



U.S. Army Corps  
of Engineer  
Far East District

# East Gate Edition

July 2002

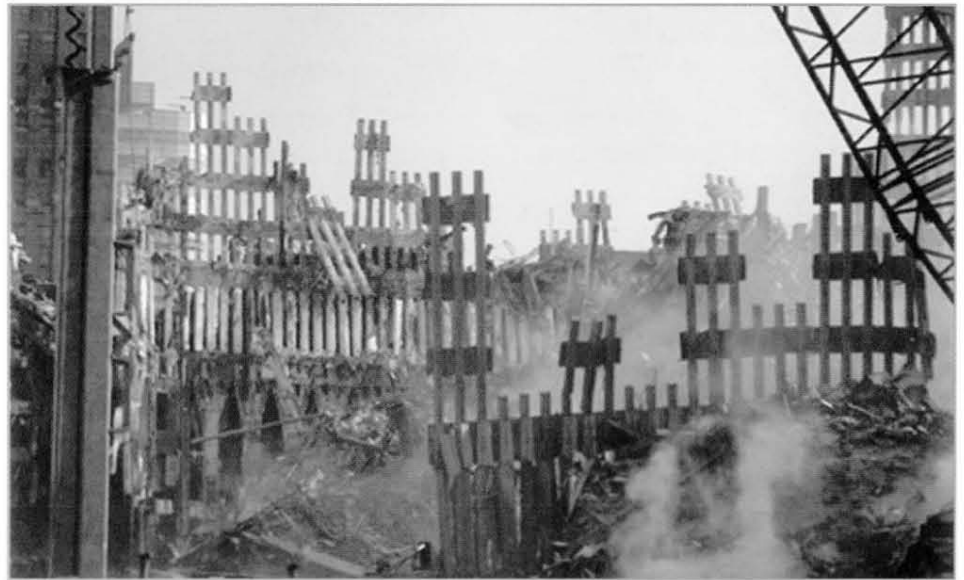
Volume 12, Number 07

## What I saw at ground zero

by Julie Park

It has been almost a year since the 9/11 terrorist attack in the United States, but the event has changed our lives and our lives have remained changed since. One can still remember seeing the plane crash into one of the now-demolished World Trade Centers. One can still remember seeing the faces of devastation and fear across the nation. Many wished they could do more than pray for the victims, and a sense of helplessness enveloped all of us, especially the employees of Far East District who are almost half way around the world from New York and Washington DC.

Mr. Sang Lee, an electrical engineer of the Quality



A couple of weeks after the 9/11 terrorist attack, only the skeletal remains of North Tower's facade strure is recognizable through still smoldering smoke.

Assurance Branch of the district's Construction Division, experienced the aftermath of the 9/11 attack in New York's Ground Zero as a volunteer

assisting in the search and rescue efforts. He was one of the Corps members at Ground Zero. And just a few weeks ago, he received a jacket and a coin from the North Atlantic Division in appreciation of his volunteer work, along with a Certificate of Appreciation from the Federal Emergency Management Agency (FEMA), New York State.

A couple of weeks after the attack, Lee, who was working for the Walla Walla District at the time, answered the call from FEMA for volunteers to go to New York City's Ground Zero.



Mr. Sang Lee, proudly wears the jacket that was presented to him in appreciation of his volunteer work at Ground Zero.

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# From the Commander

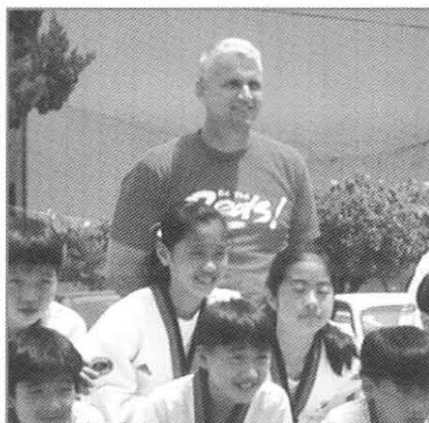


**COL Francis Kosich**

First off, let me tell you how excited I am about joining the Far East District team! It's indeed both an honor and privilege to be serving with each and every one of you. Busy times lie ahead especially as we transform our Army and the Maneuver District has a unique role as a vital member of the Pacific Ocean Division team with duties and responsibilities transcending the spectrum of Corps operations. We are truly "on point" for both the Corps and the Division on the Korean peninsula. It's clear that our charge to support the mission, division, and transformation of the Corps and our Army has special meaning to those serving in the Land of the Morning Calm and I am confident we will continue to do so in an outstanding manner. You know, it's been said that "readiness is the best deterrent", and I couldn't agree more. "Building for Peace - Ready for War," is the Maneuver District's *raison d'être* so to speak. To

that end I'm committed to optimizing our organization and making a difference where soldiers and families live and work throughout the peninsula. So let's talk about expectations using our strategic goals as a framework.

