



US Army Corps  
of Engineers®  
Rock Island District

# Tower Times

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January 2005





# Spotlight on the District

## Patricia Kremer

By Mark Kane

Secretary, Mississippi River Project Office

**P**atricia Kremer, the secretary for the Mississippi River Project Office, had Corps aspirations almost immediately after receiving her diploma from Moline High School in the spring of 1968. Since landing a job with the District after graduation, her career has spanned through numerous divisions and positions.

"It was my first job offer right out of high school at the age of 17," said Kremer. "I interviewed for a job in the Appraisal Branch, Real Estate, on my graduation day in June 1968. I started working the next Monday. The job was a clerk/stenographer position, typing appraisal reports for the land the government was purchasing for a reservoir."

Kremer said that during that time the District engineer was Col. Walter Gelini, and in the 29 years that have passed since her first day with the Corps, she has worked in numerous offices.

I've worked in Real Estate, Emergency Management, Programs and Project Management, the Permits Section, Engineering Division, the Mail Room (Office Automation System), the Maintenance Branch, project operations (on both the Illinois and Mississippi River locks), the Technical Support Branch in Operations Division, and the Mississippi River Lock and Dam Section, said Kremer.

As the secretary of the Mississippi River Project Office, Kremer has her hands full with a multitude of duties for Locks 11 through 22 and the office staff of the Lock and Dam Section.

"It involves assisting the locks with administrative questions and requests,

and being the timekeeper for the lockmasters," notes Kremer.

When it came to Kremer's supervisor, his description encompassed a lot more.

"Pat's contributions to the Mississippi River Project are invaluable," said Bill Gretten, Mississippi River Operations Manager. "The lockmasters will likely agree that Pat is one of the most important, helpful, and pleasant people that they deal with on a day-to-day basis. For many years, she has patiently helped them



to get through the maze of paperwork and administrative duties that are usually considered the not-so-fun part of being a lockmaster. From the addition of computers to the locks in the late 80s, to (the) Corps of Engineers Financial Management System in the mid 90s, to present day programs like Modern (also known as the Modern Defense Civilian Personnel Data System) and P2, Pat has always been there to help anyone who needed help. I don't know how we would continue to operate if she wasn't here to help us process the personnel actions, purchases, correspondence, training, and everything else necessary to keep the locks in business

and boats going up and down this river."

When it comes to what Kremer likes most about her job she keeps it simple.

"The variety and getting to interact with so many people during the day," said Kremer. "And, of course, it's always beautiful out here by the river."

Beyond her job, Kremer said she likes working for the Corps and the District for various reasons, most of which are the personal aspects of her job.

"It's always been the great people that I have worked with that make it enjoyable to work for Rock Island District," said Kremer. "I especially appreciate my co-workers at the Mississippi River Project."

Kremer currently lives in Rock Island, Ill., and during her off-time she enjoys reading, sewing, crafts, and cooking.

She has two children, who are both married, and three grandchildren, all living close to her in Rock Island.

"I start every weekday taking my granddaughter to her kindergarten class," said Kremer. "We

discuss a lot of important stuff along the way."

Kremer chooses to take a lighter look at life, an example of which can be taken from a nugget of health advice given to her.

"This year my doctor made me promise to exercise, so I was really pleased to find out that two things have been proven to release endorphins just like runners get," said Kremer. "Shopping and laughing ... I laughed all the way to the mall."

Kremer's advice to anyone reading this article is, "Get familiar with your operator's manual. It has an iron-clad warranty, if you follow the manufacturer's instructions carefully (John 17:3)." ■

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January 2005

# Tower Times

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### On the Cover

A bald eagle is perched in its nest in the backwater area near Lock and Dam 13. Two bald eagles were seen using the nest this fall.

For your chance to see one of the thousands of bald eagles that make a temporary home within the District check out page 5 for more information and a list of the remaining watches in 2005.

Photo by Stan Bousson of Moline, Ill.

Happy New Year! I hope everyone had an enjoyable holiday season.

In November, the District was notified that we have been selected for a site visit for the Army Performance Excellence Awards program. This program recognizes Army organizations for their overall performance and improvement efforts and serves as a way to share best ideas and techniques in the Army. Previously, we participated in the Lincoln Foundation for Performance Excellence program, but are now participating in APEA.

