition and calling for water infrastructure to be put in place. For example, there is a very strong water settlement component to the Animas-LaPlata Project for the Ute Mountain and Southern Ute Indian tribes. Those tribes will be doing their due diligence to determine how to best utilize that storage now that Lake Nighthorse is filled.

Very recently, P.L. 111-11 authorized the Navajo Gallup Water Supply Project. The bulk of the tribal water allocation goes to the Navajo Nation and also includes supplies to the Jicarilla-Apache Nation and the City of Gallup, New Mexico. I had the privilege of starting my career with Reclamation in Farmington, New Mexico, when we were about to irrigate the first lands on the Navajo Indian Irrigation Project. While collecting field data, I remember seeing folks that lived in the area hauling barrels of water in the backs of their pickups to their homes. That is still occurring in portions of the Navajo Nation. This project will be bringing treated, high-quality drinking water to those communities. To me, it is exciting to be part of the team that is dedicated to achieving the goals of these projects.

**Kris Polly:** As director, what issues draw your personal attention?

**Larry Walkoviak:** The challenges of dealing with what I talked about earlier—the combination of budget, drought, and evolving demands on our projects—tend to manifest themselves in individual projects. I spend much of my day addressing those challenges.

I am very blessed to have extremely capable people absolutely dedicated to our mission. I trust these smart, able, professional staff to do their jobs as best they can—which they do every day. That encourages me to stay out of

the weeds and lets me focus on broader issues with policy implications.

**Kris Polly:** Tell us about irrigation in Reclamation's Upper Colorado Region.

**Larry Walkoviak:** From an historical perspective, we have some of the oldest irrigation areas in the West. They have been irrigated on pueblos, prior to the arrival of Europeans in North America. There are some pueblos that have existed along parts of the Rio Grande for hundreds, even thousands of years. They used water from the river to irrigate and grow crops. Historians tell me that, in many cases, the canals and laterals in districts such as the Middle Rio Grande Conservancy District follow some of those old irrigation alignments.

We have a really broad spectrum of irrigation. Down in Elephant Butte Irrigation District, we have some of the largest pecan orchards in the country, while up in the San Luis Valley Project in southern Colorado, Platoro Reservoir sits approximately 10,000 feet in elevation. Many of the lands of the nearby Conejos Water Conservancy District are around 8,000 feet above sea level. That is some of the highest elevation farmland in the country.

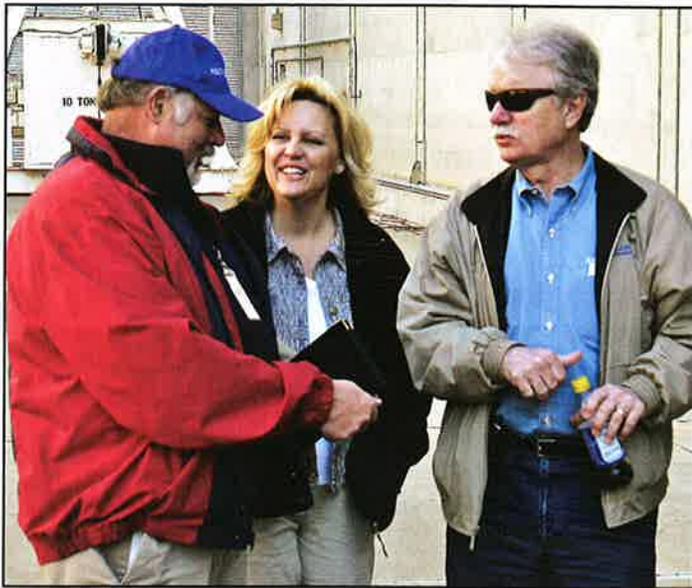
There are thousands of acres of irrigated lands that are vital parts of our projects. Water supplies to those lands represent one of the most valuable services that Reclamation provides to the public.

**Kris Polly:** What is the water supply situation for 2013?

**Larry Walkoviak:** It is historically bad in the Rio Grande Basin portion of the region. Many of the reservoirs in the Rio Grande drainage area are at their all-time lowest levels, and some of them are empty. Reclamation's largest reservoir in the Rio Grande is Elephant Butte, which holds approximately 2 million acre-feet when it's full, and it is at 10 percent of its storage capacity. The Arch Hurley Conservancy District in Tucumcari, New Mexico, has only been able to make an allocation of surface water to its farmers once or twice in the last 13 years.

That situation continues this year. We've had very low snowpack in the Rio Grande drainage. The Pecos River, which enters the Rio Grande down in west Texas, is historically dry as well. This is a set of water supply conditions that we have just not seen. The drought of the 1950s was very bad, but this appears to be worse and more persistent over time.

The Upper Colorado portion of the region was shaping up to be the third driest on record. But we did get welcome late-season moisture over the last three weeks in northeastern and central Utah, southwestern Wyoming, and parts of northern Colorado. We'll have to see how much it actually adds to the water supply.



(Left to right) Upper Colorado Region Public Affairs Officer Barry Wirth, Lower Colorado Regional Director Lorri Lee, and Upper Colorado Regional Director Larry Walkoviak at the 2008 Glen Canyon Dam High Flow Experimental Release Event.

