

At Northwest Middle School Science Rocks



By Stacey Smith
Communication Specialist
Upper Colorado Region

Reclamation's Upper Colorado Regional Office and the Bureau of Land Management (BLM) were invited by Northwest Middle School to make science-related presentations on February 24-25, 2014, as part of the Youth Diversity Outreach Initiative. This event was similar to other career days held at this diverse Salt Lake City, Utah, middle school, which included about 60 eighth grade science students for two classes and two days just before the school ended.

Northwest Middle School was one of the five schools recently visited by the U.S. Secretary of Education, Arne Duncan. The visit was one of five stops on Secretary Duncan's Partners in



Progress tour, which highlights America's ingenuity in education at work. "I came here for a really specific reason. This school has made phenomenal, phenomenal progress," Duncan said. "In a short amount of time, not decades but in a couple years, (Northwest has produced) dramatically, dramatically different results." U.S. Secretary of Education, Arne Duncan

Day 1 started with the students picking up the 'Engineer a Dam' student worksheet and their daily starter available at the front of the class. Northwest, Science teacher Delores Frison, explained the process of their daily starter using interactive touch technology for easy access and viewing. Prior to our introduction, Ms. Frison instructed her students to pay attention because they would be tested and graded after these sessions.

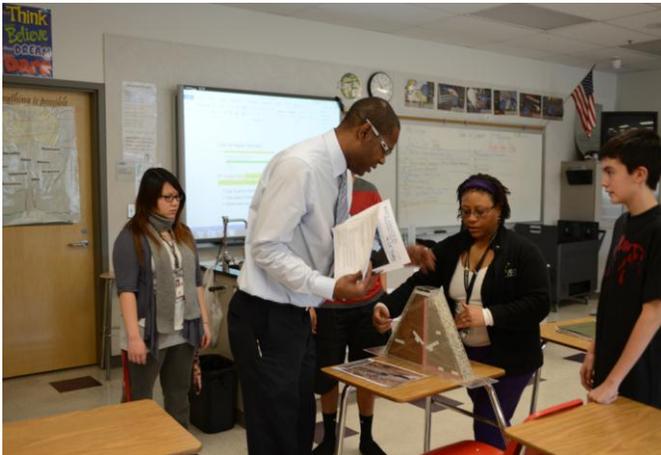
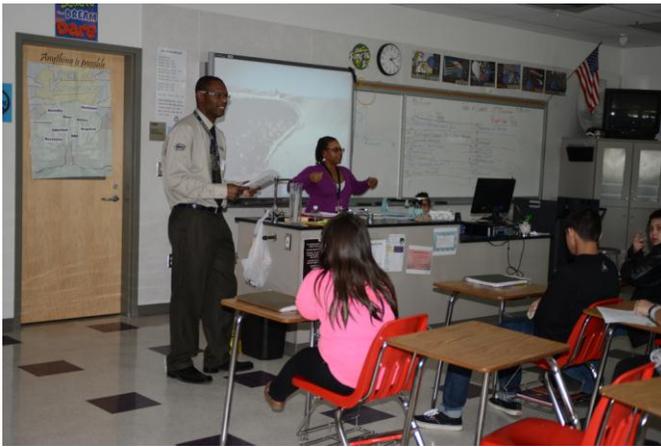
Communications Specialist for Reclamation, Stacey Smith, began by thanking the students, introducing his crew, and talking about Reclamation's background and future. He emphasized the importance paradigm thinking and encouraged the students to pursue a higher education and aggressively work toward reaching their goals. Jeanette Shackelford then introduced the BLM's exciting youth work programs and learning opportunities that are available at her agency. Former student and current Reclamation Pathway employee Amy Dinh briefly explained her current career path and how she converted a 2-month temporary position into a career internship.

Following the oral discussion, Reclamation's presentation included a hands-on dam building activity in support of the science, technology, engineering, and math (STEM) emphasis of the Department of the Interior's youth initiative. The instructors separated the students into multiple teams and gave each team a large plastic box that contained a 3-sided tub where each team would build their own dam. The boxes also contained sand, gravel, clay, and multiple miscellaneous materials that could be used at the team's discretion to plan and construct the dam. They discussed the steps commonly use to design environmentally friendly engineering structures and identified four common types of dams. The teams enthusiastically got to work. At least one team had a lively discussion among its members with debate about the best way to accomplish the task, which commonly occurs between professionals during the design of real dams. Each team was deliberate in their approach and the Federal agency presenters were impressed with the insightful questions, discussions, and interest in natural resources.

Photos below



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WCAO Staff Educates Students on Navajo Reservoir Operation and Hydrology



On February 13, 2014, J.D. Kurz, a science teacher at Pagosa Springs High School invited Ryan Christianson, Water Management Group Chief to present information on Navajo Reservoir operations and hydrology to a Global Science class. Kurz's class is studying the hydrology of the San Juan Mountains and how the hydrology impacts water supply for the region.

Christianson's presentation consisted of providing a brief history of Reclamation, an overview of local Reclamation projects, and more specifically how we forecast our operations of the Navajo Unit. The kids seemed to be very interested and asked intelligent questions, such as "do the Jicarilla Apache Nation and Navajo Nation have to pay for the O&M costs associated with storing their water in Navajo Reservoir?" (answer is that there is a small O&M fee)

After the presentation the class followed up with Christianson by requesting inflow and diversion data. As a class they are using SNOTEL data and an idea of our basic operations to forecast the reservoir elevation of Navajo Reservoir this coming summer. They are going to see if they can do a better job forecasting than Reclamation!

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Michael Dombrowski - Split Between Trespass Issues and Mitigation



Michael Dombrowski is a Reality Specialist for the Western Colorado Area Office in Durango, Colo. His time is split between trespass issue resolution and mitigation project oversight. The thing that Michael likes most about his job is the opportunity to work outside, he said “Miles of fence inspections surrounding bureau projects often must be completed on foot. This makes for good exercise and some interesting treks through scenic terrain”.

When asked about his most memorable assignment, Michael said, “There have been times where I've had to meet individuals on a Friday afternoon to discuss encroachment issues and I'd tell my supervisor, ‘If I don't show up to the office Monday morning, you know where to look for me.’ There was a licensee that I had to confront about violations to his agreement as it related to remote bureau project lands. While such meetings often result in awkwardness and the occasional veiled threat, this meeting was certainly the most memorable. At these types of meetings we always make sure a law enforcement officer is present.”

