

3D Intelligent Model of Glen Canyon Dam



The Bureau of Reclamation constructed numerous dams and powerplants since 1902 utilizing traditional engineering methods and equipment to produce two-dimensional (2D) engineering drawings for design and construction activities. These drawings were drafted by hand until the 1980s when computer aided design (CAD) was introduced in Reclamation. Engineering drawings are still the main output of design and operation and maintenance (O&M) activities today. A major disadvantage of engineering drawings is their focus on discrete components or systems with little reference to adjacent or complementary systems. Recent advances in data capture, three dimensional (3D) CAD models and building information modeling (BIM) have created options for unified intelligent models far beyond current practices.

Using commercial off the shelf software and equipment currently operated by Reclamation, this Science and Technology Program project (project ID: 9748) funded by the Research and Development Office seeks to create a unified intelligent model of Glen Canyon Dam and Powerplant to foster enhanced facility management.

This intelligent model would serve as a basis for design, O&M, asset management, monitoring, security, and outreach/education. Overall facility operation and management would be enhanced through managers and personnel having better understanding of the facility and interrelated and interconnected systems.

Reclamation has utilized Autodesk software, mainly the AutoCAD product family, for over 25 years. These products are used on a daily basis in many offices throughout Reclamation. Reclamation has a long



history of collaboration with Autodesk. Autodesk approached Reclamation with a project proposal to create a unified intelligent model of a Reclamation dam and powerplant. Autodesk will also provide funding for a significant portion of the project. The tasks to create this model will be performed by Autodesk and Reclamation personnel. This project will combine and extend several technologies to prove that laser scanning, CAD and BIM can create a unified intelligent model that can be utilized for design and construction, O&M, facility management, safety and security, etc. All data will be carefully reviewed and screened before any release.

The proposed project tasks consist of three phases, (1) capture the interior and exterior of the powerplant and dam exterior using stationary laser scanning equipment. (2) Employ aerial photography and underwater sonar to capture the upstream and downstream faces of the dam as well as conditions ¼ mile upstream of the dam site. (3) Create an intelligent 3D model of the facility with overlays for O&M, facility management, security, power distribution and geographic information system.

This project has the potential to allow for virtual tours from our visitor center granting access to "non-sensitive" areas of the dam and powerplant that can no longer be visited in person since 9/11 and to areas that even before 9/11 would have been off limits for safety reasons.

Virtual tours can be made available to youth throughout the United States and in many cases underprivileged youth who may never have an opportunity to actually visit a site like Glen Canyon Dam. This type of access may inspire the next generation of children to pursue a career in the sciences.

Colleges could potentially have the ability to use real data and examples cut from our models for educational purposes what better way to learn about the function of a hydroelectric than from an actual working model.

On Monday, August 29, Reclamation staff from every region joined Autodesk to start these phases of work. The 3D image of the pump demonstrated is just a small example of what this project will look like and can accomplish.

Photos Below





Helicopter Scanning



Scanner



Scanning with the History Channel



Scanning the release valves

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Crucial Skills

By Gunny Scott
Regional Learning Officer

The famed author and management consultant Peter Drucker once said, “Culture eats strategy for breakfast.” I began working as the Regional Learning Officer in December 2015. Since then, I’ve visited nearly half the offices in our region. As a leadership development instructor and organizational development consultant with thirty years of experience, I believe the Upper Colorado Region, as an organization, excels in many areas. Specific areas of excellence include productivity, quality, employee engagement, safety and cost conscientiousness.

Supervisors appear to genuinely care about their people. Managers support employee growth and learning. Both supervisors and managers inspire teams and individuals toward a clear and shared vision.



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Senior leadership encourages innovation, an entrepreneurial (take ownership) spirit and supports informed decision-making at every level.

One might ask, in this kind of high performing organization, “What’s a training guy to do?” Thankfully, two things lend to my job security. First, “the second law of thermodynamics states that the disorder in the universe always increases.” In other words, if we don’t continually improve our skills through practice and learning, things will eventually fall into a state of disrepair. Second, as a region, we don’t have to be doing bad to work on getting better.

While we excel in many areas, there are things we can do to improve. Many large bureaucracies tend to focus on strategies and ignore culture. In part we do this because, we incorrectly assume the culture *is* what it *is* and cannot be changed or improved. This is a false assumption. Through training a deliberate practice it is possible to improve the culture of any organization.