We have 30 million acre-feet of reservoir storage space in the Upper Colorado portion of the region. In 2000, it was very nearly full. Today, it is about half full. That storage has been essential to meeting water needs downstream of those dams and reservoirs.

**Kris Polly:** You are well known for your friendliness and approachability. What is your management philosophy?

**Larry Walkoviak:** I don't know if everyone would agree with that statement, but I am honored if some people have that perception. We have over 700 people working in the Upper Colorado Region, scattered from west Texas to southwestern Wyoming. Our staff wear many hats, and we expect them to serve the taxpayer and numerous stakeholders as effectively as possible. They do their jobs really well. My focus can then be on listening to their advice and helping provide what they need to get their jobs done.

What is exciting as a manager is when a staff member comes to me and says, "I think we can do it better this way." I always aim to foster an environment in which staff can do that. My job is to support them in the best way that I can and not tinker with what they are doing.

My general philosophy is to honor and respect the abilities of my coworkers, support them, and help them do their jobs to serve the public. I try to do that every day. If I fall short, I need folks to tell me so I do not repeat those errors.

**Kris Polly:** What advice would you offer Reclamation contractors in working with Reclamation?

**Larry Walkoviak:** Don't ever be shy about raising concerns about our work. I am pleased to report that our partners don't need any help in that regard. I don't mean that in a flippant way. I greatly value the frankness of our partners. We rely on them to perform the daily operations and maintenance at most of our projects. Their input, their concerns, are essential.

I know there are times when our partners think that we provide too much oversight, or have too much bureaucratic input. I grew up on a farm in east-central Texas, and I remember my mom and dad railing away at government bureaucracy back in the 1960s when I was a little guy. Yet, there are rules and requirements associated with our projects. So, my advice is to keep talking. We'll keep listening. My staff and I will work with our project partners and contractors to ensure that these projects deliver the benefits that they were authorized to deliver.

**Kris Polly:** What should every U.S. citizen know about Reclamation?

**Larry Walkoviak:** We are an agency with a wonderful mission: to supply and manage water resources, produce power, and provide recreational opportunities on our facilities—and as former Commissioner John Keys said, "and everything else that is needed to accomplish that mission." Many people know very little about Reclamation. When I tell people what I do, I often mention Glen Canyon Dam, Hoover Dam, or Grand Coulee. They say, "Oh, how are you guys involved with that?" It gives me an opportunity to describe those big legacy projects, as well as to talk about less visible, but no less important water supply projects such as the Uncomphagre Project. They might not know it, but the lettuce they used in their salad last night may have come from a farm that used Reclamation water to irrigate. Or they might not know that the electricity they needed to turn on the light in the house was from one of our hydroelectric units. We may not have a spotlight on our name, but we continue to provide those essential services to the public.

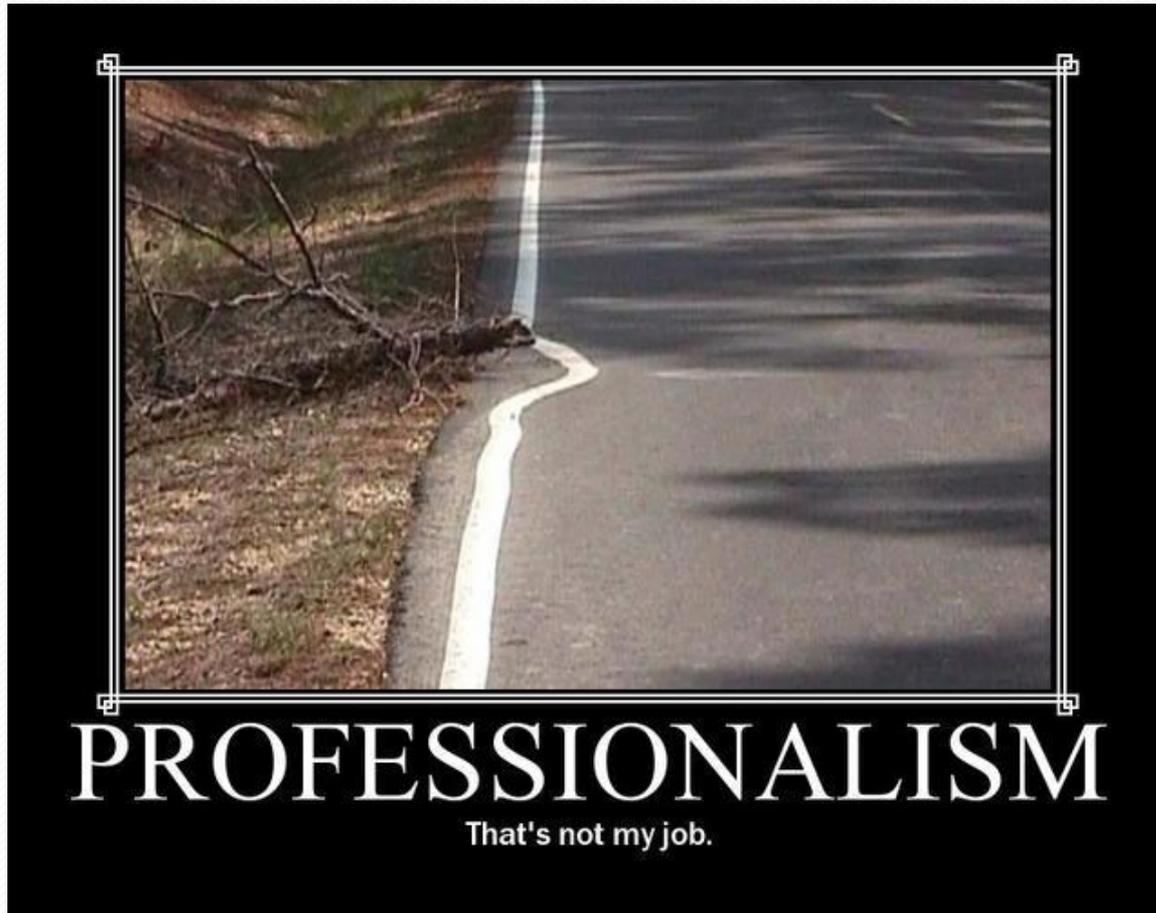
Let me paraphrase something that I heard Commissioner Mike Connor say several months ago. He offered an analogy to describe why Reclamation is such a wonderful entity to work for. Of all the great reasons, he said the best was that we are usually right in the middle of the storm—and we love it. We love it because we cannot resist working hard to solve whatever problem is before us. We take great satisfaction in building the necessary partnerships with as many stakeholders as are needed to find a solution. Then, we go get in the middle of the next storm and do it again. I know I didn't do justice to the way the commissioner made his analogy, but it rang so very true with me—and I was ready to sign up for another 38 years.