“Currently, I'm working on a project that involves a situation where a landowner posted a remote part of a Reclamation project as private land. It would appear the wild west is alive and well.”

Before working for Reclamation Michael was in the Marine Corps service as a sergeant of Marines, he received the Global War on Terrorism Service Medal, Iraq Campaign Medal, and Korean Defense Service Medal.

Michael enjoys spending time with his lovely bride and wonderful two year old son. As time permits, he lifts weights, reads, camps, and hunts. When he is unable to leave the house, he spends time developing ammunition for handgun hunting and rifle marksmanship. He also operates a ham radio when all else fails (call sign: KD0WSM).

In February 2014, Michael completed a Bachelor's degree in Organizational Security and Management, accompanied by an Associate's degree in business. He consults locally on security matters and participates as a member of American Society of Industrial Security International. He hopes to attain the rating of Certified Protection Professional this summer through the association.



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Thoughts from the Front Office

Howdy everyone. I hope spring has started well for you. My fruit trees are just about ready to bloom (seems a bit early to me but what do I know). I just got back from east-central Texas (spent some time with my Mom who has been really sick, but doing better now) -- the bluebonnets are just starting to bloom. The hillsides and pastures are spectacular when these spring plants are in full flower.

In my last UC Today article, I summarized the safety meetings that we've started. Today, let me give you an update. So far, Ann Gold, Brent Rhees and I have met with many of you and Brent & I will be in Farmington, NM and Durango, Colo. early next week (March 25th). I have been very impressed, but not surprised at all, by the engagement and commitment each of you bring to the safety discussions we are having. It is readily apparent that the employees of the UC Region are dedicated to personal safety and having safe working conditions for each of our co-workers.

Ann, Brent and I will complete our employee meetings within the next couple of weeks. At that time, we will consolidate all of the comments, questions, suggestions, etc. that we've received either in the meetings or from calls, emails, or personal visits after the meetings. Then, we will work with you to implement any improvements to our safety program. One thing that is obvious as I travel around for these meetings is that we have many "best practices." I want us to spread those excellent practices with our fellow workers around the region. So, much like those wonderful wildflowers that bloom and make seeds that are scattered to more hills and pastures, we can share the fruits of our safety efforts and the results will be equally wonderful (even though in a very different way).

As we've stated before, our goals are twofold -- we very much want to hear from you regarding safety and, we also want you to hear directly from us that, as UC Region managers, we are fully committed to top notch safe working conditions for all of us. Many of you have emphasized in our safety meetings that safety begins with each of us. I know that sounds like a slogan from an old safety poster but it was true then and it is still true today. Please keep sharing your thoughts. I look forward to my remaining meetings and I am even more eager to work with you to implement any necessary improvements.

Cheers, Larry W.

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Revised Temporary Duty Travel Policy

To: All DOI Employees

From: Pam Haze, Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition /s/

Subject: Issuance of Revised Temporary Duty Travel Policy

Effective March 1, 2014, the Department of the Interior (DOI) institutes the following changes to the Temporary Duty (TDY) Travel policy:

- Replaces Implementation Instruction Departmental Manual 347 with the DOI TDY Travel Policy Handbook;
- Clarifies language concerning reduction of per diem;
- Expounds when extended TDY assignments become taxable and the related reporting requirements;
- Iterates new policies on the use of personally owned vehicles at the TDY site;
- Recites new requirements to consider tele-conference, web-conference and video-conferencing instead of travel for meetings;
- Restates conference approval and attendance requirements;
- Clarifies approval needed for internal meetings;
- Imparts the travel agreement requirements for inter-agency and intra-agency travel;
- Conveys information on GovTrip trip-purpose-code-modifications-and-eliminations; and
- Outlines extenuating circumstances that affect travel (e.g., continuing resolution and travel of employees with disabilities).

Based on this issuance, several TDY Travel policy financial management memoranda (FMMs) have been cancelled. The content of those FMMs have been incorporated into the text of the revised policy document. A list of the cancelled TDY Travel FMMs is attached. As a reference when addressing future TDY Travel policy issues, please ensure that your Bureau/Office is aware of the cancelled FMMs.

If you have any questions concerning these changes to the TDY Travel policy, please contact Robert Smith, Departmental Offices Travel and Relocation Lead, at (202) 208-5684 or Robert_Smith@ios.doi.gov.

Attachments:

[Signed Memo](#)

[DOI TDY Travel Policy](#)

[DOI TDY FMMs to Cancel](#)

Visit oneINTERIOR for employee news and events - <http://oneinterior.doi.net>.

Retirement Planning - Is Paperless Retirement Processing the Answer?

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

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Advances in technology are improving our lives every day. But when it comes to federal retirement benefits processing, there's a long way to go. New retirement claims are still being processed manually with paper retirement application forms and printed documentation of federal service records. The result is long delays and big backlogs of unprocessed claims.

Now there's a glimmer of hope, as the Office of Personnel Management last month introduced a [plan for modernizing information technology](#) at the agency that includes advances in retirement processing.

OPM's plan notes that a variety of changes already are taking place under mandates in laws or regulations. These include:

- Conversion of all retirement payments to electronic fund transfers.
- Updating annuity calculators to factor increased retirement contributions for certain federal employees, to include phased credit for unused sick leave for those under the Federal Employees Retirement System, and to account for voluntary Roth contributions.
- Numerous updates to existing calculators or support systems to automate complex business rules.

OPM plans to replace the archaic retirement processing system with a paperless approach that will authorize accurate retirement benefits on the day they are due, answer customers' questions in a timely manner and promote self-service account maintenance. But there's one catch: Every one of these promises is contingent upon additional funding that has not yet been approved.

Here's the list of improvements OPM seeks to implement:

Electronic Individual Retirement Record: This system will eliminate the need for payroll offices to provide hundreds of thousands of paper records each year. OPM needs to merge this data with other pre-retirement data received from agencies and payroll providers for a more comprehensive record of employees' service. During fiscal 2014, the plan is to consolidate this payroll information to make it more broadly available to the employees at OPM who process retirements as well as the agency retirement benefits specialists who work with employees who are planning to retire.

Re-Hosting of Legacy Mainframe-Based Systems: Mainframe computers are antiquated and expensive to maintain. OPM plans to move to a distributed environment, in which networked computers coordinate their actions.