For the purposes of explanation, let’s say training falls into two basic types-technical training (hard skills) and character-based training (soft skills). Hard skills training helps individuals and teams create and maintain programs, processes and strategies to accomplish our mission and purpose. Soft skills training enables people to communicate, collaborate and succeed across all programs, processes and strategies. Some organizational development research suggests as much as 90 percent of organizational problems (low productivity, unsafe workplaces, high costs, low quality, and employee disengagement stem from communications problems. When the conversation turns crucial, unskilled communicators tend to do poorly. Let’s call these moments—Crucial Conversations.

What is a crucial conversation?

“A crucial conversation is a discussion between two or more people where stakes are high, opinions vary, and emotions run strong. These conversations—when handled poorly or ignored—cause teams and organizations to get less-than-desirable results.” In fact, not handling these conversations well costs organizations time and money. Specifically and according to New York Times Best Selling Author Joseph Grenny, research shows, “employees waste an average of \$1,500 and an 8-hour workday for every crucial conversation they avoid.”

We in the Regional Learning Office provide skill-based training to improve communication that in turn improves safety, spending and results throughout the Upper Colorado Region. The Regional Learning Office plans to provide Crucial Conversations skills training to all region employees. The formal class consists of a single-day of classroom training provided to individuals or intact teams. Since the training teaches a new set of skills not currently practiced by most people, the one-day class is only the first step in ensuring skill comprehension, application and transfer.

In addition to the introductory course, the Regional Learning Office develops Just-in-time training videos. Videos get posted monthly on the Intranet front page. Also, graduates of Crucial Conversations will receive a link to the latest video. When a new video comes out, the previous video will be archived and made available for viewing at ----- . These videos are short in duration—most will be three minutes or less. Each video aims to highlight and reinforce a skill, and assist viewers in applying the skills in real life.

If you want more information about how to bring Crucial Conversations training to your office contact Gunny at dbscott@usbr.gov or call 801-524-3678.



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Southern Rockies LCC Conservation Planning Atlas: Online Mapping and Analysis Platform to Support Science Delivery and Water Resource Management

Join Southern Rockies Landscape Conservation Cooperative Conservation Planning Atlas and Get the Data You Need

What could you do if only you just knew things like predictions of extreme wet/dry climate conditions for the next ten years, watershed impacts from forest restoration, erosion and sediment in the Upper Green River, and loads more?

Well, all you have to do is sign up for an account on the Southern Rockies Landscape Conservation Cooperative Conservation Planning Atlas. Then you, too will be able to:

- Download scientifically-credible datasets
- Upload datasets as public or private
- Organize content into your own private workspace
- Save maps, drawings, and comments
- Create galleries and groups
- Contact other spatially-inspired members

The Southern Rockies LCC Conservation Planning Atlas is a powerful web-mapping and analysis platform that integrates credible data, social networks, and decision-support tools. Resource managers and other stakeholders can use it to discover, analyze, and interpret spatial data on priority topics, including aquatic resource management and climate impacts. This atlas facilitates conservation planning, analyses, and evaluation from common datasets and provides basic mapping capability to users without desktop GIS software. This on-line resource will continue to expand as more data is added contributors. The design of this flexible web-based platform makes it useful for informing management decisions spanning a wide range of topics and geographies.

Join the growing community of resource managers, researchers, and other stakeholders and get the data you need today! Explore the Southern Rockies LCC atlas at <http://srlcc.databasin.org/> and check out some of our galleries:

- [Assessment of connectivity and enhancement of adaptive management capacity on Navajo Nation lands](#)
- [Vulnerability of riparian obligate species in the Rio Grande to the interactive effects of fire, hydrological variation and climate change](#)

The screenshot shows the homepage of the Southern Rockies LCC Conservation Planning Atlas. At the top, there is a logo for the Southern Rockies Landscape Conservation Cooperative and a search bar. Below the logo, the title "Conservation Planning Atlas" is displayed, along with the text "powered by DATA BASIN". A navigation menu includes "Get Started", "Find", "Create", "Collaborate", and "My Workspace". A section titled "Southern Rockies LCC CPA Tour" with the subtitle "A guide to getting started" is visible. The main content area features a grid of various maps and data visualizations, with a magnifying glass icon over one of them. To the right, there is a text box titled "Explore a World of Conservation Resources" which lists several benefits of the platform, such as access to thousands of datasets and a knowledgeable community. At the bottom of the main content area, there are buttons for "Explore", "Create", "Interpret", "Collaborate", and "Next Steps". The footer contains links for "SOUTHERN ROCKIES LCC", "ABOUT DATA BASIN", and "TERMS OF USE", along with a copyright notice for 2016 Conservation Biology Institute.