# Professionalism in the Workplace

- ASC July 2013 Training

# Professionalism in the Workplace



# What Does Professionalism Mean

Professionalism is basically, the knowledge that an individual carries about a certain field. At work, it refers to a person doing his/her job with sincerity, maintaining professional etiquette, and ethics at the workplace. It leads to logical and completely unbiased decision-making, making it the basis of a good work environment.

## Importance of Professionalism



- Professionalism at work is important to ensure good performance by all. If everyone is professional, everyone will do the best they can at their job.
- Professionalism at work is required to ensure a good team spirit. If people work professionally, they will know how to value their organizational goals, along with their personal ones.
- Professionalism is required to keep all the employees motivated. Happy employees are positive brand ambassadors for the organization. Keeping the employees motivated, is important to maintain a good reputation of the office.
- It is important to ensure justice to everyone's efforts. In a professional environment, a person's quality of work is taken into consideration, along with the quantity of their work. This phenomenon does justice and appreciates the efforts of the employees.
- Professionalism at work helps in maintaining the right amount of communication at the workplace. It also ensures that those who need to be heard, are heard.

# How to Bring About Professionalism at Work

“  
YOUR ENERGY, ENTHUSIASM  
AND PROFESSIONALISM ARE  
GREAT RESOURCES... LUCKY US!  
”

## Workplace Attitude

Employees' workplace attitudes can tell a lot about their level of professionalism. Professional employees maintain positive, can-do attitudes, even in stressful situations. Employees show their professionalism in their conduct by committing to the organization, limiting absences, possessing high productivity, and effectively communicating.

Unprofessional workplace conduct includes frequent tardiness, low employee moral, and poor coworker/stakeholder relations.



"It's not your work, Hannon - It's your attitude."



## Attire

Another aspect of professionalism in the workplace relates to employees' attire. Employees should dress in attire that is clean and neat, and should not carry offensive body odor or wear offensive fragrances.

Dressing professionally means choosing clothes that convey an image of being serious about your job – arriving at work looking classy and polished.

### Promotes:

- Corporate Cohesiveness
- Productivity
- Confidence
- Positive Perception
- Image of Leadership
- Representing the Company

# Time Management

Time management is another topic of professionalism in the workplace. Employees display their professionalism by arriving to work on time. Employees who must miss work should immediately call their direct supervisor to explain their reason for missing work. Employees can improve time management by prioritizing their tasks, making schedules, creating milestones, and breaking large tasks down into smaller portions.

Keeping your desk clean and organized will help you function better in the workplace. The key is to clean and organize and to keep it that way as you work.

		URGENCY	
		High	Low
IMPORTANCE	High	<b>1</b> Urgent <b>and</b> important Do it now	<b>2</b> Important <b>not</b> urgent Decide when to do it
	Low	<b>4</b> Urgent <b>not</b> important Delegate it	<b>3</b> <b>Not</b> important <b>not</b> urgent Dump it

## Respect in the Workplace

Employees should display personal responsibility and respect by refusing to participate in workplace gossip, turning off mobile devices when appropriate, and refraining from using the company's time for personal issues. Employees should respect each other by limiting unnecessary noise and not meddling in other people's issues. Respecting the company's confidentiality policies is an important issue regarding professionalism in the workplace. Employees should not discuss sensitive client information with unauthorized individuals and should not possess a conflict of interest regarding the organization.