Retirement Data Repository: OPM plans to move from a paper-based environment to an electronic system, integrate with the major federal payroll centers to provide valuable data, and mesh the data stored in the RDR with the retirement calculator so that benefits can be computed electronically.

Case Management: A state-of-the-art case management system will enable tracking and reporting on documents and cases as they are processed, significantly reducing manual data entry.



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Retirement Data Viewer: Based on a pilot project conducted in fiscal 2013, OPM believes continued investment in the RDV will result in a significant drop in incompleteness of retirement cases and in inaccurate dates within case files from agencies.

Online Retirement Application: Employees will be able to complete, electronically sign and submit their retirement applications using this web-based tool. Employees who are planning to retire will have access to more accurate counseling and a more refined annuity estimate based on more and better data.

If funding is approved, OPM says it can complete the system by the end of 2015. Time will tell if modern technology will prevail and be implemented so that federal employees will be able to move seamlessly from employment into retirement without the errors and delays that have caused many recent retirees so much frustration.

By Tammy Flanagan

<http://www.govexec.com/pay-benefits/retirement-planning/2013/08/mystery-vanishing-service-credit/67946/>

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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 Harold G. Arthur Chief Engineer

Mr. Arthur graduated from the School of Mines with a Bachelor of Science degree in Civil Engineering in 1935. After a temporary summer job working for the South Dakota State Highway Commission, Mr. Arthur received an offer from the Bureau of Reclamation to work on the Casper-Alcova Project. He would later retire in May 1977, after devoting about 40 years to the Bureau of Reclamation. What follows are excerpts from Mr. Arthur’s oral history book:

Worked on Development of the XB-36 Intercontinental Bomber

I was what they call a stress analyst on the XB-36 airplane. The “X” is “experimental.” The B-36 was the first intercontinental bomber that SAC [Strategic Air Command] had after the war. It was the *last* propeller-driven airplane of the bombers. It was a six-engine pusher, a *great* big airplane. It was designed to fly from the West Coast to bomb Tokyo and come back without refueling to fly from New York to Berlin and back without refueling.

“ . . . nobody knew but that Europe would fall, and the United States would be fighting Hitler *from* this country. . . .”

Yeah, it was a big sucker. And at that time, in ‘42, at that time it was purported to be the number one priority project in the United States arsenal, because nobody knew but that Europe would fall, and the United States would be fighting Hitler *from* this country. So this long-range bomber was an essential development, and it made the B-29, which was developed during the war, look pretty small. It had much longer range. The first one was flown right after the war



ended. But they went into production and I think they produced a couple hundred of them. These were the Strategic Air Command bombers that were—they kept a couple in the air all the time, armed with nuclear bombs to counter the Soviet threat. One of the big bases was up at Rapid City. But I worked on that airplane.

“ . . . had it not been for Teton Dam, I would have retired earlier than what I did. . . ”

Yeah, let me explain a little bit about my retirement. I had decided a long time before I reached the point of retiring that I would retire at age sixty-two. I decided that was time to hang it up. I would be sixty-two in '76, in August of '76. It was in June of '76 that Teton Dam failed. That kept me from retiring, for two reasons: one was . . . Well, the Bureau was under fire, under a lot of pressure, because of the failure of Teton Dam, was being attacked from every quarter and roundly criticized and so forth. There were two reasons why I wouldn't retire at that time: one was that I didn't want to quit under fire; and the second one was I didn't think that there was anybody else there in the Denver office that could defend the Bureau as well as I could. And I say this because my Deputy was Donald Duck, who had not been in Denver very long—he'd been there, of course, while I was director of design and construction. But he had not been there in the days when Teton was being designed. He wasn't an earth dam designer, like myself, nor was he a long-term Bureau employee, like myself. He had quite a bit of service, but he didn't have the whiskers I had. And he didn't know the people like I did. So I thought I was in the best position to defend the organization, and I knew it needed all the support it could get. So I stayed on. Now how long I would have stayed on if permitted to do so, I don't know. I hadn't quite made up my mind on that. But in '77, I got a call. I was up in Helena, Montana, looking over a project up there that we were having a little trouble with on a dam. I was up there looking at that and I got a call from [Commissioner] Keith Higginson, and he said, "I wanted to tell you the secretary is making a speech today at the Washington Press Club, and he's going to announce that anybody with the Bureau at the time of the Teton failure is being gotten rid of, and that includes you."

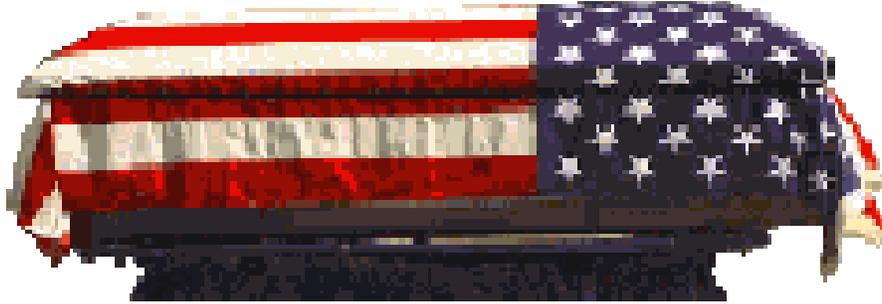
To read the full interview of [Harold G. Arthur click here](#), or if you prefer a hard copy contact [Chantel Bouchard](#), Regional Office Library Coordinator.

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The Meaning of the Flag-Draped Coffin



All Americans should be given this lesson. Those who think that America is an arrogant nation should really reconsider that thought. Our founding fathers used GOD's word and teachings to establish our Great Nation and I think it's high time Americans get re-educated about this Nation's history.

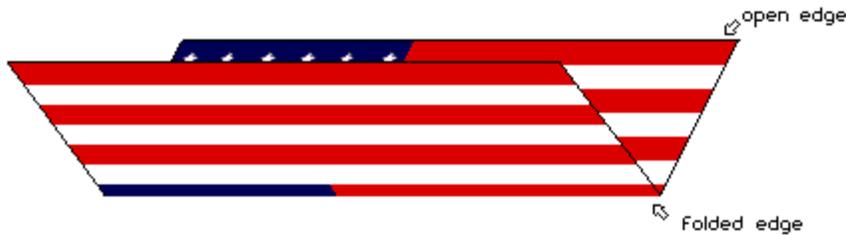
Pass it along and be proud of the country we live in, and even more proud of those who serve to protect our 'GOD-GIVEN' rights and freedoms.