**People.** I expect all members of the POF team to know 3 things: your job, your people, and yourself. Armed with that knowledge and a sense of where you are and where you want to be, chart a course to get there. In doing so, you will make a difference. Keep in



**COL Francis Kosich smiles for a group photo with children from Midong Elementary School during Organization Day.**

mind that a measure of our effectiveness is whether we improve as individuals, sections, and as an organization. Will we be better able to accomplish our mission and tend to the needs of our customers in say 3, 6, 9 months? A year from now? If not, why

not? If not you, who? If not now, when?

**Process.** Our business in many respects is interactive in nature. As such, we must have systems and processes in place that allow us to leverage our capabilities, identify training needs, recognize superior performance, and standardize our efforts. Much has been accomplished in the area of METL development, CorpsPath instruction, and ISO certification and my hats off to all for the hard work performed thus far. We are just beginning an effort to assimilate PMBP throughout the Corps and are refining our own internal leader development program. Essential to all these initiatives is recognizing that these programs are enablers, not items to accomplish on our to-do lists. We simply cannot afford to invest the time and effort that we are in these programs with no expected return on investment or return that we cannot translate into improved efficiencies or increased value to our customer. I look forward to improving our processes and seek your active involvement in making these and other initiatives bear fruit.

**Communication.** I look at this goal in three ways. First,

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Check out the Far East District web site at [Http://www.pof.usace.army.mil](http://www.pof.usace.army.mil)

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# Safety & Health

## Medical Surveillance - Secondary Prevention

by Edward Primeau

When trying to control exposures to the chemical, physical, and biological causes of occupational diseases we look at primary and secondary prevention measures. The primary prevention measures are aimed at directly controlling the exposure. Examples of primary prevention include substitution (using a less toxic material such as a water based paint instead of a solvent based paint), engineering controls (constructing sound attenuating barriers around noisy equipment), and administrative controls (such as lockout/tagout programs).

The secondary prevention measures are designed to identify individuals who are affected by contaminants in the workplace, to prevent further exposure, and to provide medical treatment if necessary. The secondary prevention measure we use in our Safety and Occupational Health Program is medical surveillance.

Medical surveillance is initiated due to the following: An employee is exposed to a particular contaminant, the employee uses a certain type of protective equipment such as a respirator, or the employee performs a specific task such as firefighting.

Workplace exposure



assessments are used to decide which employees require medical surveillance. Often, the action level or trigger level for initiating an employee medical surveillance program is based on an airborne concentration of contaminants measured in the work areas. For example, the trigger for asbestos is an airborne concentration of fibers at or above the OSHA permissible exposure limit of 0.1 fibers per cubic centimeter for an 8-hour time weighted average. Medical surveillance is designed to detect an illness or organ dysfunction at an early, treatable phase. Medical treatment is typically offered before the employee begins an assignment (Preplacement), at a predetermined frequency during the assignment (periodic), and at the conclusion of their employment or the assignment that poses the hazardous exposure (Termination). The medical tests performed during these exams are based on the exposure and the availability of reliable measures. The preplacement medical exam looks for conditions that would put the employee at an increased

risk to himself or others because of the exposures or activities. For example an employee may have a heart condition that would be aggravated by the use of an air-purifying respirator. The preplacement exam also includes baseline tests which are used for comparing future tests in order to assess the impact of subsequent exposures on the development of illnesses.

The periodic and termination exam detects changes in the health of the employee since the last exam that might indicate a need for change in the work process in order to reduce exposure. This exam may also indicate that medical treatment is required to treat the early onset of a disease.

If you would like to read more about the Medical Surveillance Program for the Far East District then open the Standard Operating Procedure 385-1-10 on the POF Intranet.

It is also important to understand that this medical surveillance is not an employee's annual physical. These exams look at assessing the individual's health based on an occupational exposure. It does not look at issues that your own physician would cover such as high blood pressure, cholesterol, diabetes and other non-occupational related diseases.

# The Chin Report



by Allen Chin,  
Deputy for Programs and  
Project Management

Just about everyone in Korea was caught up in the unbelievable success of the Korean Soccer Team. The Korean team was ranked lower than most teams that played in the World Cup and yet they outplayed almost every team they faced. We can break down their success and translate that to how it can benefit all of us in being successful in our teaming at work. This incredible success can be traced to three basic themes; leadership, teamwork, and synergy. If we follow the success of the Korean Soccer Project Delivery Team, we can also see how leadership, teamwork and synergy will help us in our work. Obviously their leadership stems from their great coach, Mr. Hiddink. He was able to motivate them, mentor them and train them for the task at hand; winning games at the World Cup. We, as supervisors can act as leaders to empower the PDTs to be successful. By empowerment, we can encourage the team members

## WORLD CUP SUCCESS: LEADERSHIP, TEAMWORK, AND SYNERGY

to work as a team. Each of the team members themselves can be empowered to be leaders in their own functional areas. I noticed how well the Korean players worked together without selfishness, how well they passed the ball and how well they played as a team.