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Silt Pumping Plant Modernization



In the fall of 2017, after the irrigation season, the Silt Pumping Plant is getting a facelift. Aslan Construction, from Berthoud, Colorado was awarded a \$3.7 million contract to modernize the pumping plant. The pumping plant was completed in 1967 and pumps water to be stored in Rifle Gap Reservoir. Water from the reservoir is used for: Modernization of the pumping plant includes: installing new pumps, refurbishing the pump motors, and replacing the electrical system. Submittals and manufacturing of equipment will begin during the winter of 2016. In the fall of 2017, after the irrigation season ends, work will begin to modernize the pumping plant. Work will be completed before the 2018 irrigation season.

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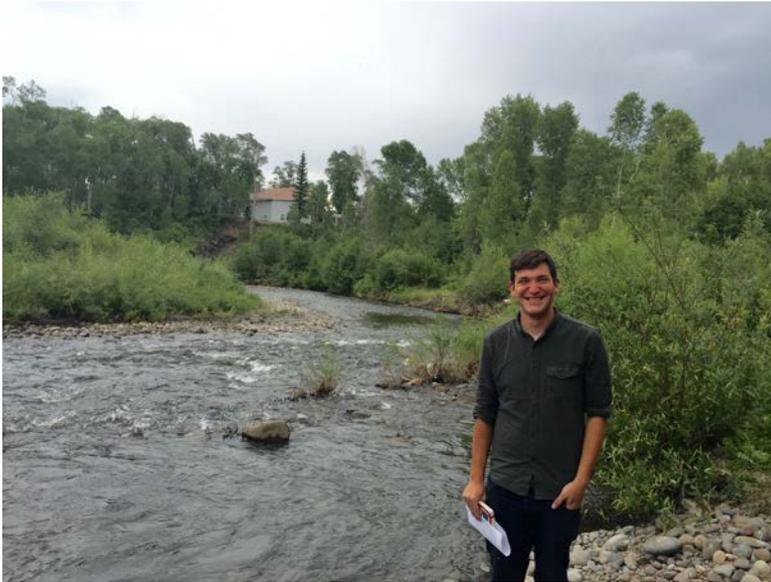
Reclamation's First AmeriCorps VISTA Volunteer A partnership between Reclamation and the Chama Peak Land Alliance

With the first rays of morning light, New Mexico's Upper Chama watershed reveals itself. The valley extends south from Cumbres Pass, winding its way over ridgelines and through meadows. Dropping in elevation, forests of mixed conifer slowly change to tall Ponderosa Pines and then rolling plains of juniper and grasslands. Twenty-six miles to the south lie the cliffs overlooking Heron Reservoir, a resting place for supplemental water on its way to the homes, farms and people of central New Mexico, as well as El Vado Reservoir, which provides water for irrigated agriculture in the Middle Rio Grande valley.

The view from Cumbres Pass does little to convey the fragility of this region. Changing precipitation patterns, rising temperatures and decades of fire suppression point towards an uncertain future for the adjacent Chama and San Juan watersheds; a future dominated by the risks of catastrophic wildfire, excessive sedimentation and loss of an important source of clean reliable water for the region.



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VISTA volunteer Will Donahoo at a proposed trailhead on the Rio Chama.

In May 2016, the Bureau of Reclamation sponsored its first AmeriCorps Volunteer under the Volunteers in Service to America (VISTA) program. AmeriCorps VISTA is a federal program designed to provide nonprofits with the organizational capacity to tackle issues of poverty reduction in all of its forms, from early childhood education, to veteran support and environmental stewardship. Reclamation's VISTA Volunteer, Will Donahoo, lives in Chama, New Mexico. He works as Reclamation's representative in partnership with the Chama Peak Land Alliance (CPLA), a nonprofit organization of conservation-minded landowners who promote ecologically and economically sustainable land and forest management practices on over 1.4 million acres. Will

assists by meeting with landowners on whose lands forest thinning and treatments are planned. He organizes public events and makes public presentations to describe forest treatment work and its objectives.

In addition to stewardship and outreach efforts, CPLA conducts forest thinning and prescribed fire treatments in northern New Mexico and southern Colorado. The work of CPLA to protect private forest lands directly benefits Reclamation and its efforts to maintain a clean, reliable water supply for its projects in New Mexico. CPLA's outreach and forest treatment work focuses on the Rio Chama watershed, which serves Reclamation's Middle Rio Grande Project. Additionally, the Navajo, Little Navajo and Rio Blanco watersheds provide critical supplemental water resources to central New Mexico through Reclamation's San Juan-Chama Project.