A team of six APEA examiners will visit Rock Island District from Jan. 31 – Feb. 4. The purpose of their visit is to verify, validate and obtain additional information based on our APEA written submission. They will evaluate us in the same seven performance excellence categories that the Lincoln Foundation uses. As an example, the examiners are likely to check if employees know our purpose, mission, intent, and goals.

This site visit will provide us with valuable feedback to improve our processes and operations. An additional advantage of being visited by APEA examiners is that we get to tell our successes to the entire Army. This is where you come in.

APEA examiners will have a temporary office in our Operations Conference Room. They have access to our entire District and are free to talk to any employee. I encourage you to speak freely and share our successes with the APEA team. Furthermore, if you're asked to participate in an interview, please be flexible and be yourself.

This is not an inspection or a competition, but a way for us to get outside feedback on how we are doing and how we can continue to improve. Being selected for a site visit is an honor, but the whole point of our participation in this program is to continue to improve the Rock Island District.

On Dec. 9, President Bush signed the Fiscal Year 2005 Omnibus Bill into law. This bill includes our funding, which is part of the Energy and Water appropriations. As I previously mentioned in an e-mail to all employees, overall the District

fares well regarding appropriations. There is less funding than we had hoped for some projects, but funding above the President's Budget for others. The most significant funding increase was for preconstruction engineering and design for the Restructured Upper Mississippi River - Illinois Waterway System Navigation Study Recommended Plan. Even though this funding was not in the President's Budget, Congress appropriated \$13.5 million for PED, plus \$355,000 for completion of the feasibility study. However, Congress must still authorize us to proceed to construction for this project. I should note that this nearly \$14 million will be funded work done not only by the Rock Island District, but by others as well, primarily St. Paul and St. Louis districts.

Aside from the Navigation Study, the remainder of the appropriations for our General Investigations (studies) program was about \$500,000 more than the \$2.2 million in the President's Budget, with the plus-ups primarily for the Clear Lake Study and the Upper Mississippi Comprehensive Plan for flood damage reduction.

Our Construction General appropriation was \$27.5 million, which includes funding for the Environmental Management Program, which is shared between the upper three districts. The EMP funding is a little less than FY04's level. Projects not in the President's Budget, but funded by Congress, include the Des Moines River Greenbelt project (\$4 million), Lock and



projects totaling about \$2 million.

For our Operations and Maintenance program, Congress appropriated about \$1.4 million above the President's budget amount of \$86 million. This appropriation provides funds for the operation and maintenance of the locks and dams on the Mississippi River and Illinois Waterway and the flood control reservoirs.

As always, the challenge will be to execute the mission and take care of our people, while operating within the constraints imposed by having three different appropriations categories or

By Col. Duane Gapinski, District Engineer

## District Excellence Under Evaluation, Fiscal Funding

Dam 11 major rehabilitation (\$1.5 million), and Illinois River Basin Restoration (\$200,000). The Lock 19 major rehabilitation project was funded at the budgeted amount of \$4.8 million. We do not yet have our allocation for our Continuing Authorities Program, but Congress has indicated that Headquarters should place priority on funding several of our CAP

"colors of money."

Both the APEA site visit and the FY05 appropriations are good news for the New Year (or any other time!), and a reflection of a lot of hard work and dedication by our team. You have my sincerest thanks and appreciation.

I look forward to working with you on the challenges ahead. 🇺🇸

# District Supports Bald Eagle Events



Wendy Frohlich, Mississippi River Visitor Center, points out a bald eagle at Locks and Dam 15 from a viewing station supplied by the District at a location near the QCCA Expo Center.

The District once again sponsored numerous bald eagle events this year kicking off with the Quad-Cities Bald Eagle Days held Jan. 7 - 9 at the Quad City Conservation Alliance Exposition Center in Rock Island, Ill.

Staff from the Mississippi River Visitor Center provided important support during the Friday school day and interfaced with more than 1,550 students, teachers and parents during the event, which is a recent high number of participants.

The Visitor Center staff also provided a Corps' booth during the indoor portion of the event, with 993 participants stopping to learn about the District's support of natural resource management along the Mississippi River.

All told, an estimated 18,271 people attended the Quad-Cities Bald Eagle Days.