I hope you take the time to read this ... To understand what the flag draped coffin really means ... Here is how to understand the flag that laid upon it and is surrendered to so many widows and widowers:

Do you know that at military funerals, the 21-gun salute stands for the sum of the numbers in the year 1776?



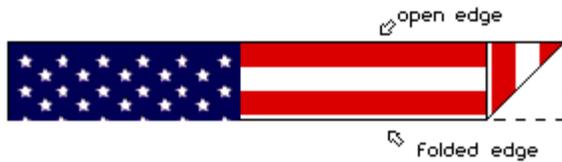
Have you ever noticed that the honor guard pays meticulous attention to correctly folding the United States of America Flag 13 times? You probably thought it was to symbolize the original 13 colonies, but we learn something new every day! The 1st fold of the flag is a symbol of life.



The 2nd fold is a symbol of the belief in eternal life.



The 3rd fold is made in honor and remembrance of the veterans departing the ranks who gave a portion of their lives for the defense of the country to attain peace throughout the world.



The 4th fold represents the weaker nature, for as American citizens trusting in God, it is to Him we turn in times of peace as well as in time of war for His divine guidance.



The 5th fold is a tribute to the country, for in the words of Stephen Decatur, 'Our Country, in dealing with other countries, may she always be right; but it is still our country, right or wrong.'



The 6th fold is for where people's hearts lie. It is with their heart that they pledge allegiance to the flag of the United States of America, and the Republic for which it stands, one Nation under God, indivisible, with Liberty and Justice for all.

The 7th fold is a tribute to its Armed Forces, for it is through the Armed Forces that they protect their country and their flag against all her enemies, whether they be found within or without the boundaries of their republic.



The 8th fold is a tribute to the one who entered into the valley of the shadow of death, that we might see the light of day.





The 9th fold is a tribute to womanhood, and Mothers. For it has been through their faith, their love, loyalty and devotion that the character of the men and women who have made this country great has been molded.

The 10th fold is a tribute to the father, for he, too, has given his sons and daughters for the defense of their country since they were first born.



The 11th fold represents the lower portion of the seal of King David and King Solomon and glorifies in the Hebrews eyes, the God of Abraham, Isaac and Jacob.



The 12th fold represents an emblem of eternity and glorifies, in the Christians eyes, God the Father, the Son and Holy Spirit.

The 13th fold, or when the flag is completely folded, the stars are uppermost reminding them of their Nations motto, 'In God We Trust.'



After the flag is completely folded and tucked in, it takes on the appearance of a cocked hat, ever reminding us of the soldiers who served under General George Washington, and the Sailors and Marines who served under Captain John Paul Jones, who were followed by their comrades and shipmates in the Armed Forces of the United States, preserving for them the rights, privileges and freedoms they enjoy today.

There are some traditions and ways of doing things that have deep meaning. In the future, you'll see flags folded and now you will know why.

Share this with the children you love and all others who love what is referred to as the symbol of 'Liberty and Freedom.'

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The Safety Factor

Employee Safety at the Bureau of Reclamation

John Baals | Acting Director
Security, Safety, and Law
Enforcement

Safety has been a crucial aspect of the daily work at the Bureau of Reclamation for the entirety of its history. In order to carry out our mission, it is essential we work in secure environments while limiting our exposure to any dangerous situations.

In the past year, we have encountered several incidents that highlight our need to discuss Reclamation's safety culture. I was devastated by the heartbreaking accidents at two of our dams, where Dan McCulloch, a power plant operator, suffered severe burns from a high energy arc flash event in the John Keys Pumping Plant at Grand Coulee Dam and Hal Jensen, a Pacific Northwest



Former Commissioner Mike Connor recently recorded a video discussing employee safety at Reclamation. View the video at <http://intra.usbr.gov/ssle/safety/>.

Region construction engineer, died after sustaining extensive head injuries in a work-related accident at Pinto Dam in Washington. These tragedies follow several incidents in which we were lucky to not sustain serious injuries, in addition to an OSHA inspection at Hoover Dam last year that identified a

number of safety violations that we then addressed. Safety is a core value, and our employees are our number one resource at Reclamation. We need to take care of you, and you need to take care of yourselves and each other. Safety is everyone's responsibility.

Continued on page 2



In the coming months, we will institute a series of initiatives to ensure everyone has proper training in their daily work, as well as simply to promote safety in everything Reclamation's employees do.

Please make safety a priority in your daily actions, help each other to be and stay safe and report any incidents or conditions that appear unsafe. In 2014, we must focus on carrying out Reclamation's mission in a manner that prioritizes each of you, and, at the end of the day, sends you home safely to your families and friends.

Serious Accident Investigation Team Responds

On December 23, 2013, Hal Jensen, a civil engineer assigned to the Pacific Northwest (PN) Regional Construction Office, fell approximately 35 feet while conducting an inspection of construction activities at Pinto Dam, near Ephrata, Washington. Hal sustained severe injuries and was evacuated to Spokane, WA, for medical treatment, where regrettably he passed on December 25.

On Thursday, December 26, Grayford Payne, who serves

as Deputy Commissioner, Policy, Administration and Budget and is the Designated Agency Safety and Health Official, appointed a serious accident investigation team to inspect the site at Pinto Dam.

The team met with PN personnel to begin conducting the serious accident investigation, including a visit to the accident site and interviews with employees. Their report was submitted in the middle of February and lessons learned will be shared across the bureau.

The Safety Factor is a quarterly newsletter for Reclamation employees produced by Security, Safety and Law Enforcement's Safety and Occupational Health Office to bring attention to topics in safety and occupational health.

Acting Director, SSLE

John Baals

Safety and Occupational Health Manager

Jim Meredith

Safety and Occupational Health Program Evaluations and Focused SOH Audits

Currently, the Safety and Health Office (SHO) conducts comprehensive Safety and Occupational Health (SOH) program evaluations:

- Visits 2 regions annually (3-year cycle)
- Use DOI evaluation criteria
- Identifies regional SOH Program strengths and weaknesses

Additionally, as one of the initiatives Reclamation will institute, focused SOH audits to address issues of concern will now be conducted:

- Visit regions not undergoing comprehensive review
- Focus on specific program issues, e.g., OSHA compliance
- Detailed review of issue
- Cross-regional participation, e.g., Mid-Pacific Region would participate in Great Plains Region audit



Hal Jensen, Civil Engineer, Pacific Northwest Region, was seriously injured in the Monday, December 23, accident at Pinto Dam. Hal died of his injuries on Christmas Day, December 25, 2013, at approximately 8:30 pm.