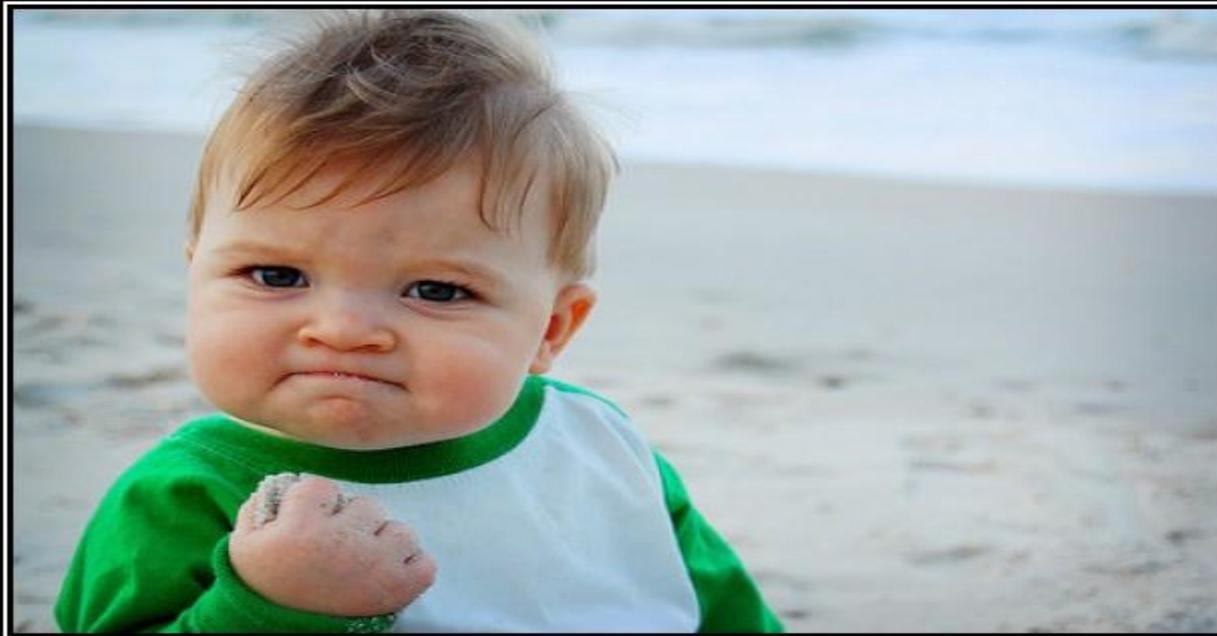
"Yes, you always go the extra mile for us, but in the wrong direction."

# Harassment and Bullying

Employers should create professional environments with zero tolerance for any form of harassment or bullying in the workplace. Harassment in the workplace may include physical or verbal offensive behavior and actions. Harassment is not limited to sexual misconduct. Examples of bullying in the workplace include intimidation, offensive insults, and spreading harmful rumors.



# Tips on Characteristics to Watch For and Ways to Change Them



**S U C C E S S**

Because you too can own this face of pure accomplishment

1. Negative attitude: Dressing or behaving badly, and thinking that no one will notice, is a sure sign that people will notice – and think badly of you. Your attitude colors everything you do. Pay attention to how you dress and how you treat other people. It does make a difference.
2. Unprofessional body language: Some that create a poor impression are yawning with your mouth wide open, cover your mouth; inappropriate bodily sounds, excuse yourself away when necessary; chewing gum advertises you as unprofessional if you're chomping away while conducting a meeting or in a formal setting, get rid of it before you meet.
3. Excessive fragrance: Too much perfume or aftershave lotion is distracting, and can aggravate allergies in some people. Be clean and fresh, but keep your fragrance to a minimum. People should not smell your fragrance unless they are hugging you.
4. Unkempt fingernails: Women with inch-long fingernails, as well as unusual colors of polish are not taken seriously. Anyone with ragged, or unkempt nails makes a poor impression. Hands are the first thing people notice after faces. Keep them trimmed, clean, and classy.



# Remember, demonstrate professionalism at any level of employment by the attitude you bring

Start answering “true” to these statements:

- I do the job to my best ability
- I take pride in the job I do
- People are better off because of the way I do my job, I make a difference
- I start my workday neat and clean
- I report for work on time and stay for my entire shift or workday
- I honestly earn my pay
- I employ good manners in my interactions with others
- I respect work and myself
- I set an example of proper performance
- I regularly acknowledge and reward excellence in myself and others

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### Changes in Federal Benefits Laws as a result of Supreme Court Decision



By Cameron Dolcourt  
Upper Colorado Region

On June 26, 2013, the Supreme Court ruled that Section 3 of the Defense of Marriage Act is unconstitutional. As a result of this decision, the United States Office of Personnel Management is now able to extend benefits to legally married same-sex spouses of Federal employees and annuitants. Prior to this ruling, Section 3 of DOMA provided that, when used in a Federal law, the term “marriage” would mean only a legal union between one man and one woman as husband and wife, and that the term “spouse” referred only to a person of the opposite sex who is a husband or a wife. Because of DOMA, the Federal government has been prohibited from recognizing the legal marriages of same-sex couples for purposes of Federal benefit programs