The District is sponsoring, coordinating, and hosting bald eagle events at different locations on the Mississippi River, the Illinois Waterway, Lake Red Rock, and Saylorville Lake. Remaining dates, locations and times are listed below.

## Remaining District Bald Eagle Watches in 2005

### Mississippi River Visitor Center Jan. 15 – Feb. 20 (Weekends Only)

- Combination eagle watches and Clock Tower Tours.
- Hours are 9:30 a.m., 1 p.m. and 3 p.m.
- Reservations required. Group size is limited. Call (309) 794-5338

### LeClaire Bald Eagle Watch Jan. 22 – 23

- Outdoor viewing at Locks and Dam 14, Jan. 22 from 10 a.m. - 1 p.m., Jan. 23 from 1 p.m. - 4 p.m.
- Indoor programs (at Mississippi Valley Welcome Center) Jan. 22 at 10 a.m., 11 a.m., and 12 p.m.; Jan. 23 at 1, 2 and 3 p.m.
- For more information call (563) 322-3911 x120

### Illinois Waterway Visitor Center Bald Eagle Watch, Ottawa, Ill., Jan. 22 - 23

- "Live Eagle Program" by the Illinois Raptor Education Center will be on Jan. 22 and 23 at noon, 2 p.m. and 4 p.m. each day. Admission is free, but seating is limited. No reservations accepted, you must come to the visitor center to get tickets.
- Native American Bald Eagle Dance demonstration by Rudy Vallejo will be on

Jan. 22 and 23 at 11:30, 1:30 and 3:30 each day. Admission is free.

- Outdoor viewing at the visitor center 9 a.m. to 5 p.m.
- High-power scopes available for eagle viewing with park rangers and Audubon members on hand to answer questions.
- Children activities from 9 a.m. to 5 p.m. both days.
- For more information call (815) 667-4054

### Quincy Bald Eagle Watch Jan. 27

- Outdoor viewing at Quincy City Park from 10 a.m. to 4 p.m.
- For more information call (217) 228-0890

### Bald Eagle Days Pella Community Center & Lake Red Rock Feb. 18-19

- Feb. 18, area school children are invited to attend the programs, and on Feb. 19, the programs are open to the public.
- Indoor presentations with live eagles and other birds of prey. Programs given on the hour at the Pella Community Center from 10 a.m. - 5 p.m.
- Outdoor viewing is available in the wild at their feeding area below the Red Rock

Dam. Follow the signs from the Community Center (please bring your binoculars). The Red Rock Visitor Center, located on the south end of the Red Rock Dam, will also be open to provide additional information about the program and lake area.

➤ For more information call at (641) 828-7522 or (641) 628-8690.

### Saylorville Lake Bald Eagle Watch Feb. 27, 12 - 4 p.m.

- Begin at Saylorville Lake visitor center for orientation and to pick up your driving tour map and passport.
- Follow the tour route to both indoor and outdoor viewing stops around Saylorville Lake filling your passport along the way.
- Some stops will include eagle viewing through spotting scopes along the Des Moines River and Saylorville Lake.
- Other stops will focus on ice safety and eagle viewing etiquette
- Attend a live eagle presentation at Jester Park Lodge.
- Those who fill their passports will be entered into a drawing for a new pair of binoculars.
- For more information call 515-276-4656, ext. 6509.

# No Favorite District - We Help Them



The Strongback is lowered into place on the Missouri gate with the help of Bryon Ray, Doug Schaer, Brian Smith, and Doug Morgan, Illinois Waterway Project Office Maintenance Unit 1.



**Story by Susan Yager, Illinois Waterway Project Office**  
**Photos by Alan Dooley, St. Louis District Public Affairs**

Once again Illinois Waterway Project Office Maintenance Unit 1 provided aid to another district. This time the crew was sent close to St. Louis, Mo., at Mel Price Lock and Dam in Alton, Ill.

The auxiliary locks malfunctioned and were closed down on Oct. 3. The lower miter gates are designed to swing like doors from either side of the lock chamber where they connect at an angle known as a miter. However, on Oct. 3, the gates swung past the miter point and damaged the metal structure and the concrete that anchored them.

Efforts were immediately put into action to get the gates out of their positions so repairs could begin. With the auxiliary

gates down, the main lock would have to do all lockage with no backup if problems arose.