Completed in 1976, the San Juan-Chama Project is a series of diversion structures, tunnels and a reservoir that divert, store, and release water for the benefit of Project contractors under the Colorado River Compact. Check dams, located at the base of three tributaries of the San Juan River (the Navajo, Little Navajo and Rio Blanco) in southern Colorado near Pagosa Springs, divert water through tunnels, which together carry runoff 26 miles under the Continental Divide from the Colorado River watershed to the Rio Chama, in the Rio Grande watershed. The total allocation of the San Juan-Chama Project is divided between 9 municipalities, 6 pueblos and 2 counties, with the city of Albuquerque being by far the largest recipient, receiving over 50 percent of diverted waters. Within Bernalillo County alone, the San Juan-Chama Project provides 90 percent of the drinking water for over 600,000 residents.

A fire within the upland forests, above the San Juan-Chama diversion could have a substantial impact on the ability to provide the quality and quantity of water required by downstream users. In addition, a fire within the Chama watershed could impact the quality and quantity of water available to irrigators served by Reclamation's Middle Rio Grande Project.

Laid bare by fire, soils become prone to erosion, leading to increased runoff, sedimentation and water quality degradation. Fire-damaged watersheds have a reduced capacity to store water in the form of snowpack, leading to water supply shortages during hot summer months. Fire-damaged watersheds also



generate increased runoff during storm events, which can lead to downstream flooding. Limits on the amount of water that can be directed at any given time through the San Juan-Chama diversion means that the total amount available on an annual basis to downstream communities such as Albuquerque could be reduced. Additionally, increased runoff would dislodge debris created by wildfire, requiring removal at diversion structures and potentially inhibiting their operation for days, weeks or longer.

Catastrophic wildfire outside the range of natural variation would forever alter the characteristics and economy of the region, but wide-scale forest treatments have the potential to reduce this risk. Even small acreages of thinned forests exhibit different characteristics when fire passes through the landscape than those exhibited by untreated forests. Reduced fuels mean fire burns at a lower intensity and has less opportunity to spread between neighboring trees. Research in conjunction with The Nature Conservancy's Rio Grande Water Fund estimates the cost of thinning one acre of forest at \$700, versus a potential economic impact of \$2,150 if the same acre is damaged by wildfire.



VISTA Volunteer Will Donahoo describing forest treatments in the Canjilon region of Northern New Mexico.

Over time, Reclamation's mission of managing water in the West has become more about preserving, improving and balancing the resources already available, ensuring the resiliency of our water infrastructure to meet future needs. Through partnerships with the CPLA and many others, along with the first generation of VISTA Volunteers, Reclamation is working to protect the San Juan-Chama Project and the water supply to its Middle Rio Grande Project by supporting the direct management of upland forests. This is accomplished by informing stakeholders of the importance of the watersheds above the diversions and reservoirs, and promoting a local economy that can utilize natural resources, including water and forest products, for the benefit of the local community, as well as downstream users. These actions, which together help reduce the risk of catastrophic wildfire in the Chama region, protect the infrastructure and water supply that Reclamation uses to serve its contractors and project beneficiaries.

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Xcel Energy Employees Volunteer at Grand Junction Wildlife Area



On September 10, 2016, as part of Xcel Energy's Day of Service 2016, ten employees from Xcel Energy in Grand Junction, Colorado, volunteered at the Grand Junction Wildlife Area. The wildlife area is located in Grand Junction and owned by Reclamation.

The volunteers pruned trees and cut and removed weed barrier material from around cottonwood trees at the wildlife area. This project will ensure the health and growth of trees planted in the wildlife area 17 years ago. The trees are important because they provide wildlife habitat, soil stabilization, erosion control and a measure of flood control.

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Willing and Able

Why You Should Consider Hiring People with Disabilities

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Hiring people with disabilities benefits individuals, companies and communities

Temple Grandin, renowned autism spokesperson, is known for saying, “The world needs all kinds of minds.” The same sentiment is true for the business world. Hiring individuals with disabilities not only benefits the individual hired, but also benefits your business, employees, customers and the community at large.

Leah Lobato, director of the Governor’s Committee for Employment of People with Disabilities, which is part of the Utah State Office of Rehabilitation, has seen countless lives changed when companies actively recruit and hire disabled workers. She points out that one in five Americans has a disability, and that 30 percent of families have a family member with a disability. She says the numbers are anticipated to increase.