For detailed information on coverage for same-sex spouses, please visit <http://www.opm.gov/retirement-services/publications-forms/benefits-administration-letters/2013/13-203.pdf>

If you want to enroll a newly eligible family member, please contact Cameron Dolcourt in the Human Resources Office. He can be reached at 801-524-3810 or by email at [cdolcourt@usbr.gov](mailto:cdolcourt@usbr.gov)

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### Take the EEO Quiz



1. You must contact an EEO Counselor within \_\_\_\_\_ days of an employment action or when you became aware of the action made.
2. The Counselor represents you. **True or False**
3. The counselor has \_\_\_\_\_ days to attempt to resolve the EEO issue.
4. The EEO counselor is a \_\_\_\_\_ throughout the process.
5. Races, Color, Religion, National Origin, Sex, Age, and Disability are the \_\_\_\_\_ for a complaint.

Please use this [link to send your answers.](#)

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# Retirement Planning - Midcareer Checklist

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

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If you're like me, when you plan your summer vacation, you'll make a list of what you need to do and bring, so you don't forget anything important. You should treat your retirement the same way.

Here's a midcareer checklist to refer to as you evaluate your retirement goals.

## Review Your Personnel Records

The most important factor in determining your retirement eligibility and computing your benefit is your length of creditable service. If there is an error in your records, you may not be able to retire when you had planned and you may not be entitled to the benefit you had expected. Your service computation date is the date that reflects your continuous federal service. Remember that your service computation date for leave purposes may be different from your retirement service computation date. The latter is not determined until you request a retirement estimate -- and then again when your agency prepares your records for retirement processing. By this time, if there are missing records, it's too late.

Your federal career must be properly documented with records that show the beginning and ending dates of all periods of civilian and military service. Your current agency should maintain the records of your entire federal career, but you should keep copies of your SF 50's (Notification of Personnel Action statements) in your own folder. You should be able to access your electronic personnel folder through your agency's human resources homepage or by contacting your local personnel office. In a few cases, your official personnel folder is still filed at your agency in a metal filing cabinet.

If you do not find a complete history of your civilian and/or military career, make an appointment to meet with a human resources specialist at your agency to make a plan to recover missing records. Take note of the following items that can affect your eligibility and the computation of your benefit:

- Beginning and ending dates of each separate period of service
- Type of retirement coverage
- Type of appointment: temporary, intermittent, part time, career, or career conditional

## Check on Deposits, Redeposits and Military Service Deposits

One thing you don't want is a surprise bill when you retire. This can happen if you aren't aware that you owe money to the [Civil Service Retirement and Disability Fund](#) for your service.

Service credit deposits are payments that must be made to cover a period of civilian federal service that wasn't covered by Civil Service Retirement System or Federal Employees Retirement system contributions, or a period of active duty military service. Redeposits refer to cases involving breaks in federal service in which an employee has taken a refund of retirement contributions.

You can request estimates of unpaid deposits from your agency and learn more about their effect on your retirement. If you find you have service that is subject to a deposit, consider if it is financially in your best interest to pay the deposit.



## Determine How Big Your Retirement Benefit Will Be

If you are within five years of retirement, you can request a retirement benefit estimate from your human resources office. It will be based on a thorough review of your official personnel folder.

Here's more information on benefit computations under [CSRS](#) and [FERS](#). If you want to take a crack at estimating your own benefit, try [FedCalc](#).

## Review Your Beneficiary Designations

If you marry or divorce, if there is a death in your family, or if a child is born, you may need to update your beneficiary designations. Here are two columns I wrote on the subject:

- [Beneficiary Beware](#) (May 24, 2013)
- [Who's Your Beneficiary?](#) (May 12, 2006)

## Check Your TSP

Do not underestimate the need to prepare for your retirement by saving. Here are some guides to help you manage your Thrift Savings Plan funds:

- [Planning and Tools](#)
- [Investment Funds](#)

## Evaluate Your Health Insurance Needs

Review your current insurance coverage and compare the [government benefits](#) to insurance available in the open market. What you needed 10 years ago may be different from what you will need in retirement.

If you are not covered by the Federal Employees Health Benefits Program, determine if you will need such coverage in retirement. You must have five years of coverage immediately prior to leaving government to carry FEHBP into retirement.

## Consider the What-if Situations

Especially involving the three D's:

- [Death](#)
- [Divorce](#)
- [Disability](#)

## Study Up on Social Security

Review your [statement of benefits](#). If you notice errors in your earnings history, then report them to Social Security.

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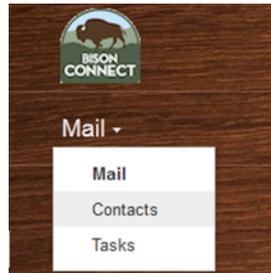
# Access and update the Employee Directory

Updated March 19, 2013

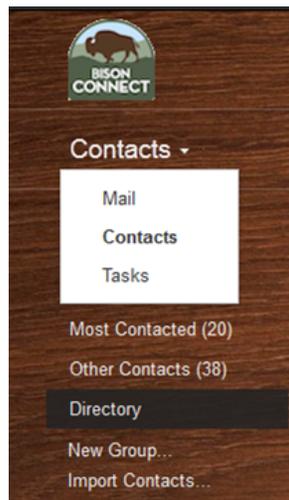
Did you know that the DOI Employee Directory is located within BisonConnect?