To be successful at work, each of us should remember to defer to and give credit to other team members when that is the case. The most important thing to remember about teamwork whether it is in the PDT or in a soccer game is that everyone **MUST CONTRIBUTE**. Team contribution is one area in our PDTs that we need to work on improving. That includes not hesitating to share your ideas within the PDT or being proactive in coming up with ideas or working your part of the project as required. That also means informing your functional chief who has empowered your participation and decision making on the PDT. Trying to be a player on a team that doesn't share the ball or being a player that doesn't get involved in the game will hurt the team. I think it is clear that teamwork and synergy go hand in hand. You can't have good teamwork without synergy and good synergy

must include dedicated teamwork. I never tire of repeating the definition of synergy; that two or more individuals can come up with better ideas and solutions than one person working alone. In fact it is more fun as well as being more effective for all to contribute as a team than to try to make a decision or develop a plan alone without working as a team.

I think everyone notices the camaraderie that existed between the players on the soccer team as well as the mutual respect the players have for each other and their coach. We should always remember that it is important to get along with the team members. Furthermore, if your project is successful, all PDT members should enjoy and share in the success.

An article in the Korean Herald details Mr. Hiddink's management style which includes key elements such as: fundamentals, innovation and horizontal relations. These elements are in line with what I mentioned earlier.

"Fundamentals" means everyone should be treated equally and be in good physical (and mental) condition. We should also be

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by Regina Adams  
Chief, Resource Management Office

## EARNERS AND BURNERS - CORPS TRUTH OR MYTH

The single most impressionable information received while with FED is the "Earner Burner Theory." Many of you might ask what Theory? Well as related to me, Earners (technical staff) earn money, and burners (administrative staff-AA), conversely, simply burn (spend) the money earners earn. To this theory I say, "pitiful, untrue, and who but an Engineer would say such a thing." Here is a look into the subject from my point of view.

I've had fun debating this with Tech counterparts and AA staff, some taking the hard line, others graciously showing compassion for the plight of the less fortunate (non-technical staff) and some espousing my view but unable to openly address the issue. Conversations have gone from a 1-2 hour passionate discussion with our ED Chief, a short lecture on how the terms/practice got started from a previous DPM, a dissertation on Corps philosophy reference the subject from our current DPM, and other AA staffers sharing their feelings on the subject. All came with different perspectives helping me modify (slightly) my original position and understand why this thinking exists. In the interest of brevity, I'll only deal with the Earner portion of this myth (we are all Burners, merited users of income generated from our product-services

to the customers). To earn by definition is to receive as a return for service, to deserve. The definition infers you must give to get (earn), perform/support to merit compensation. So, when you give to get and perform to merit compensation, you become an "Earner."

With this as our basic definition, let's look at Tech Staff (techies)- they receive (earn income) for services provided and deserve the receipts. Because they attract the business (projects), negotiate the cost for services, cater to the customers needs through design and construction services, and bottomline represent the nucleus of "why" the Corps exists. So are they Earners, yes, most definitely so, their services are our "goods sold" and what necessitates AA technical support.

AA Staff, are we Earners, by above definition, yes-by Corps definition, no. Well, I beg to differ with the latter. Without AA staff, Techies could not productively or efficiently exist - we keep you straight and ensure legality/prudence (by regulation and statute). I'm sure both Enron & Worldcom are wishing they had competent support staff (willing to do the right, ethical, and legal thing vs expedient/lucrative). Botching a project loses customers, but incorrectly recording, misusing, illegally procuring, or misappropriating assets (dollars, personnel, equipment, or supplies - all AA staff managed) loses you freedom and/or personal finances. So I deduce AA staff are also Earners - we make money by the support given Techies to ensure validity and superiority of services provided

customers. Earning in its purest sense is receiving compensation as a return for service (direct, indirect, and support) resulting from organizational teamwork. FED epitomizes this definition - we're all Earners.

In case you missed it, yes I breeched Corps decorum and dared to refer to what we do in the AA staff as technical. Banish me, flog me, send me home, but yea I broke the rules of Corps etiquette. Technical is defined as having or relating to special mechanical or scientific knowledge, by strict interpretation of rules. Yep, that makes RM technical and I'm sure others have similar aspects of their jobs. Rules, regulations, guidelines, and scientific methods (mathematics/statistics) drive what we do in RM. Now Techies, don't get all bent out of shape, I'm not launching a campaign to get RM declared a tech organization, nor the name of the Corps changed to Corps of Resource Management. But, it's not a bad idea (thanks for planting the idea my unnamed friend). My intent is for each of you to pause to think about the components "required" to make FED whole. Oh and by the way, to have the last word on the subject.