“As we have more Baby Boomers, we’re going to see more age-related disabilities. Also, more people survive situations that they wouldn’t have survived 10 or 15 years ago because of medical advancement,” she says. “Being disabled is the only minority group that anyone can enter at any time. It’s a situation that any one of us could face at any time in our lives.”

A win-win hire

Hiring individuals with disabilities isn’t just a feel-good idea —it can have a positive impact on a company’s bottom line. Individuals with disabilities often bring a diverse range of skills and attributes to the workplace and can enhance the team dynamic.

“Individuals with disabilities have had to problem solve a lot of different situations in their life due to their condition, so they bring a unique perspective,” says Lobato. “Maybe they learn a little differently. Maybe they have anxiety or depression and have had to figure out how to handle stressful situations differently. Maybe they’re autistic and can think differently and outside the box in ways that others would never even imagine. The diversity of people with disabilities and what they bring to a company is really broad.”

Beyond bringing diverse skills to the workplace, Lobato has found that individuals with disabilities often have a strong sense of loyalty to their employers. “Individuals with disabling conditions often either have struggled maintaining or finding employment, or struggle finding work after a gap in employment, so often you’ll find that when they find a good company that is supportive of their disabilities, they’re going to stay with that company and be very good. They’re very dedicated.”



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Kristy Chambers, CEO of Columbus Community Center, a nonprofit organization serving adults and teens with disabilities, says individuals with disabilities often fit seamlessly into a company. “When you find that right fit, they become a part of the work culture and they truly can be an inspiration to their coworkers, customers and stakeholders,” she says. “Anyone who has worked with someone with a disability in their work environment can agree that they’re quite inspirational, because they’ve overcome obstacles. It’s a reminder to everyone that good work ethic and enthusiasm is really what makes a good employee.”

Lobato and Chambers agree that having a diverse workforce that includes individuals with disabilities is an attribute that resonates with customers.

“When a customer sees a diverse workforce, it raises their comfort in your business,” says Lobato. “I hear a lot of stories where, ‘I tend to go to that store who has this bagger who happens to have a disability but who is one of the best baggers I’ve ever known.’ Or, ‘I happen to go to that company because I know that they hire individuals with cerebral palsy.’ Those aren’t things that we typically focus on, but [hiring individuals with disabilities] does create an atmosphere of more positive thinking and inclusion.”

Overcoming common fears

Lobato says it’s normal for a business owner or manager to fear the potential consequences of hiring an individual with disabilities, but that misinformation is often the real culprit. “One of the most common issues I run into with businesses I talk to is fear. Fear of disability. Fear of how to communicate with people who have disabilities. Fear of the legal things that might come up when hiring them.”

Lobato acknowledges that the Americans with Disabilities Act (ADA) can be overwhelming. She advises companies to seek guidance from her office or a nonprofit, like Columbus Community Center, when beginning to actively recruit disabled individuals.

“The ADA provides a clear definition of what a disability is and provides a clear understanding of what the hiring guidelines are,” she says. “I know businesses look at the ADA and say, ‘I’m afraid of that and I don’t know what it means. If I hire someone with a disability and they aren’t doing their job, what do I do? If I have to fire them, how do I do it?’ What the ADA does is it provides support and protections for a person with disabilities, but it also clearly outlines what a business can and cannot do.”

How to provide reasonable accommodations is one of the most common questions employers have related to ADA compliance, says Kevin Keyes, chief program officer at Columbus.

“There’s greater fear than what should be there about providing reasonable accommodations,” he says. “Studies have shown that the cost of providing accommodations is overestimated. The average cost of accommodations is about \$500. In reality, the cost is not that great, especially for the return and benefit that you get.

“A lot of the folks that come into employment with disabilities already have supports in place,” Keyes adds. “That’s what [organizations like Columbus] do. We’re not only there to support the individual, but also the employer. I would say that in most cases, it’s going to be pretty successful.”



Companies with questions about how to create reasonable accommodations can seek guidance from the state, says Lobato. She points to a woodshop created for the Division of Services for the Blind and Visually Impaired as an example of what the state can help with.

“Imagine a high school woodshop, but what you see are individuals working there in the dark with blinding shades on so they get no residual light, and they’re building things—cutting boards, canoes, a guitar—and they’re legally blind or fully blind. ... If we can accommodate someone in the woodshop who is blind and working, we can figure out your retail space, your warehouse, your grocery store.”

Beyond state assistance, businesses that actively recruit and hire individuals with disabilities can receive financial aid to help cover associated costs, including work opportunity tax credits, small business tax credits, and grants to establish workplace accommodations and vocational training.