## How to access the directory

To get started, click on the drop-down arrow to the right of **Mail** and select Contacts.



You will then see a listing of your groups, including most contacted, groups that you created, and the full DOI directory. Click on **Directory** for a complete list of DOI employees.



**Note:** You can currently only search for someone by name in BisonConnect.

## Update your profile information in the directory

- Log into <https://myaccount.doi.gov/> using the same username and password you use to login to your computer
- Click on the “My Profile” icon
- Click any field to enter or edit information (fields are saved after pressing Enter or clicking out of a field)
- Your updated directory profile will be available the following business day

**Note:** This does not update the [Departmental Browser](#) which is primarily used to find contact information for U.S. Forest Service personnel.

## More information on using Contacts

Please watch this [3 minute video on Contacts - your online address book](#).



### Sharing Our Diversity by Sharing Your Recipes

From the kitchen of **Young Yu – Korean Barbecued Beef Short Ribs (LA Galbi)**



- 1 1/2 cups soy sauce or **Gluten-free Tamari Soy Sauce by San-J.**
- 3/4 cup white sugar
- 1/4 cup sesame oil
- 5 cloves of garlic, minced
- 1/2 of a medium yellow onion, chopped
- 3 large green onions, cut into small pieces
- 2 tbl toasted sesame seeds
- 1/2 tsp of red pepper flakes (optional)
- 4-6 pounds of Korean short-ribs (Oriental Food Market, 667 S, 700 E SLC, Utah)



## DIRECTIONS:

Place ribs in a large ziplock bag or a dish that can hold them all (I used a large pot with lid). Combine all the ingredients together and stir for 1 minute. Pour the marinade into the pot, dish, or ziplock over the meat making sure ll the ribs have been coated. Cover and refrigerate over night. The next morning make sure to place the ribs that were on the bottom on top, and vice versa. Continue to refrigerate until its time to grill.

Heat grill to medium-high heat and when the grill is nice and hot add meat. Grill each side for 3-4 minutes. Garnish with additional slices of green onion and toasted sesame seeds. Serve with steamed rice and cold beer.

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### Oral History Spotlight

The UC Regional Library has a collection of 110 oral history interviews conducted by Historians, with various Reclamation employees throughout the years. The oral histories capture candid “in their own voice” memories of employees and their experiences working for Reclamation. The oral histories preserve information about Reclamation that would not normally appear in Reclamation’s official records. Contents of the oral histories range from the humorous to reflective of the situation at the time, and all are informative!



**Oral History Interview**  
**Thaddeus (Ted) W. Mermel**  
Engineer Assistant to the Commissioner

Mr. Mermel worked for the bureau for 40 years, helping to design the Hoover, Grand Coulee, Shasta and Hungry Horse dams. What follows are excerpts from Mr. Mermel’s oral history book:

**“Lost General Electric Job Offer When Graduated”**



In the meantime, the Depression became aggravated, and General Electric said, "We're not taking on any people because of the Depression." So my job disappeared. So I took my things and went to an attic room in Urbana, and I was going to take graduate work. My father says, "Better go back to school. There are no jobs. Go and get your master's and get your PhD or go ahead and keep on going to school."

Well, in those days, education was not very expensive. My whole college education cost \$4,000. Now, surely, money was different. In those days, you could go and get a choice steak in a butcher shop for twenty-five cents a pound. Butter was twenty-five cents a pound. Rent – you can rent an apartment for \$35. A person earning \$35 a week was pretty good money.

### **"Naming Page, Arizona"**

That makes me think of a story of Glen Canyon. When we were designing Glen Canyon, we had to build a city, also. When that city was being built, Dexheimer was Commissioner at the time, and he called me in and he says, "Ted, we've got to name that city. Come up with some ideas." Personally, with all humility, I would say I consider myself an idea man. I'm quite imaginative. My dad was the imaginative person in the family. So I get stimulated with ideas. Well, anyway, Dexheimer says, "Well, come up with some ideas."

Well, we thought Senator Hayden was a good guy. Why not name it after Hayden? But I looked up in the postal directory. There was a Hayden City already in Arizona. So we came up with whether we should name it R.F. Walter or whether we should name it by some congressman. But the rules were it had to be a dead person, that it couldn't be a living person. So we wanted to bring out some geographical names and so forth, and we had all kinds of names.

And then finally I wrote a memorandum, and I have that memorandum in my files, saying, "Why don't we call it Page?" Dexheimer was a very close friend of Page's, because they worked together at Hoover Dam. And he said, "Great." He sent the memorandum back to me. He says, "Keep this." And I have it. So it was named Page, Arizona, after John C. Page. I feel that, well, there was a spark.