Maintenance Unit 1 was already at LaGrange Lock, mile marker 80, with their entire fleet – Motor Vessel Creve Coeur, (2) "900" barges, the Hercules crane barge, the crew of Barge #9, and M/V Peoria. On Oct. 11, the fleet arrived with the equipment, manpower and ingenuity to complete the job.

Set-up began at both ends of the auxiliary lock. At the west end, the St. Louis District began diving to check the sill so the dewatering bulkheads could be put in place. At the east side, Unit 1 began the setup to remove the damaged Missouri gate, where cables were posi-

tioned in strategic spots. Each gate weighed 220 tons with timbers and catwalk, so the Hercules definitely got a workout.

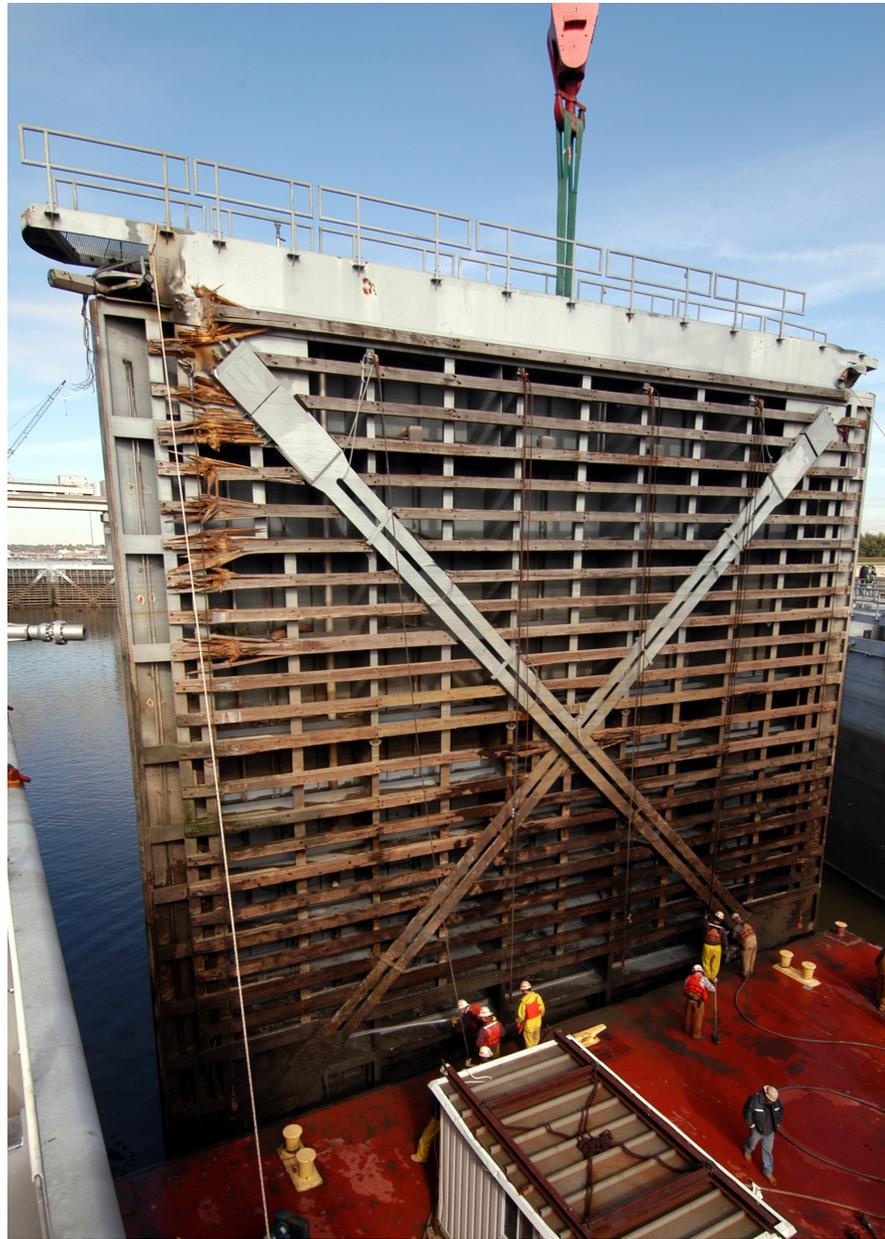
The crew began the tedious job of washing out all the additional tonnage of silt that had caked on while the gate was underwater. This was necessary, because the additional weight of the silt would put maximum capacity on the Hercules crane barge.