The biggest piece of advice Lobato offers all employers is to treat individuals with disabilities just as you would any other employee. “Clearly document what’s happening and follow any steps that you would with anyone else. Treat them the same as you would any other employees and you won’t run into legal issues.”

Everyone benefits

Stephanie Mackay, chief innovation officer at Columbus, says employers should view hiring individuals with disabilities as an opportunity to strengthen their workforce—especially considering Utah’s tight labor market.

“Labor data shows us that individuals with disabilities have four times the unemployment rate, so we have a huge labor pool available out there, which is particularly relevant considering Utah has a low employment rate right now. Businesses that are looking for qualified people have a huge labor pool available to them,” she says. “This is really an important economic story to tell. This is a labor force that can lend themselves to helping companies. These people have incredible skills, but they’re skills that are overlooked because we see the disabilities first.”

Chambers points out that communities are the greatest beneficiaries when individuals with disabilities land and keep good jobs. “Employers who get it and understand the benefits of hiring individuals with disabilities realize that they are contributing to the community by hiring somebody who may be more challenged on gaining that employment. This allows individuals to not be a burden on the community, because without employment they become an individual who relies on entitlements. Those who participate on the employer end realize that there’s an economic benefit to everyone—the employee, company and the community at large.”

For more information, check out the [Utah Business](#) website.

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How to Mark, Report and Block Spam E-Mails



1. Open the email
2. Click the down arrow next to the reply button
3. If the message is spam select Report spam. If it is phishing select Report phishing
4. Select Block “xyz” – In this example it is Block “VMware”
5. Delete the message

Do Not

- **Do not** forward the suspect email to anyone
- **Do not** reply to the suspect email

Do

- If it a phishing email (see definitions section below) contact your local IT Administrator and have them capture the “header” information
- If it is spam just delete it

Definitions

Phishing

Attempts to obtain financial or other confidential information from Internet users, typically by sending an email that looks as if it is from a legitimate organization, usually a financial institution, but contains a link to a fake website that replicates the real one.

Spam

E-Mail that is not wanted: e-mail that is sent to large numbers of people and that consists mostly of advertising. Unsolicited commercial e-mail sent to a large number of addresses.

E-Mail Header

Email Header lines make up the first part of any email message. They contain information used to control the message and its transmission as well as meta-data such as the Subject, origin and destination email addresses, the path an email takes, and maybe its priority.



Header lines are normally not shown raw and in full by email programs. Only certain information—the Subject line, sender and sent date, for instance—is displayed, formatted for easy use.

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UC Region Big Picture Issues from the Front Office

A View from the Front Office

By Mathew Maucieri



Over the past three weeks, I've had a chance to get my feet wet in the Upper Colorado (UC) Region's Front Office. Arriving here last month, I was very eager to see how my 10 years of experience in Reclamation's Washington Office could prepare me for a few weeks here in Salt Lake.

Working alongside Brent Rhees, Daniel Picard, Melissa Priest and Donna Strait, I've been extremely impressed with how positive, constructive and collaborative the Regional Directors Office atmosphere is. But what's also impressed me just as much is the caliber of people in the field and throughout the region that makes the Regional Office's success possible.

The UC Region is home to some of the most professional, qualified people I've ever had occasion to work with. The diversity of skills Reclamation staff possesses – from operations, to technical, to legal, to budget, acquisitions and more – is incredible, and I've had a great window into how all of those skill sets work together here in the Regional Director's Office. Along with that deep capability, the emphasis on transparency, good government and accountability is clearly engrained in the culture of the UC Region.

As everyone knows, government employees nowadays aren't always held in the highest esteem. And of course no organization is perfect. But from my outsider's perspective, the UC Region is an extremely effective outfit where everyone is able to contribute. Thank you to everyone in the UC Region for this opportunity, and more importantly, thank you for what you do to advance the Reclamation mission and serve the American people.

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Who's New

Andrew Joseph (AJ) Calabria



Albuquerque Area Office – Administrative Clerk

Please call me AJ. I'm coming to Reclamation from the Forest Service Albuquerque Human Resources Department. I feel there are more advancement opportunities in Reclamation. I am also finishing dual bachelors in Environmental Science and Emergency Management. So, Reclamation will definitely afford better opportunities in the long term.

I was born in southern New Jersey in a small town called Vineland. Its claim to fame is being the largest city by area in the state. It covers 70 square miles but only has 55,000 people. I loved the small town, friendly community feeling and being

close to Philadelphia for cultural, history and sporting events. I miss being close to the Delaware Bay and the ocean and all the green.