### **"Hoover Dam as World Leader in Dam Development"**

Talking about exploitation, following the war, the Bureau began traveling to these various countries and they did find that there were developments going on elsewhere. Well, Hoover Dam, when it was built—I'll repeat this again—it was the largest dam in the world, the largest reservoir, the highest voltage, the largest generating units in the world, and today they're in about thirty-third place. But Hoover Dam sparked the thing. From Hoover Dam, other dams have been built. You have Vaiont Dam [Italy] and you have Kariba [Africa] and you have Guri [Venezuela] and you have others.

To read the full interview of [Thaddeus W. Mermel](#), [click here](#), or if you prefer a hard copy contact [Chantel Bouchard](#), Regional Office Library Coordinator.

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U.S. Department of the Interior  
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## In Transition

### **Former Denver Employee Kenneth Phillip Hooker Sr. dies**

Kenneth Phillip Hooker, Sr. was born to Bryan and Etta Hooker on March 30, 1926 in Denver and went home to be with the Lord on July 10, 2013.

Ken was raised in his younger years in eastern Colorado. During his junior year of high school he left school because of the war effort and moved to Washington State with an uncle to work for Boeing Aircraft. Going back to school, he graduated from South High School in Denver in 1947.

He served in the Army in Washington, D.C. in the Signal Corp. After his discharge, he married Shirley Martin Sept. 10, 1950 at the Christensen Ranch in Dillon, Colo. He worked for the Bureau of Reclamation until 1951. They moved to Denver and lived there until 1955, when they moved to Grand Junction, Colo. He worked for Public Service Co. of Colorado (now Excel Energy) for 30 years. He also owned and worked a small peach orchard. In 1979 he was transferred to Pawnee Power Plant in Brush, Colo. where he was a maintenance supervisor and was lovingly known as “Gramps.”

Ken loved fishing, hunting, skiing and camping with his family. After retiring in 1986, Ken and Shirley made several moves helping family and friends whenever they could. Their last move in 2004 was to Isanti, Minn. to the “Gramma” house on the farm of their son-in-law and daughter, Lyle and Nancy Peterson.

Ken was a quiet man who loved the Lord. He is survived by his loving wife of 62 years, Shirley; his children, Ken, Jr. (Sue) of Grand Junction, Colo., Nancy (Lyle) Peterson of Isanti, Richard (Jan) of Endicott, Wash.; 12 grandchildren; 12 great-grandchildren; sister-in-law, Wanda of Palisade, Colo.; by many nieces and nephews as well as many friends.

A memorial service will be held at 11 a.m. Saturday, July 20 at First Baptist Church in St. Francis. Ken will be buried in Breckenridge, Colo. with many of his family. Memorials preferred to St. Francis Christian School, St. Francis. Cremation arrangements were entrusted to the care of Strike Funeral Home – Isanti Chapel.

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## Reclamation Trivia

Here's this week's set of questions:

1. Located on \_\_\_\_\_ acres of land, the BGNDR facility opened in \_\_\_\_\_ and provides clients with six indoor test bays, a laboratory, office space, a 30-seat conference room and outdoor test areas for testing and developing a variety of advanced water technologies.
2. On June 26, 2013, the Supreme Court ruled that Section 3 of the Defense of Marriage Act is unconstitutional. **True or False**
3. Thaddeus (Ted) Mermel worked for the bureau for 40 years, helping to design the Hoover, \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_ dams.

Last week, We asked,

1. Young humpback chub are **silver, have small eyes and large fins**, but have not yet developed the pronounced **hump behind their head**.
2. E-waste is highly toxic. **True** (It contains lead, cadmium, mercury, tin, gold, copper, pvc and brominates, chlorinated and phosphorus based flame retardants.)
3. The UC Regional Library has a collection of **110** oral history interviews conducted by Historians, with various Reclamation employees throughout the years.

Last winner was – **Jason Christensen – 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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## What Is the Media Saying About Reclamation This Week?

[APR: Tribes in Colorado, Montana assert sovereignty on water](#)

[Rare sighting sparks N.M. birding frenzy](#)

[Arizona official cites state's water policies as model for Colorado River](#)

[Industry News - Summer rain still not enough](#)

[Whole Foods raising funds for Colorado River Project](#)

[Industry News - Lake Powell shrinking fast](#)

[Colorado Develops National Hydropower Model](#)

[Experts to testify at Colorado River supply gap Senate hearing](#)

[Recreation on Lake Powell](#) video

[Industry News - Carlsbad farmers left high and dry](#)

[Rio Grande swells](#)

[Projected Colorado River Flow Declines Portend Decrease In Real Estate Values Across Southwest](#)

[Western Watershed Enhancement Partnership](#) video

[Water level low in Canyon Ferry Lake](#)

[Low Levels at Canyon Ferry Lake](#) video

[Work underway at Navajo, water levels monitored](#)

[Colorado River Basin Two-Year Study on Water Shortage](#) video

[July 26 Comment Deadline for Goose Bay Marina Modernization](#)

[Colorado River storage to hit all time low](#)

[Feds pledge alliance on fire risks](#)

[Share your ideas about area's water future](#)

[Could new rules bury citizen paleontology?](#)

[Lake Powell shrinking fast](#)

[Utah's shrinking reservoirs hard on fish, boaters](#)