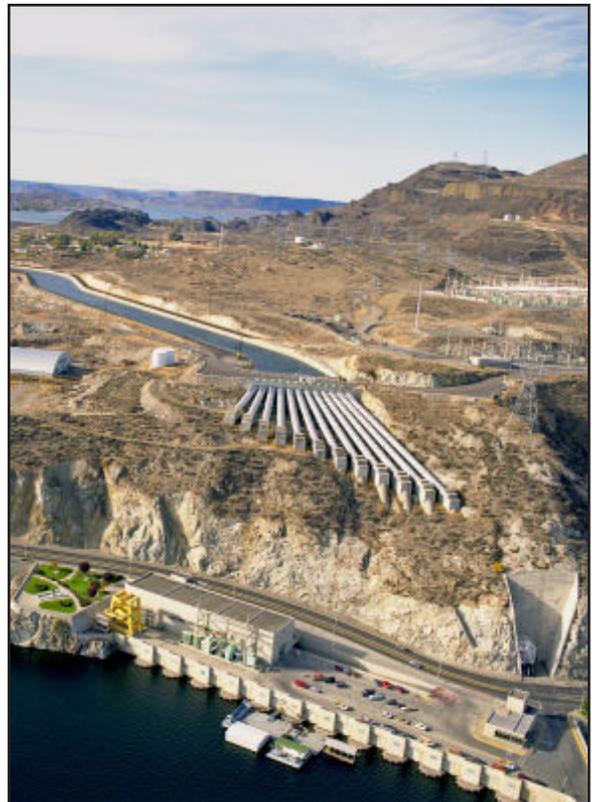
Reclamation Employee Seriously Injured After November Fire at John W. Keys, III Pump-Generating Plant

An arc flash at the John W. Keys, III Pump-Generating Plant at the Grand Coulee Dam, Washington, on Monday, November 18, 2013, started a fire that seriously injured Daniel McCulloch, a Reclamation employee. A second employee, Thomas Leitner, electrician, was treated and released for smoke inhalation. All other employees were immediately evacuated from the plant.

Daniel, a powerplant operator for Reclamation since 2008, was airlifted to a medical center in Seattle, Washington. Daniel was released from the hospital and is recovering.

Reclamation's Grand Coulee Dam fire department was the first on scene, with city fire crews from Grand Coulee and Electric City also called in to assist in extinguishing the fire.

The Pump-Generating Plant at Grand Coulee Dam, located adjacent to Lake Roosevelt and Banks Lake, was completed in 1973, and was re-named the John W. Keys, III Pump-Generating Plant, after the retired Commissioner, at a dedication ceremony on May 12, 2009.



The John W. Keys III Pump Generating Plant at Grand Coulee Dam is the building at the bottom of the photo, the irrigation conduit leading to the canal feeds water into Banks Lake at the top of the photo.

An **arc flash** is a phenomenon where a flashover of electric current leaves its intended path and travels through the air from one conductor to another, or to ground.

Safety and Occupational Health Action Team

A new Reclamation Safety and Occupational Health (SOH) Action Team has been put in place at the direction of Acting Commissioner Lowell Pimley.

Bruce Muller, Jr., Senior Advisor, Design, Estimating & Construction Oversight and Dam Safety Officer, has been appointed as the Chair for the new SOH Action Team with Mike Ryan, Great Plain Regional Director, as the Executive Sponsor.

Bruce and Mike lead the team, consisting of representatives from Power Operations and Maintenance, Water Operations and Maintenance, the Reclamation Design and Construction Coordination Team, Human Resources,

“The key is this program does not stay just within safety channels.”

- Jim Meredith
Reclamation Safety and Occupational Health Manager

Natural Resources, and Public Affairs. This new team will follow up on the Rapid Improvement Work Team (RIWT) outcomes from a meeting held on February 6-7 and will report to the

Reclamation Leadership Team. The team’s immediate task is to create an action plan to address the RIWT findings and recommendations.

“I think this is a terrific step. It moves it out from being a SOH program-driven plan and makes it an organizationally driven plan. I would like for everyone to take this back to their respective organizations and start a larger dialogue with their staffs. The key is this program does not stay just within safety channels,” said Jim Meredith, Reclamation Safety and Occupational Health Manager.

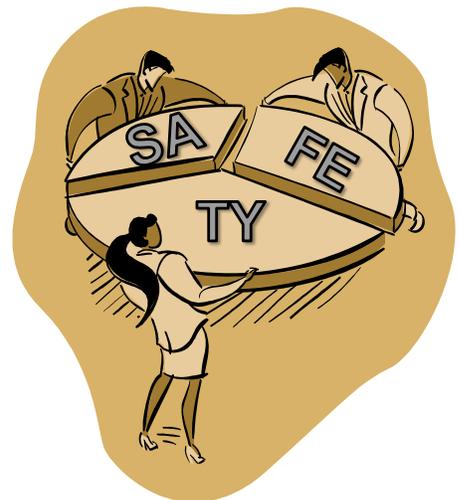
“This is the first of a longer term effort to address the Reclamation SOH culture so that we never have another 2013,” Jim added.

DOI’s Evaluation of Reclamation SOH Program

The Department of the Interior’s evaluation of Reclamation’s Safety and Occupational Health Program found Reclamation needs to establish safety as an organizational value and ensure effective implementation of the SOH program at a working level.

Reclamation must improve its safety culture to ensure employees identify facility hazards and implement SOH programs in everyday work.

Safety is a core value at Reclamation, and its employees are its greatest resource. Reclamation is implementing strategies (see page 6) to reinforce a culture that makes safety a priority in everything it does.



Looking Forward: Employee Safety and Occupational Health at Reclamation

The DOI report on Reclamation's Safety and Occupational Health Program and the report from the Rapid Improvement Work Team (see page 5) both indicated a need to instill a culture of valuing safety and occupational health at all levels and in all sectors of the organization.