The first problem that surfaced ... the "strongback" didn't fit. The strongback is used as the anchor or the hook for lifting of the gate. Specifications were close, but not enough and measured 1/2 inch off. The metal needed to be bored-out so pins would fit. The strongback was lifted out and onto

The Missouri gate is lifted out of the water using the Hercules crane, Oct. 13. Each of the gates removed at the lock are 57.5 feet high, 62 feet long, and weigh 220 tons.

# All

A closer view of the damage caused to the Missouri gate at the Mel Price Auxiliary Lock.



the bank, so it could be transported to the nearest facility by flatbed. Before the strongback could be placed on the bank, the M/V Creve Coeur and Barge #9 had to be locked through the main lock and maneuver over to the most western side on the auxiliary lock where the M80 crane could pick it up and place it on the flatbed.

I was in the pilot house when this occurred, and I now have a much greater appreciation for towboat operators. I watched and thought “that doesn't look so bad.” Well, I went into the visitors center, where they have a simulator for towboat operating, and tried my hand at the task. I crashed three out of three tries! Not as easy as I thought.

While the strongback was out, crews

continued washing off silt and prepared the Illinois gate, with cables for anchoring, as they did for the Missouri gate. Once the strongback was repaired and ready, it was placed in its proper place for lifting, then the Hercules crane picked up the Missouri gate and maneuvered it to the waiting barge for anchoring.

This same process was used to remove the Illinois gate, but with a few more moves. The Illinois gate was twisted more, and the angle to pull the gate up was difficult, but they were able to get the job done. Low winds were essential for maneuvering the 440,000-pound gates onto the waiting barge, where additional inspection began.

Engineering and sure knowledge got

both gates out and paired up onto the barge.

I thought by the time I got this article together I would be able to end this story on an upbeat note saying all was well ... not exactly. The Mel Price lockmaster, Tom Miller, said that engineers have been assessing the damage and a few more modifications to the strongback had to be done so that the gate could be laid down flat for further repairs.

The Shreve, a very large crane, the largest in the country, will arrive from the Louisville District this month, with a football-field size barge, so the gates can be lowered and positioned flat for repairs.

One job completed for Unit 1, but a long road yet for the St. Louis District. 🇺🇸

# Aubrey Photo Places In All-Army Photo Contest

By Mark Kane

**E**ric Aubrey, Engineering Division, earned a second place award in the 2003 All-Army Photography Contest for his photo submission titled, "Shadow of History," in the "Scenic Nature" category.

The 2003 contest was sponsored by the Army's Community and Family Support Center Arts and Crafts Division and judged at the Department of the Army level by professionals from the National Endowment for the Arts and the U.S. Army Center of Military History. Both agencies were pleased with the quality of work entered in the contest.

Awards were only given to photos the four-member panel deemed worthy, thus there wasn't necessarily a first-, second- and third-place winner in every category, said Linda Ezernieks, program analyst for arts and automotive at the U.S. Army Community and Family Support Center, headquarters for Army Morale, Welfare and Recreation.

More than 400 entries were submitted by active duty, National Guard and Reserve component Soldiers, retirees, Department of the Army civilians and family members. Competition groups included monochrome prints, color prints, video (film clips limited to five minutes) and slides, the latter of which has been eliminated from future contests. The categories are experimental (altered prints), military life, MWR, people, and scenic/nature, which drew the most entries.

In addition, Aubrey received a cash award of \$200 for his second place winning entry.



The deadline has passed for the 2004 All-Army Photography Contest. Deadline for entering the 2005 contest is Nov. 4, 2005.

*Tim Higgs, Army Community and Family Support Center Public Affairs, contributed to this article.*



## On The 'Net

[www.armymwr.com/portal/recreation/artsandcrafts/contest.asp](http://www.armymwr.com/portal/recreation/artsandcrafts/contest.asp)

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## DISTRICT EARNS CFC AWARD

By Mark Kane

**T**he Rock Island District earned the award for the "Highest Average Gift for a Small Organization" after the completion of the 2004 Illowa Bi-State Combined Federal Campaign.