This subject was of concern to some so I chose to share my views. Feel free to offer subjects, issues, or areas of concern you'd like to see addressed in my column. Also, please keep engaging me in conversation - I love intellectual exchange and sharing ideologies. We, the Far East District, succeed because of our commitment to excellence and each other.

# Regina's View

## What I saw at ground zero

(continued from page 1)

One of the missions sent out to the Corps of Engineers from FEMA was logistics support. Lee volunteered to be on the Logistics Emergency Response Team and soon after, he was on his way to New York.

"I volunteered to help the victims in New York because I thought that being there in person would help me understand and cope with the pain, anger and hopelessness I was feeling at that time," said Lee.

His initial reaction to the scene was absolute shock and disbelief. "The magnitude of damage and destruction was unimaginable," added Lee.



**People from various federal agencies eye the monumental task in front of them with heavily damaged 4WTC on the right.**

"It was unthinkable that people could have so much hatred to cause such destruction and loss of lives."

Upon arrival in New York, Lee reported to Pier 92, where the Disaster Field Office



**A lone USACE hard hat and a pair of goggles are hanging from the fence near Ground Zero.**

was set up. Lee received his pass to ground zero and was assigned to one of the four logistics trailers that were set up to support four command sites. The command sites were strategically set up at each corner of ground zero and were named after the streets, Church, Vesey, West and Liberty.

"We were dropped off at ground zero to find the assigned logistics support trailer. It was still dark and another guy and I walked around the perimeter of ground zero, and we could still see the smoke coming out of that area even though it was two weeks after the attack. As we passed by the two buildings, we saw a debris pile-up that was about 50 or 60 feet high," said Lee. "I couldn't believe the size of the destruction."

Lee worked 14 hours a day (or night), as he worked the night shift. His daily routine would start by spending about 30 minutes going through four to five check points just to get to Ground

Zero. Once at Ground Zero or Deployable Tactical Operations System (DTOS) where local Logistic Emergency Response Team (LERT) was set up, the night shift crew would get briefed on the events that occurred during the day and events expected during the night.

Lee was the only person from the U.S. Army Corps of Engineers at Ten-Ten Command Center, which was above Ten-Ten Fire Station. He was responsible for compiling all summary reports from four command posts into one. The compiled report had to be sent to Central Command Center at Duane Street Fire Station, the Fire Commissioner and the New York City Mayor. The reports included detailed findings by search and rescue teams.

A week after Lee started his volunteer work at Ground Zero, or three weeks after the 9/11 attack, the hope of finding survivors had diminished and the operation shifted toward search and recover and a morgue team was brought in to identify recovered remains.

After another week at Ground Zero, Lee's volunteer work was coming to an end.

"Days before we left, the four command posts had merged into two. I was one of the last people to remain from night shifts as the Corps mission was completed and turned over to the U.S. Forest Service," said Lee.

It was an exhausting, yet unforgettable experience for Lee.

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# A visitor from DC

by Julie Park

For the Far East District, it was the week of change of command, a town hall meeting, a World Cup soccer match between the U.S. and Korea, and organization day. It was a week to be remembered for one reason or another for many. Some were impressed by the wave of "Red Devils", supporters for the Korea national soccer team, and some were impressed by the fine vocal cords of the singing contestants at the District's organization day.

Mr. Gary Anderson, Director of Logistics Management, Headquarters, U.S. Army Corps of Engineers, visited the Far East District that week and he could not have picked a better one. Although he missed the change of command ceremony and the U.S. vs. Korea soccer match, the 45-year-old district and, especially its people, who are planning for 45 more years into the future, impressed him.

Anderson is responsible for developing policies, regulations and procedures for all of the major functional areas of Logistics across the Corps.

"I work with a group of highly motivated professionals whose goal is to provide quality service to everyone," said Anderson.

"We incorporate issues stemming from the Department of Defense and Department of Army

level, as well as from the Congressional level, and coordinate that with the horizontal team across the headquarters to make sure that we are on top of all major issues and challenges."

"Rather than developing guidance for the division level, district level and down to the project level and expecting them to comply, we like to ask how such policies and guidance will

"The reason I'm here is that since we've been under the Project Management Business Process (PMBP), it has become crucial to develop a vertical team as well as the horizontal team," answered Anderson.