I moved to New Mexico in the spring of 2015 to be with family after living in Florida for 23 years. Over the years all my immediate family gravitated to Albuquerque. I have two brothers, one sister, one niece and four nephews! My family is mixed Italian, Spanish and Puerto Rican, though you might not guess that to look at me. I'd say we're quite the crew. Oops, better not forget my four-legged nephew, Frankie, our Australian Shepherd cross.

My hobbies are hiking, biking and well going to school (for now). I love history documentaries and political thrillers at the movies or on TV. I love to vacation anywhere in the Caribbean, but Puerto Rico is my favorite spot. I'm also a diehard Philadelphia Eagles and Tampa Bay Buccaneers fan - so, this is the only time I will mention that since there's probably a lot of Broncos and Cowboys fans in the Reclamation family.

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Gwyndolyn “Amber” Cardenas

Western Colorado Area Office – Administrative Assistant



Gwyndolyn "Amber" Cardenas, a new administrative assistant for the Western Colorado Area Office, comes to us from the Grand Junction VA Hospital. Amber is originally from Blairsville, Georgia where she was born and raised. Amber is a Veteran of the United States Army and holds a Bachelor of Science in Health Administration.

Amber enjoys spending time with her husband and two children (Alexis, 11 and Caleb, 8). She is also busy with the newest addition to the family, Moxie, an English Bulldog who is full of energy. In her "spare" time she enjoys reading.

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Michele Gallagher

Albuquerque Area Office – Realty Specialist



New to the Albuquerque Area Office (AAO) is Michele Gallagher. She comes from the Mid-Pacific Region, Trinity River Restoration Program where she was the Project Coordination Specialist, responsible for developing partnerships with local landowners, stakeholders and other Trinity River interest groups and facilitating communication between the Program and the local community.

Michele worked on the preparation and administration of realty contracts, environmental compliance documents (NEPA), construction and right-of-way permits, and project-specific plans.

Michele joined the AAO’s Environment and Lands Division as a Realty Specialist. She provides technical guidance regarding transactions on government and Indian Trust Lands. She works with agency and tribal partners on realty issues in the planning of major projects.

Michele enjoys hiking, gardening, travelling and cooking. Especially Italian cooking, she says she’s the main dish cook and her sister (who lives with her) does all the desserts.

Michele also shares her life with two rescue pit-bulls, and is excited to be back in Albuquerque and says she’s here to stay.

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Sharon Wirth

Albuquerque Area Office – Resource Management Planner



I came to Reclamation from Audubon New Mexico where I was also a resource planner doing work both as an attorney and scientist. I was drawn to Reclamation because I wanted to work more in the Federal context, on bigger scale solutions for water issues.

I was born in Denver Colorado but raised in Albuquerque and feel at home here. I live with my long term partner and we are raising our 7 ½ year old granddaughter. She’s our joy. We love to vacation (when we can get time) anywhere along the Northern California coast.

We have a full house; granddaughter, three cats and two dogs. All our critters are rescue animals, and two of our cats are twins! My hobbies are running, going to the gym when I can and cooking. I’m very into slow cooker recipes right now and trying all sorts of soups and other vegetarian dishes. I like spending time with my folks, family is important to me.

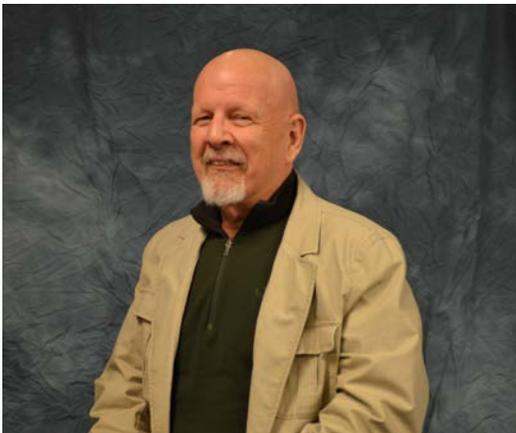
I’m a big Broncos fan, love to read and Historical fiction is a favorite. I do have some unusual collecting tendencies. I collect rulers (all kinds including rolling ones, metal, plastic) and pine cones. I even have my first ruler from first grade.