The Illowa CFC campaign is an annual fund drive for federal and postal employees on Arsenal Island and in a 12-county region of western Illinois and eastern Iowa. The area reaches many District sites that include the Clock Tower, Locks and Dams 13 through 19, LaGrange Lock and Dam, as well as LeClaire Base employees.

The District's average gift per giver was \$240, which averaged out to more than \$9.20 per pay period. The District once again achieved a participation rate of 38 percent and raised more than \$46,120 in pledges that will go to charities through the CFC.

The Illowa CFC campaign raised more than \$512,000, exceeding their \$500,000 goal.

The CFC is the only authorized solicitation of employees in the federal workplace on behalf of charitable organizations. It continues to be the largest and most successful workplace fundraising model in the world.

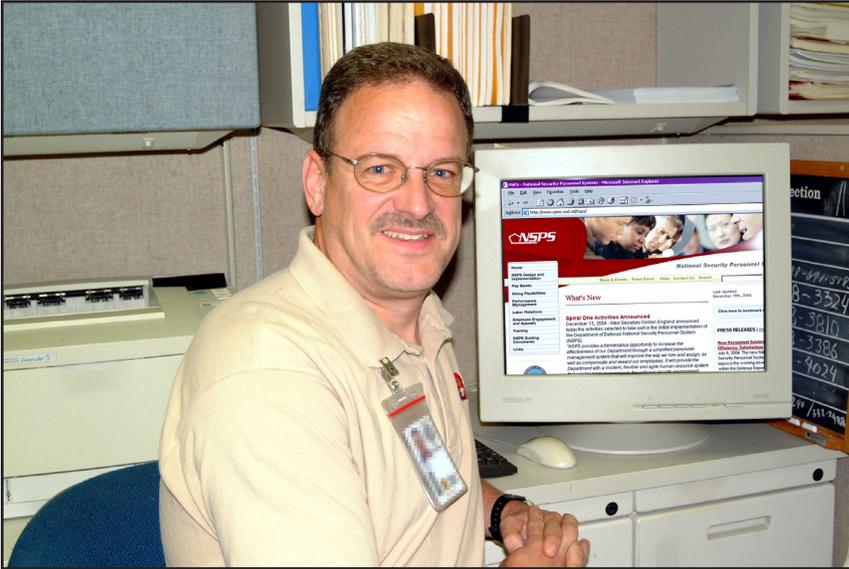
Steve Russell, Programs and Project Management, was the District's 2004 CFC chairperson. Vickie Davis, Resource Management, was the co-chair and will be the chair next year.

Online information regarding the Illowa Bi-State CFC can be found at [www.illowacfc.org](http://www.illowacfc.org).



# NSPS

Scott Pettis, Engineering Division, and the NSPS web site



The Rock Island District is among the first to participate in the National Security Personnel System, as early as July 2005. NSPS -- a simplified personnel management system -- will allow the District to hire more quickly, offer competitive salaries and reward employees based on their performance and mission contribution. NSPS also preserves employee protections and benefits.



On The 'Net  
[www.cpms.osd.mil/nsps](http://www.cpms.osd.mil/nsps)

## CELEBRATE THE MARTIN LUTHER KING, JR., DAY OF SERVICE

# Volunteer

Think about it. Dr. King knew what makes a great American. Doesn't matter if you're young or old. Doesn't matter where you live.

Doesn't matter how busy you are.  
All that matters is what you do for others.  
Honor the Dream. Be Great. Volunteer.

For ideas on how you can volunteer contact Justine Barati at 309-794-5204 or [Justine.A.Barati@usace.army.mil](mailto:Justine.A.Barati@usace.army.mil)





# Investing In Our People

## Around the District

### District Commander's Award

John Greif, Operations Division, Saylorville Lake, received the October Commander's Award.

Greif earned the award for his innovation in protecting Polk City, Iowa, from heavy rains through emergency pumping.

He placed heavy pipe up and over the Big Creek Barrier Dam to connect to auxiliary pumps and generators. Greif also proposed a better method of solving the problem, which was designed and constructed this fall.

### Deputy Commander Earns National Award

Hispanic Engineer and Information Technology Magazine, Women of Color Conference Magazine, and IBM Corporation selected Maj. Melody Smith, Deputy Commander, as a Technology All-star in government.

Technology All-stars are accomplished women of color at an advanced stage of their careers who have demonstrated excellence as leaders at work and in their communities.