Anderson went on to say that this visit to the Far East District was very important because he was given the opportunity to look at issues from



**Mr. Gary Anderson (center), Director of Logistics Management, HQ USACE, enjoys the Organization Day at FED with Mr. Walter Goode (left), Chief of Logistics Management, POD, and Mr. Bill Baker, Chief of Supply, FED.**

effect each district and projects in accomplishing their mission. And we try to incorporate that information and make changes to the business process, if necessary."

Since this was the first visit by any Chief of Logistics from headquarters USACE, it was natural to ask what brought him to the Far East.

not only the logistics side but from all necessary sides to build up a vertical team, which will later help save time and come up with such ideas that were never thought possible.

Yet, more than anything else, Anderson was impressed with the people of the District.

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# Far East District's 4



One of the highlights of the day was the watermelon eating contest.



COL Francis Kosich sings "New York, New York."



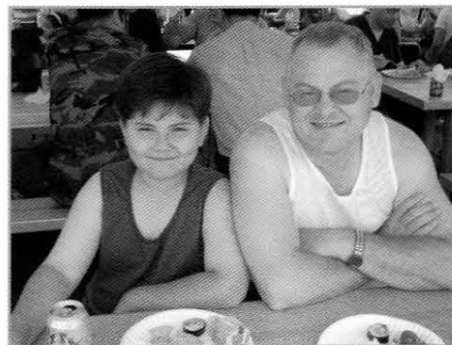
BoBo the FED clown (Mr. Ken Pickler, LMO) was most popular to many young participants.



There was a lot of commotion at the yut final.



BoBo the Clown was popular not only among children, but among adults as well.



Do you think they look alike? Mr. Mitchel Glenn and his son posed for the camera.

*Special thanks to Mr. Robert Weis for sharing his great photos.*



# 5th Organiztion Day



Ms. So, Son-ok, Contracting Division, gave the winning performance to take home first place in the Karaoke Contest.



There was a lot of cheering at the tug-of-war final. Engineering Division was the winner.



Many participants were sporting their "Be the Reds" t-shirts for the World Cup soccer match that evening.



Taekwon kids from Midong Elementary School showed off their finest forms and every onlookers went in "awe".



The water balloon toss is always great fun. Except this year, the target was smart enough to wear a mask!



Ms. Voncile William, PPM, and Ms. Regina Adams, RM, sang a few tunes and enjoyed the day.



Another great Tae Kwon Do exhibition by very talented children from Midong Elementary School.



Kick volleyball finalists have kicked their way to the top and the final winner was the Logistics Management Division.

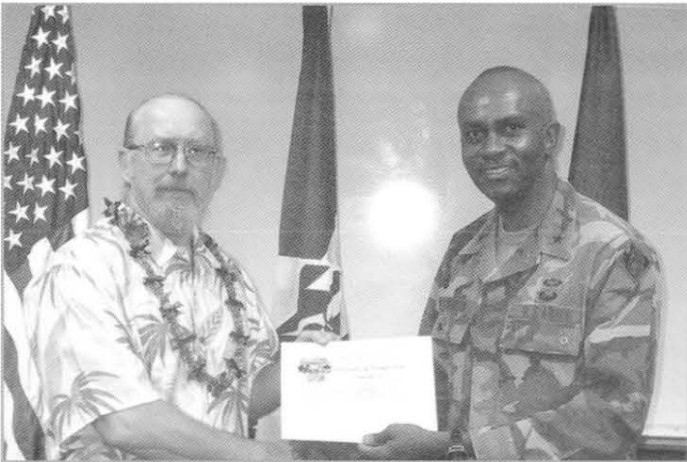
## 2002 Excellence in Federal Government Awards



LTC Charles Markham was the POD nominee for the 2002 Excellence in Federal Government Awards in the Military Officer of the Year category.



Mr. Jon Iwata, Chief of Army Branch, PPM, was the nominee for the Federal Manager/Supervisor of the Year award for POD.



Mr. Lynn Ray, was nominated as the Federal Employee of the Year in Professional, Administrative, and Technical category for POD.



Nominees from the Far East District (including Mr. So, Sin-il from LM who was nominated for the Trades & Crafts category and mentioned in June issue of East Gate Edition) pose for a photo with BG(P) Ronald Johnson, POD Commander.

# *Congratulations!*

## A visitor from DC

*(continued from page 11)*

"I am genuinely impressed by such a mix of the two cultures within the District," said Anderson. "It was fantastic to see the employees carrying 'Just Do It' cards written in Korean. I was also very impressed to see how the staff of LM are so focused in teamwork and motivated to provide the best customer service that they are able to come up with creative and innovative solutions to any issues or challenges that may come along."

During the interview, General Robert Flower's strong commitment to making next year the "Year of the Learning Organization" was mentioned. He emphasized that through CorpPath and PMBP the ability to learn and adapt to diversity as well as changes in the business process is encouraged at all levels of operation. He believes such diversity in the Far East District should help the district take on the leading role in becoming the learning organization.