Bringing about such a change can't be accomplished solely through words in a policy statement or even the most moving message from a senior official in the organization. It requires a commitment to invest time and resources in changing the behavior of our employees, supervisors, managers, and executives throughout the organization.

The current state of Reclamation's safety culture

didn't develop overnight and won't be corrected overnight. However, a series of initiatives are underway that will instill new values and shape a new culture.

Reclamation will provide a multifaceted approach to raising awareness for safety and occupational health issues, provide the basis for accountability for following established standards, and encourage better recognition of hazards and exposure conditions.

The goal is to integrate key concepts of hazard and exposure mitigation into everything Reclamation's does to deliver water and generate power. Reclamation's employees approach their work with a "can-do" spirit and commitment to their mission, and it is important

that such work is accomplished in a safe and healthful manner.

Reclamation places great value on relationships and collaboration for finding creative solutions and their implementation. Tapping this value to ensure everyone is looking out for each other's safety and occupational health could substantially reduce safety and occupational health issues in the workplace. Safety is everyone's responsibility.

It may take time for the culture of Reclamation to change, but implementing initiatives and actions creates a climate where Reclamation employees can feel productive and innovative while accomplishing their work and go home safely to their family and friends at the end of the day.

Expected Outcomes

- Established expectation of a “**safety-always**” approach to Reclamation’s work
- Management will communicate expectations, roles and responsibilities, ensuring they are clearly understood and implemented
- First-line supervisors will have the necessary resources, education, and support to implement Safety and Occupational Health (SOH)
- Employees will have the necessary resources, education, and support to comply with all SOH requirements

Supervisory Training: Managing Employee Safety and Health

What is this?

- Comprehensive supervisor training to improve understanding and involvement in SOH responsibilities

Why is this needed?

- Significant number of serious “near-miss” events
- Inadequate SOH integration into daily work activities

How do we do it?

- Long-term effort
- Establish leadership expectation and goal
- Develop training package and educate trainers
- Train all Reclamation supervisors

Employer Responsibility

- Provide a safe and healthful workplace

- Correct SOH deficiencies
- Ensure all workers comply with SOH requirements

Employee Expectations

- People go to work every day, but don’t expect to be injured. Rather, they expect their employer to provide a safe work environment and to ensure protection from job hazards and to go back home to their loved ones at the end of the day.

Employee Responsibility

- We all share the responsibility for encouraging a safety culture and to improve safety behavior and performance in the workplace.
- We all share accountability to encourage our peers to value safe work practices and safety programs in a positive, proactive way.

Keys to Long Term SOH Success

- Management and employee commitment
- SOH must be part of daily conversation at all levels
- Hazard recognition & awareness is crucial
- There must be programmatic accountability for SOH
- Everyone must understand their role and their responsibilities
- Continuous improvement must be embraced and realized
- We should all feel awarded when we go home safe every day

Max Spiker Selected as Reclamation's Power Resources Manager

The Bureau of Reclamation has selected Max Spiker as the Power Resources Manager. Spiker will work with the Senior Hydropower Advisor and Reclamation offices in managing Reclamation's hydropower operation and maintenance program, reliability compliance program and renewable energy program.

"Max brings a wealth of knowledge and experience in hydropower to this position," Senior Hydropower Advisor Kerry McCalman said. "His leadership and technical skills will be a valuable asset in accomplishing Reclamation's goals in hydropower operations and maintenance, electric system reliability and renewable energy development."

Since 2010 Spiker has been the Operation and Maintenance Program Manager in the Power Resources Office providing policy direction and oversight of the operation and maintenance of 53 federal power facilities in the 17 Western states.

Prior to that, Spiker was the Upper Colorado Region Power Manager where he managed the power program on the upper Colorado River and its tributaries, including Glen Canyon Dam, Flaming Gorge Dam and the facilities on the Gunnison River.

Previously Spiker held multiple positions including mechanical journeyman at Hoover Dam, Facility Manager at Green Mountain Dam, Estes Lake and Marys Lake power plants, Facility Manager of the Colorado - Big Thompson Project and Deputy Power Manager of the Upper Colorado Region.

He has more than 25 years of experience with Reclamation. Spiker graduated from Weber State University with an Associate of Science degree in Construction Technology in 1988.



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Important Construction and Move Updates



All-Employee Meeting!

On Wednesday, April 9th from 10 – 11 a.m., Regional Director Larry Walkoviak will host an all-employee meeting to discuss progress on construction of our new 7th and 8th floor workspaces as well as discuss our upcoming move to that new space. To better accommodate all employees, the meeting will be held in room 2404 *as well as* via video and audio stream to room 8102, staff are welcome to go to either location and RSVP is not necessary. After Larry provides an update there will be an opportunity for questions and answers.

New Space Tours!

Staff, managers, and leadership will have four opportunities in the coming weeks to tour the new workspace. The tours will be offered on the 8th floor for 30 minutes each in order to accommodate construction schedules. Hosted by Regional Director Larry Walkoviak and Assistant Regional Director Brent Rhees, the tour is intended as an overview and will highlight features of the new cubicles, offices, meeting spaces, and community spaces as well as a floor tour to take in the new shared view of our city and surrounding mountains. Employees are welcome to attend any or all of the tours, no RSVP required. Dates and times for the tours are as follows:

Thursday, April 17th: 10:00 – 10:30 a.m.; 1:00 – 1:30 p.m.
Tuesday, April 22nd: 10:00 – 10:30 a.m.; 1:00 – 1:30 p.m.

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Sharing Our Diversity by Sharing Your Recipes

From the kitchen of **Lori Heibult – Peruvian Chicken and Rice**

INGREDIENTS:

2 Red Onions
2 Bunches Cilantro
3 tbs. finely chopped garlic
4 cubes Chicken Bullion
6c. Chicken Broth
1 Whole Chicken pieced (bone in)
3 Habanero Peppers
Olive oil
Juice of 4 limes
3 cups uncooked rice



Prep:

In a food processor combine cilantro and chicken broth...blend until all liquid

Chop both onions somewhat fine

Finely chop the habanero peppers

In a separate bowl combine habanero peppers, handful of chopped onions, cover with 4tbs of olive oil and all of the lime juice....let marinate for at least 2hrs in the fridge

In a large pan sauté with olive oil the remaining onion, garlic and chicken pieces...do not fully cook the chicken just brown

Add the uncooked rice, chicken bullion cubes and cilantro blend...cook until the rice is done.