Smith was selected for her accomplishments that have led the way for other minority women in the Corps. She was one of seven black females to graduate in her class at the U.S. Military Academy at West Point. She was the first female to command the 63rd Engineer Company at Fort Benning, Georgia, and the first minority and the first female deputy commander at the District.

### Olson Earns Finance, Accounting Award

Tim Olson, chief of Finance and Accounting, Resource Management,

earned the Civilian Individual Award for Finance and Accounting (below the major command level) in the Fiscal Year 2004 Department of the Army Resource Management Annual Awards Program.

Olson was one of only three individual Corps employees to be recognized by this Army-wide awards program.

The RM Annual Awards Program is designed to recognize and encourage outstanding performance of individuals, teams, and organizations throughout the Army.

### Sympathy ...



**Richard Thompson**, 83, of Bettendorf, Iowa, died Jan. 3, at his home.

Thompson worked for the Corps during WWII.



**Roger Lawson**, 58, of Orion, Ill., died Dec. 4, at Oak Glen Home, Coal Valley, Ill.

Lawson worked for the District in 1966.

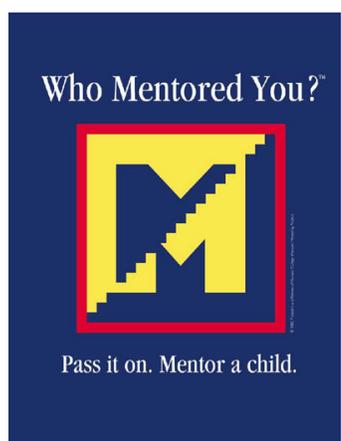
### Congrats ...



Congratulations to **Beth and Matthew Hann**, Resource Management and Operations Division, on the birth of a baby boy, Parker Matthew, Nov. 9. He weighed 7 pounds and 7 ounces, and was 19 inches

long.

### January is ... National Mentoring Month



### On The 'Net

[www.WhoMentoredYou.org](http://www.WhoMentoredYou.org)  
[www.mentoring.org](http://www.mentoring.org)



# SUPPORT, SACRIFICE FOR CORPS

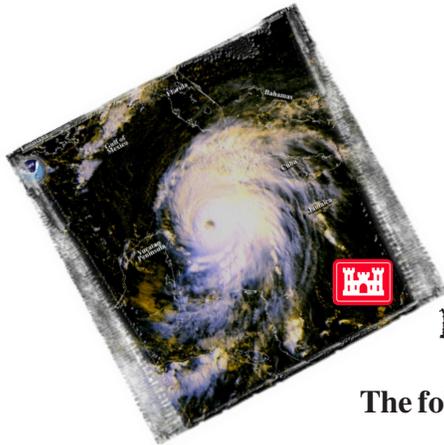
## Thanks to our employees currently supporting the Global War on Terrorism

Maj. Melody Smith, Deputy Commander; Dave Bequeaith, Randy Brotherton, Ben Ferrell, Julie Fisher, Christian Hawkinson, Mark Hoague, Brian Lane, and Nick Peschang, Engineering Division; Dave Dierickx, Lance Gardner, John Stiffey, and James Trail, Operations Division; Perry Hubert, Randy Kraciun, and Penny St. Clair, Programs and Project Management; Paul Holcomb and Tom Mack, Construction Division; and Ron Williams, Real Estate.

## Thanks to our employees for their support of the Global War on Terrorism

Eric Aubrey, Dave Bequeath, Dana Brosig, Pete Corken, Dan Foltz, Christian Hawkinson, Mark Hoague, Brian Lane, Larry Melaas, Nicholas Peschang, Joel Peterson, Ron Plante, Tom Reinhardt, Richard Rupert, Ray Tatro, Charles VanLaarhoven, and Judy Walters, Engineering Division; Bob Balamut, Randy Brotherton, Brett Call, Alois Devos, Terry (Sam) Hoover, Lee Myers, Steve Russell, Karl Schmitz, David Varner, Randy Walters, and James Wilson, Operations Division; Randall Braley, Paul Holcomb, Daniel Holmes, and Rick Stebens, Construction Division; George Sporer, Ralph Werthman, and Ron Williams, Real Estate; Darryl Carattini and Perry Hubert, Programs and Project Management; Jan Hancks, Contracting; and Nancy Pierce, Logistics Management.