As we approached the end of the interview, this Seattle native added that his preconceptions of Korea have changed drastically since his arrival.

"Before my arrival, I heard all kinds of stories about Korea; about it being over polluted and crammed with traffic," said Anderson. "But since I've been here, I found that

all those things were wrong in most part. People are friendly and the members of the District are given real opportunities to learn and improve their skills by engaging in jobs that really do make a difference."

"Traffic is no worse than most of the cities in the States. Now, I am going to be a strong advocate of the Far East District and Korea. But my best advice to anyone is, 'you must come here and see it for yourself'."

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## What I saw...

*(continued from page 7)*

Lee remembers seeing the same people 24 hours a day, standing near the entrance of ground zero, cheering the crew on and handing out water and food. Local churches, Red Cross, Salvation Army, and just people from all around the country extended their support in any means possible, some by writing

letters, some by simply wearing a big smile of thanks.

Lee remembers seeing a line of people holding a plaque with the picture of their missing loved ones. He remembers seeing the Fire Department and police working around the clock, in an effort to finding just one more life underneath the rubble. He remembers seeing one or two funerals a week, which meant the rescue crew had found and identified bodies only that often.

"I was glad that I had the opportunity to give the small effort that I did give," said Lee. "I guess I will never understand how hatred can be so great to cause such pain and sorrow to so many people. But because of this, I think the U.S. became a better, stronger, and more united country."

"I was sure thankful that I had a family to go back to."

*Photos are provided by Mr. Sang Lee, CD.*



**A lone USACE emergency management worker logs information amidst WTC wreckage.**



## Korean War Hero to Receive Award Earned 50 Years Before

*Story from the Department of  
Defense 50<sup>th</sup> Anniversary of the  
Korean War Commemoration  
Committee*

**WASHINGTON, D.C.** - During a ceremony June 25 at Arlington National Cemetery, a Korean War Veteran will receive the Silver Star more than 50 years after his acts of heroism.

"It is extremely gratifying when a veteran, especially a war hero like Sgt. Robert L. Wood, is honored for his sacrifice and valiant actions over 50 years ago", said Retired Air Force Maj. Gen. Nels Running, executive director for the Department of Defense 50th Anniversary of the Korean War Commemoration Committee. "The Department of Defense is very proud to bestow him with his award. We are also very thankful to Korean War Veterans roll in keeping the Republic of Korea a free and democratic state."

Robert L. Wood, from Point Pleasant, W.Va. and a sergeant in the U.S. Army during the Korean War, was awarded the medal for his gallant service

after Sen. Robert Byrd recently wrote a letter to the Army. The Silver Star is one of the highest awards the United States can bestow for bravery in combat. Wood, one of eight brothers to serve his nation, met the Office of the Assistant Secretary of Defense for Reserve Affairs Director of Training, Army Col. Barry A. Cox and began to talk about his Korean War experience. Cox, who said he was amazed that Wood never received a medal, talked to Wood's battalion commander and first sergeant during the war in the effort to get the veteran an award. Wood's first sergeant signed off on the award recommendation as the first step in getting the medal. Needing a senator to recommend the award after 50 years, Cox sent a request to Sen. Byrd, who quickly signed.

During the night of Feb. 11, 1951, Wood's artillery battery, part of the 82nd Anti-Aircraft Artillery Automated Weapons Battalion, was attacked by a numerically superior enemy force and ordered to withdraw. After moving out, Wood's column came under immediate

mortar and machine gun fire and had to fight its way out. Wood spotted a member of his battery apparently wounded in a small ravine beside the road. In spite of the heavy fire and without regard to his own safety, Wood leaped from his armored vehicle to move the wounded soldier to safety.

The next morning, Wood's battery was supporting a breach of an enemy roadblock when he spotted the enemy setting up a heavy machine gun to the rear of the column. He immediately dismounted and under heavy enemy fire, directed an M19 quad-50 caliber machine gun to withering fire on the enemy gunners.

Along with the Silver Star, Wood received the Republic of Korea - Korean War Service Medal at the ceremony. For more information on the event contact the committee's media outreach division at (703) 602-5292 or call toll free 1 (866) KOREA50. For general information about the Korean War Commemoration visit [www.korea50.mil](http://www.korea50.mil).



# Congratulation!

Congratulations to Mr. Ku, Pon-chun of Engineering Division who recently passed the Oregon State Fundamentals in Engineering (FE) examination. Ku took the exam on April 22 of this year in hopes of improving his personal engineering skills and knowledge. Ku is now preparing for the Professional in Engineering (PE) exam in April or October of next year. Ku joined the Far East District in November 2001 and will undoubtedly become one of the



vital members of our District with his continuing quest for personal improvement and excellence.