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In Transition

A Personal Reflection: “Do The Right Thing”¹

Terry Farnham - Human Resources Officer (August 28, 2011 – September 3, 2016)



By the time that you read this, on September 2, I will have retired after more than 30 years of Government service. This service allowed me the pleasure and great reward of public service throughout the world. Not including my 4 years of active duty military service, I have had the opportunity to serve in Panama, Cote d’Ivoire, and Ethiopia, all as part of my United States Government service. I mention these distant places because they evoke, at least for me, visions of distant and romantic places. Even after having been there, when it wasn’t always all that romantic on the ground, I’m glad that I had those experiences that help me to form this personal reflection.

My Bureau time started in 1973 as a GS-7 human resources specialist in Denver, back in the days when it was called the Engineering and Research Center. Times were different then: no flexi time, no credit hours, rarely overtime and no teleworking. As our former Regional Director Larry Walkoviak used to say, “The

¹ It’s always “We” But it starts with “Me.”



good old days weren't always that good." That being said, I, like all of you, have those good memories of those folks who mentored me even before the concept of mentoring came in vogue: the ones who helped me and us "do the right thing."

I didn't always know that I was being "mentored" but I did know that I had bosses and senior people, and sometimes peers and younger people, whom I looked up to, and listened to what they said, and took the time to think about what they said and what I was doing. The message that most often resonated with me was to "do the right thing." It didn't always happen that way, but most of the time it did. The men and women who were my heroes in the Bureau and in life were truly human in all those glorious ways that makes all of us human: the recognition that they were at times fallible and frail. Being fallible and frail allows us the conscious choice to try to "do the right thing." It doesn't always come easily, with our frailties related to the human condition, but we do have that choice, don't we?

I appreciate having a few heroes and symbols of importance in my life, both professionally and personally. Every time that I screwed up, or knew that I could have said something kinder or more inclusive, or done something just a little better, I imagine one or more of my heroes looking down on me...with that look in their eyes. You know what look I mean. Likewise, every afternoon when I leave work, I shut off the light, draw the blind, and glance up at and gently touch the flag.... It looks down on me, too, like my heroes do. I've been in other places with other flags, but only the Stars and Stripes sometimes makes my eyes water.

And finally, on the same thought of "doing the right thing," I always remember, as a person and as an American and a human, "We may have all arrived on different ships, but we are all in the same boat." Paraphrasing a speech² made at West Point 20 years ago, I like to remember the principle of "we" as it connects me to "do the right thing." Changing it from an Army to a Civil Service focus, it reads like this:

"...Being a civil servant has always been about team building. The great American pronoun is "we," the "we" of "We hold these truths to be self-evident . . .," the "we" of "We, the people of the United States, in order to form a more perfect union . . .," the "we" of "We mutually pledge to each other our lives, our fortunes, and our sacred honors . . ." Sometimes we get it mixed up with the ubiquitous "they," the "they" who caused our problems, the "they" in Washington or Denver, or at the next-higher headquarters. Whether it's the Field Office, Area Office, Division Office, Region, the Bureau of Reclamation, the Department of Interior or the Federal Government, there is no place for "they." There is only room for "we" in our common boat.

Your main job, as long as you are in the Civil Service, will be building and fostering that sense of "we," whether it be at your first job or last job. Competence alone will not get it done. Character and integrity are absolute essentials. If I could give you only one bit of advice, it would be: Keep your moral compass on bubble! Every day you are at work, you may face challenging moral and ethical questions that will require balancing the need for compassion and a recognition of human fallibility and frailty -- including your own -- with the needs for cohesion and justice. Doing it well requires that your own moral and ethical underpinnings be solid. It will be a challenging part of your job. At the same time, it will be the most satisfying part of your work...."

Thanks and Take Care.

² "Soldiering in the 21st Century." Remarks Upon Receiving the Sylvanus Thayer Award. West Point. September 25, 1996.



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What Is the Media Saying About Reclamation This Week?

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3. In the fall of 2017, after the irrigation season, the _____ is getting a facelift. Aslan Construction, from Berthoud, Colorado was awarded a \$_____ contract to _____ the pumping plant.

Last week, We asked,

1. On July 11, 2016, the Provo Area Office (PAO) was selected as a winner in the **2016 Federal Energy and Water Management Awards** competition.
2. The Power Office awarded which three employees the Heart of Hydro Awards in recognition of their outstanding efforts? **Ken Barrington, Tito Sepulveda, and Duane Mangum**
3. September is recognized as **National Preparedness Month** (NPM), which serves as a reminder that we all must take action to prepare for the types of emergencies that could affect us where we **live, work,** and also where we **visit.**

Last winner was – **Peggy Chandler**

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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