*Thank You For Serving!*



## District Employees Support Hurricane Relief Operations

### The following District employees are currently deployed in support of Natural Disaster Relief Operations

Joyce Byrd, Pat Flaherty, Michael Malone, and David Varner, Operations Division; Frank "Lynn" Daughtry and Jeff Scukanec, Construction Division; and Scott Bullock and Jeff McCrery, Engineering Division.

### The following District employees have completed duty in support of Natural Disaster Relief Operations

Robert Adams, Bob Balamut, Kevin Carlock, Dan Crone, Rick Granados, Dave Hood, John Kilburg, Mike Mannhardt, Lucas McCutcheon, Jennifer McDermott, Manis McDougal, David McIlrath, Chris Reger, Lee Harold Schweiger, Larry Spengler, Kathryn Soska, David Varner, Patrick Wharry, and Bob Wild, Operations Division; Eric Aubrey, Sue Brown, Roland Fraser, Cory Haberman, Toby Hunemuller, Ted Kerr, Brian Lane, Jeff McCrery, Amy Moore, Rick Nickel, John Quick, David Swanson, John Vanwatermulen, and Matthew Zager, Engineering Division; Mark Clark, Sarah Jones, and Kent Stenmark, Emergency Management; Harry Bottorff, Jan Hodges, and Bob Willhite, Programs and Project Management; Heather Rentz, Terry Riddell, and George Sporer, Real Estate; Ronald Flowers, Nancy Pierce, and Mary Strassburger, Logistics Management; Paul Holcomb and Rick Stebens, Construction Division; Al Lopez and Chris Rentz, Information Management.

# GENERAL SCHEDULE SALARY TABLE 2005

Incorporating the 2.5 percent General Schedule Increase and a Locality Payment of 11.72 percent  
for the Locality Pay Area of Rest of U.S. Effective January 2005  
(Net Increase: 3.26 percent)

## Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,893	\$ 18,490	\$ 19,085	\$ 19,677	\$ 20,273	\$ 20,622	\$ 21,209	\$ 21,802	\$ 21,827	\$ 22,384
2	20,117	20,596	21,261	21,827	22,070	22,719	23,368	24,018	24,667	25,316
3	21,950	22,681	23,413	24,145	24,877	25,608	26,340	27,072	27,804	28,536
4	24,641	25,462	26,283	27,104	27,926	28,747	29,568	30,389	31,210	32,031
5	27,569	28,489	29,408	30,328	31,247	32,166	33,086	34,005	34,925	35,844
6	30,731	31,755	32,780	33,804	34,829	35,853	36,878	37,902	38,927	39,951
7	34,149	35,288	36,426	37,565	38,703	39,842	40,980	42,118	43,257	44,395
8	37,819	39,080	40,340	41,600	42,860	44,120	45,381	46,641	47,901	49,161
9	41,772	43,164	44,556	45,948	47,340	48,732	50,124	51,516	52,908	54,300
10	46,001	47,535	49,069	50,602	52,136	53,670	55,204	56,738	58,272	59,806
11	50,541	52,226	53,910	55,595	57,280	58,965	60,649	62,334	64,019	65,704
12	60,576	62,594	64,613	66,632	68,651	70,670	72,688	74,707	76,726	78,745
13	72,035	74,436	76,837	79,237	81,638	84,039	86,440	88,841	91,242	93,643
14	85,123	87,961	90,798	93,636	96,474	99,311	102,149	104,987	107,824	110,662
15	100,129	103,467	106,805	110,144	113,482	116,820	120,158	123,496	126,835	130,173

The salary table located above is the new salary table for general-schedule government employees (other than special GS-salary career fields) and reflects the adjusted rates after President George W. Bush issued an executive order Dec. 30 formally implementing a 3.5 percent average pay raise in 2005 for General Schedule employees. Special salary rate tables for engineers and information technology career fields can be found on the Internet at <http://apps.opm.gov/ssr/tables/>.

The Wage Grade Salary Tables are not available at this date. These salary tables can be accessed from the Internet at [www.cpms.osd.mil/wage](http://www.cpms.osd.mil/wage), once they become available. From that page, choose Appropriated Fund Pay Schedules. Most of the Rock Island District falls within area 53, which shows up under Iowa, otherwise pick your state and country.

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