## Chin's Report

(continued from page 4)

innovative in our ideas because good ideas are a key to helping us succeed. And having good horizontal relations mean working together as project delivery team members rather than the old-fashioned vertical stovepipe approach.

I don't think we will ever get tired of talking about the success of the Korean World Cup Soccer team. We should take some lessons learned from that success to apply to the way we operate our teams here at the District: leadership, teamwork, and synergy.

## COL's Message

(continued from page 2)

we are all spokespersons for the U.S. Army Corps of Engineers. We need to promote the Corps and what it stands for in informing others of our capabilities, contributions, and relevance to the Army, our customers, and the Nation. We should seek to make our customers an inseparable part of the process while addressing their concerns and soliciting feedback. Second, as a key contributor and member in the Division's Regional Business Center concept, we need to be engaged and responsive in communicating needs, requirements, and capabilities not just up and down the chain of command or at our Regional Management Boards, but across functional lines as well. In order

to do this, we need to understand the capacity of our Corps so we may leverage capabilities outside of our own. Finally, as members of a learning organization we must encourage open, candid discussion and feedback in order to do away with old paradigms and facilitate growth. Only then will we have created the synergistic relationships we seek in attempting to accomplish what cannot be accomplished separately.

Lots of words and I'd be the first to tell you that "the proof is in the putting," as an old saying goes. I'm anxious to get started. Thanks for all you do for your district, Corps, and country. See you on the ground.

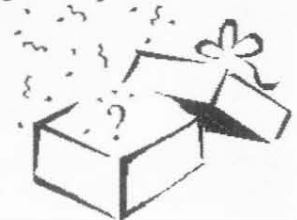
**COL Kosich**

## Question of Ethics

by Gilbert Chong, OC

Dear Dr. Ethics:

Last month I went to a construction industry information fair on tickets sent by the fair sponsors, a consortium of material suppliers. As the guests were leaving, each of us was handed a gift bag with mementos and informational handouts from all the sponsors. May I keep the gift bag?



(see page 16 for answer)

## Remember to update your BIDS

By Edward R. Knox  
USFK Provost Marshal's Office,  
Security Division

The message that needs to get across to the community is the importance of updating your date expecting return from overseas in the Biometrics Identification System whenever your DEROS changes or your ID card is renewed.

Everyone has a DEROS or ID card expiration date and upon DEROS or ID expiration, whichever is sooner, the BIDS automatically archives that ID card, which means that, although they still may be allowed access to the installation they won't be able to escort anyone. Also at times of increased Force Protection Condition, installation commanders may not allow personnel with archived access media onto the installation. Auto archiving is done to protect the community from fraudulent usage of access media, as well as to keep the database current by eliminating old date. In July, the USFK Provost Marshal will be cleaning the BIDS of all old data to ensure the system continues to work efficiently. All old and archived data, based on DEROS dates, will be removed. Folks who have not updated their DEROS will no longer be in the system and therefore will have to re-register which is more time consuming than simply updating the DEROS date in an archived file.

Who does this affect? It affects all DoD ID card holders (active duty, reserve, retired, civilian employees, family members, etc) that have a specified amount of time assigned to Korea otherwise known as DEROS. Our KN employees as well as non DoD contractors, vendors and guests of USFK with BIDS produced post passes have expiration dates which are updated when they receive their new USFK access media. When someone receives a new U.S. Government ID card at a DEERS/RAPIDS issue facility they are **not** automatically registered into BIDS and must go to a BIDS registration site to register into BIDS or update their DEROS.

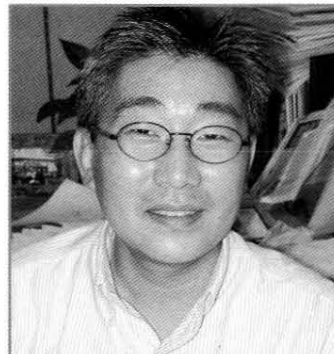
So how does one update their access media? Simply go to any BIDS registration site with a copy of your orders showing where your DEROS has been extended. BIDS registration sites include the local Pass & ID offices like on Yongsan's South Post at the Community Service Building.

What happens if you don't update your access media? You may find yourself at the gate trying to sign in a friend, dinner guest or business associate only to discover you can't sign anyone on to the installation.

So avoid possible embarrassment and remain current by updating your DEROS in BIDS as soon as possible.

*This article was reprinted from Seoul Word.*

## July Focus



**Name:** Jay (Chae-hwang) Yu

**Title:** Mechanical Engineer

**What do you do?:** I design building mechanical systems (HVAC, plumbing, and fire protection systems) for various facilities all over Korea.