Serving:

Plate chicken and rice use the habanero salsa on top: caution the salsa is hot!
Also good with cubed avocado and tomato and warm tortillas

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In Transition

Former UC Power Employee Leon Frank “Rogi” Rogina dies



Leon Frank “Rogi” Rogina passed away on February 7, 2014 after a two-year battle with a rare form of leukemia.

Leon worked for the US Bureau of Reclamation in Dutch John, UT for many years and for the USBR in Casper, WY for two years. He retired from the Flaming Gorge Power plant in 1999.

The Mesquite, NV newspaper acknowledged Leon for his love of and aid to the “Wounded Warrior” program, which recognized him as “The Cane Carver”. He hand-carved more than 100 canes, that he appropriately named “walkin’ sticks”, for the wounded warriors, mailing them in groups of two and three to the Washington D.C. office who then distributed them to the wounded at the Walter Reed hospital. For his contributions to these brave men and women, Leon and his wife Sue were invited to Washington to attend “Heroes Night.”



Leon's canes were not ordinary. Love, thought, and detail went into each cane. Each cane was unique, imbedded with polished stones, and each contained a hidden angel carved into the intricate etching on the stick of the cane; on some canes, he carved an eagle's head or a face into the handle. On learning of Leon's passing, his service contact in Washington wrote to Sue, "a wounded service member said how special that cane is to her and remarked about the "angel" that was carved in the cane and that now she has a real angel watching over her as she continues her journey through the healing process." How beautiful a legacy Leon left to so many.

*I give you this one thought to keep-
I am with you still-I do not sleep.
I am a thousand winds that blow,
I am the diamond glints on snow.
I am the sunlight on ripened grain,
I am the gentle autumn rain.
When you awaken in the morning's hush,
I am the swift, uplifting rush of
quiet birds in circled flight.
I am the soft stars that shine at night.
Do not think of me as gone -
I am with you still- in each new dawn.*
A Native American Prayer



#####

Former GP Region Employee Martin Lee 'Marty' Glueckert dies

Martin Lee "Marty" Glueckert passed away suddenly on Feb. 27, 2014, of undetermined causes. He was 54 years old.

Marty was born to Fred and Marilyn Glueckert on Feb. 23, 1960. He was the third child of five.

Marty attended school in Helena and graduated from Capital High School in 1978. After high school, Marty entered the military and served three years in the Army. After the military, he went to work for the Bureau of Reclamation in Helena; later he transferred to Rawlins, Wyo., and next to Colorado.

Marty married Cheryl Hodge in May 1987. They had three children.

He was preceded in death by his mother and father, Fred and Marilyn.

Marty is survived by his children, Cory, Eric and Amanda (Brad) Villa; his ex-wife, Cheryl; sisters, Lynn Hanson, Bonnie Glueckert and Janet (Cale) Lang; and brother, Ken (Shelley) Glueckert.

A gathering to celebrate Martin's life is scheduled for 4 p.m. Saturday, March 15, at Anderson Stevenson Wilke Funeral Home with a potluck reception to be held in the banquet hall of the funeral home. Please visit www.aswfuneralhome.com to offer the family condolences or to share a memory of Martin.

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Former PN Region Employee George E. Van Santen dies

George E. Van Santen was born May 5, 1921, at Salem to George and Helen M. (Cook) Van Santen. He was raised in the Salem and Dallas areas, and attended Dallas Grade and High Schools, graduating in 1939. He attended Oregon State College from 1939 to 1943, and then entered the U.S. Army Air Corps during World War II, where he received the Distinguished Service Medal. After the service he returned to Oregon State and graduated with a civil engineering degree in 1946. George worked for the U.S. Bureau of Reclamation for 32 years in Salem and in Vancouver, Wash., retiring in December of 1978.

He lived at the Mennonite Village in Albany from 1994.

George was preceded in death by his parents; wife Florence; son Gerald Van Santen; and sister Helen J. Gilmer.

He is survived by his daughter, Susan Van Santen of New York City.

At his request, no services will be held and his ashes will be interred in Rest Lawn Memorial Gardens in Salem.

The family suggests contributions to the Alzheimer's Association in care of Fisher Funeral Home, 306 Washington St. S.W., Albany, OR 97321.

#####

Former GP Region Employee Lois Watts dies

Lois L. Watts, 93, Bismarck, died March 11, 2014, at Missouri Slope Lutheran Care Center, Bismarck. A memorial service will be held at 2 p.m. Monday, March 17, at First Presbyterian Church, Bismarck.

Lois LaVerne Riggs was born July 3, 1920, to Mabel Alice Wheeler and Grover Cleveland Riggs in Cass County. The Riggs moved to Bismarck in 1921, where she attended all 12 grades, graduating from Bismarck High School in 1938. Lois was active in Rainbow Girls and Girl Scouts, where she earned the Golden Eaglette Award. She graduated in 1942 from University of Nebraska with a bachelor of science in home economics education and a minor in physical education. She taught Home Economics I and II,



Sophomore English and Girls Physical Education for one year in Beach.

Lois married Robert K. Watts July 4, 1943. They moved to Huron, S.D., for one year. While in Huron, their hotel apartment burned along with all their belongings. Bob served in the Army Air Corp as a flight instructor and flew the "Hump" from Burma to China during World War II. During the war, Lois visited Bob in San Antonio, Texas, Long Beach, Calif., and Reno, Nev. She worked for the Bismarck Bureau of Reclamation printing on maps. After World War II, she returned to teaching Home Economics at Mandan High School 1949-51, Bismarck High School 1951-75 and Century High School 1975-76. Lois taught for a total of 28 years. Lois was a member of First Presbyterian Church and sang alto in the choir. She was active in Rainbow Girls, Grand Cross of Color and Home Ec. Club.

In 1976, she resigned from teaching and became the office manager for their business, Capitol Aviation, Bismarck. Capital Aviation was the local Cessna dealer, specialized in charter flights around this region, fishing trips to Canada and Alaska and business and aircraft radio installation and repair. Bob and Lois sold their business in 2001. They donated their original hangar to the Buckstop Junction historical site.

Bob moved into Missouri Slope Lutheran Care Center in November 2009. He asked Lois to come and share a room with him. After 66 years of marriage, she couldn't refuse. She moved in on Good Friday and shared a room for seven and a half weeks. Lois had hoped to return to her own home, but low vision and other problems made Missouri Slope her home. Lois would like to thank the staff at Missouri Slope for their exceptional care for almost four years.