[Carlsbad farmers left high and dry](#)

[Glen Canyon Dam Adaptive Management Work Group Meetings Notice Posted in Federal Register \(7/17/13\)](#)

[Feds warn of early end to Rio Grande irrigation](#)

[Saving New Mexico water from evaporation](#)

[Ask Eddie - Rain coming too late for Rio Grande Valley](#)

[Rangelands thirsty for relief from drought](#)

[San Juan County homes sales slip](#)

[Fuel leak 'Plan B' not that simple](#)

[New federal study indicates less available water for New Mexico](#)

[WATER: Subpanel to vet Colorado River supply and demand study](#)

[Declining river flows in Colorado River Basin could stir economic woes](#)

[Wedig: Help shape Utah's water future](#)

[Creeping toward shortage on the Colorado River](#)

[Senate sends 2 bills for Utah dam projects to Obama's desk](#)

[Drought in New Mexico](#)

[Utah's Lake Powell](#)

[More funding possible for Lewis & Clark](#)

[OURAY COUNTY Fire helicopters inspected for mussels](#)



[Drying Rio Grande forces emergency measures to keep silvery minnow afloat](#)

[Blue Mesa Reservoir at Curecanti NRA, Western Colorado Blue Mesa...](#)

[Last water release in New Mexico leaves farms at mercy of Mother Nature](#)

[Drought watch: Elephant Butte drops to lowest level since the early 1970s](#)

[Drought watch: lower Rio Grande irrigation shutting down](#)

[Help Save the Colorado River and maybe win a Raft Trip](#)

[Colorado River's future closely tied to that of national parks, advocate says](#)

[Texas could lose \\$395 million if Mexico doesn't honor water treaty](#)

[Endangered fish salvaged along drying Rio Grande](#)

[AROUND NORTHERN NEW MEXICO \[Albuquerque Journal, N.M.\]](#)

[Federal water managers warn of early end to Rio Grande irrigation](#)

[Texas fights zebra mussel migration](#)

[Colorado River faces drought, could affect Utah parks](#)

[In Our View: Water meetings](#)

[Residents in Middle Rio Grande Valley to see changes in river's flow](#)

[Third Hydroelectric Station at Black Canyon Dam video](#)

[Modernizing Goose Bay Marina](#)

[Modernizing Goose Bay Marina 1](#)

[In brief: Rio Grande flow to begin dropping](#)

[Arizona Acts to Prevent Spread of Quagga Mussels](#)

[Letter: Develop our water](#)

[State Police warn of flash flood risk in Pecos River Canyon](#)

[Deal by NM irrigation district aims to help grow riverside vegetation such as cottonwoods](#)

[Rainfall prompts opening of NM state parks, Rio Grande bosque areas](#)

[Drought Turns the Rio Grande Into The "Rio Sand"](#)

[Agencies say dam fixes are helping salmon](#)

[Heinrich joins in Alamogordo desalination facility award](#)

[Despite dry weather, Carlsbad has a history of floods](#)

[Rio Grande as plumbing](#)

[Wildfire ash poses risks for some New Mexico farmers](#)

[Lake Powell sandstone absorbing huge amounts of water](#)

[Discovery of quagga mussels at Lake Powell will affect boaters and anglers](#)

[On the lookout for mussels](#)

[Lake Roosevelt levels heading toward full pool](#)

[Last water release in New Mexico leaves farms at mercy of Mother Nature](#)

[Santa Fe prepared to use ground water for summer demand](#)

[Study: Lowering Lake Powell would curb losses from bank seepage](#)

[Dam Deconstruction](#)

[Rains bring relief for some NM farmers, but could pose problems in southern part of state](#)

[Glen Canyon Dam's evaporating hydropower](#)

[Document favors trail development](#)

[Water: Study identifies major 'leakage' from Lake Powell](#)

[Price for share of Colorado-Big Thompson water project in northern Colorado reaches new high](#)

[Rio Grande River drying up](#)

[Colorado River matters on IID Board agenda](#)

[Drought watch: Water thieves subject to fines](#)

[San Luis Reservoir near history low](#)

[Rio Grande may dry up](#)

[Rio Grande bone dry because of drought](#)

[Clearing up confusion on future of Colorado River flows](#)

[Irrigating the Rio Grande](#)

[Cash-strapped N.M. farmers sell water to drillers](#)

[Scientists aim to clear up climate confusion about Colorado River](#)



[Udall Stands up for N.M. in Energy and Water Appropriations Bill](#)

[Irrigation season for MRGCD trickling to an end](#)

[Irrigators to see Rio Grande flow drop](#)

['Crown jewel' of Colorado River project turns 50](#)

[Colorado River water shortage could happen](#)

[Lake Roosevelt levels declining slightly](#)

[Santa Fe reservoir levels raise concerns](#)

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[New Mexico mired in severe drought](#)

[They said the sequester would be scary. Mostly, they were wrong.](#)

[Bureau of Reclamation holds meeting on Goose Bay plans](#)

[Parched New Mexicans hope for monsoon rains](#)

[Water puzzle getting complex](#)

[The Shrinking Colorado River](#)



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