Lois is survived by her nephew, Craig McMurchee and niece, Jean Menke and their children; and two special friends, Tim Schwab and Lynne Bigwood.

Lois was preceded in death by her husband, Robert K. Watts, May 25, 2010; and her sister, Jane McMurchee, Waterloo, Iowa.

Bob and Lois' estate will support Bismarck Public School Foundation.

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John M. Patton left legacy at White Sands

John M. Patton Jr. passed away Oct. 30, 2010 in Phoenix, Ariz., at the age of 94.

Born in Gouldbusk, Texas, to John M. and Mary Allison Patton, he was preceded in death by his high school sweetheart and wife of nearly 60 years, Mary Jane Patton (Elmore); sister Blanche (Patton) Groesbeck Foster and brother Sam Patton.

Jack, as he was known by many, went to work for the Civilian Conservation Corps. (CCC) right out of high school, and then held a number of management and director positions for the Bureau of Reclamation. While with the bureau he was instrumental in the Hungry Horse, Shasta, Grand Coulee, and Glen Canyon Dam projects.



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He was then with the departments of commerce and fisheries in Washington D.C. He was assigned to the Trust Territories of the Pacific as director of finance and budget during its preparation for independence.

He lived on the island of Saipan in the Micronesian Islands for two years. He returned to the United States as the director of administration for the Western Division of National Oceanic and Atmospheric Administration (NOAA) in Seattle. He retired from the U.S. Department of the Interior in 1974.

Upon retirement, Jack and Mary Jane retired to San Diego, where he founded Achievement Dynamics.

He became a member of the La Jolla Kiwanis Club and served as the lieutenant governor of California, Nevada and Hawaii within Kiwanis. As a young man, Jack became involved with the Boy Scouts of America (Jack was an Eagle Scout) and continued his support of the scouts during his retirement.

Jack and Mary Jane were both members of the La Jolla Presbyterian Church and held many different volunteer positions within the church. They moved into White Sands of La Jolla retirement community on their 50th wedding anniversary and were happy to call White Sands their home for 24 years.

While residing at White Sands, Jack held the positions of president, vice president and treasurer of the resident council. He became a member of the board of trustees of Southern California Presbyterian Homes and was appointed to the council on aging that advised the California Legislature.

Jack recently moved from White Sands after 24 years to reside in Phoenix near family. When Jack left White Sands, the retirement community honored him for his many years of service to their community and corporation by naming the Jack Patton Community Room in his honor.

He is survived by his daughter Betty Jean Martindale (Don) of Seattle, Wash.; son John C. Patton (Cyndy) of Surprise, Ariz., grandchildren Julie Patton (Denice) of Phoenix, Ariz.; and John M Patton III (Nichole) of Tucson, Ariz., and great grandchildren Ashley, Courtney, Max and Yesenia. He made the world a better place in many ways throughout his life, and will be honored and remembered.

Read more: [San Diego Community News Group - Obituary John M Patton left legacy at White Sands](#)

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What Is the Media Saying About Reclamation This Week?

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[The power of water rights](#)

[NM, Colorado team up with tribes and federal agencies to save Rio Grande cutthroat trout](#)

[Feds turn to New Mexicans to fill positions](#)

[The Colorado River and the future of the West](#)

[Take a trip to discuss snowpack, safety in mountains](#)

[About Utah: The flood is gone, but great stories remain](#)

[Lake Nighthorse likely to remain closed until '15](#)

[Mesa historic homes](#)

[Google Street View paddles down the Colorado River](#)

[Letter: Utahns use too much water; soon it will be gone](#)

[Drought hits harder in already parched Indian Country](#)

[Colorado Leads The Way On 'Small Hydro'](#)

[Minute 319 water release will rebuild a habitat](#)

[NM, Colo., tribes aid native trout](#)

[Sand Hollow Free of Invasive Quagga Mussel video](#)

[Durango Lake video](#)

[Pecan growers worry about high water table from recharge](#)

[Rio Grande water releases to wait until June](#)

[Feds funnel \\$28M to New Mexico water projects](#)

[International Boundary and Water Commission Meeting To Be Held in IB](#)

[N.M. slams federal bid 'to grab our groundwater' in high court fight with Texas](#)

[Obama issues veto threat over ski-area water rights](#)

[SXSW Film Review: 'DamNation'](#)

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[Redefining surface water and groundwater could be game-changer in Texas](#)

[NM gets \\$28 M for water projects](#)

[Udall, Heinrich Announce \\$1.7 Million for Eastern New Mexico Rural Water System Project](#)

[Arizona: "How Can People Live Off This Land?"](#)

[Water Lines: What will the future of our rivers look like?](#)

[Federal Boost For New Mexico Water Projects](#)

[Google Maps launches 'river view' of Grand Canyon](#)

[Proposed \\$1 billion Reclamation budget supports sustainable water supplies, renewable energy, infrastructure, and strengthening tribal nations](#)

[Industry News - Pecan growers worry about high water table from recharge](#)

[Rio Grande Cutthroat Trout Conservation Agreement](#)

[**Lawmakers declare war on quagga mussel**](#)

[President Proposes \\$11.9 Billion FY2015 Budget for Interior](#)

[Decision draws near on last undammed river out West](#)

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[**Living with less water: Lessons for Californians – and the rest of us – from a New Mexico village**](#)

[Bureau of Reclamation Funds Water Infrastructure Projects in the West](#)



[Utah's CUP doesn't runneth over in Obama's budget](#)

[Colorado River dam opening for flood experiment](#)

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[Former Santa Fe County Manager tabbed for federal water agency](#)

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[Utah Supreme Court hears hotly contested water war on oil sands development](#)

[After 54 years of thirst, the U.S. and Mexico partner to save the Colorado River Delta](#)

[Colorado River Returns To Mexico](#)

[Polycom Capture Server Appliance Sought by Interior Department](#)

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[In the American West, Water Is a Political Weapon](#)

[Collaboration the way to protect river](#)

[The little fish that could](#)

[The story of a fish, a river and what's ahead for property owners](#)

[Our snowpack is short of normal levels](#)

[Eddy County History: McMillan Dam once one of the greatest in the world](#)

[Irrigation season begins in New Mexico](#)

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