**How long have you been with FED?:** 4 years

**What do you think needs improvement in FED?:**

We need to instill in all of our workforce, at a very personal level, pride in their work. CorpsPath was a good start, but I think it is up to supervisors and senior employees to put the message into action, take an interest in the work of those who work under them and make use of the Individual Development Program as a tool to do this. Also, I think we should incorporate "Intensive English Language Program" into our "Leadership Development Program". For those KN employees that show exceptional technical competence and leadership potential, we should offer some extra training such as a "total immersion" language program.

# Did you know & Things to do...

## *Busan, a city of unique sights and experiences*

### **Beomeosa Temple & Geumjeong Fortress**

Busan where the Nakdong River flows into the sea is the nation's second largest city, serving as a focal point of politics, economy, society and culture. Currently, Busan is bustling with various events. After successfully hosting several matches in the 2002 World Cup, Busan is gearing up for the 14th Busan Asian Games. The upcoming sporting event, in which 11,000 people from 42 Asian countries will participate, is expected to unite all Asian people under the slogan of "One Asia, Global Busan." The Asian Games will be held for 16 days from Sept. 29 to Oct. 14, featuring 38 sporting events.

Around the Asian Games, Busan will host a variety of events, including the BUTOUT 2002 (Busan International Tourism Show) on Sept. 5-8; the 2002 Busan Biennale on Sept. 15-Nov. 17; the second International Choir Olympics on Oct. 19-27; the 2002 Busan FESPIC Games on Oct. 26-Nov. 1; and the seventh Busan International Film Festival on Nov. 14-23.

In addition to the non-stop round of festivals, Busan is also famous for a variety of things to see and enjoy. Consequently,

this month's edition of Korea Travel News covers Busan's ten most famous tourist attractions full of unique sights and experiences.

### **Beomeosa Temple**

Beomeosa Temple was built in the 18th year of King Munmu's reign during the Silla Kingdom (678) by a Buddhist Monk, Uisang. Situated halfway up Mt. Geumjeongsan in Busan, it is one of the nation's five greatest temples. Scenic natural surroundings harmonizing with groves of Japanese wisteria designated as Natural Monument No. 176 present a marvelous sight.



176 present a marvelous sight. Inside the temple, there are a number of cultural assets, including the three storied stone pagoda of Beomeosa Temple designated as Treasure No.250, Daeungjeon Hall designated as Treasure No. 434, as well as

Iljumun Gate (front gate), Danganjiju (two pillars supporting a pole with a large Buddhist painting), and Stone Lantern, designated as local cultural property No. 2, 15, and 16, respectively.

### **Geumjeong Fortress**

Geumjeong Fortress is a mountain fortress situated in Mt. Geumjeongsan and was designated as Historic Site No. 215. It used to be the country's largest fortress, yet about only 4km remains today. Given the location and scale of the fortress, it is presumed to have been built during the Silla Kingdom, but the exact date of construction is not known.



# New Members



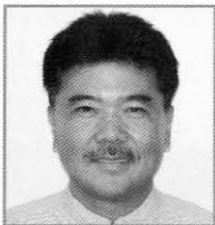
CPT Andrea Hartman joined Kunsan Project Office as the Kunsan Project Engineer. CPT Hartman was born in Seattle, Washington and grew up in Chugiak, Alaska. She graduated from the United States Military Academy with BS in Environmental Engineering and University of Missouri at Rolla with an MS in Engineering Management. Her hobbies and interests include hiking and biking. Although this is her first assignment with the Corps and FED, this is her second time in Korea as she worked for 2ID Engineer Brigade at Camp Howze in 1999. Her most recent assignment was at Ft. Lewis, WA, 14th Engineer Brigade.



Ms. Ko, Un-kyong joined Seoul Project Office. She graduated from In-ha Technical College and is married to Mr. Kwon, Tae-wan. This is her first time working with the Corps of Engineers. Ms. Ko worked at Camp Eagle from 1995 to 1996 and Camp Long DPW until May 2002.



Mr. Robert Lipsey Jr. joined Construction Division as a Construction Representative. Mr. Lipsey is originally from Charleston, SC and married to Ms. Sandra Lipsey. His hobbies include fishing and hunting. Mr. Lipsey has a very long history of employment, but his most recent position was with the Louisville District as a construction representative. He has worked in many different countries around the world including Cuba, Japan and Spain.



On July 1, Engineering Division welcomed their new Deputy Chief, Mr. Ryo Nakamoto. He is originally from Honolulu, HI and a graduate of University of Hawaii with a bachelor's degree in Mechanical Engineering and master's degree in Business Administration. He is married to Ms. Lei Nakamoto and they have two daughters; Meagan (3 years old) and Nicole (3 months old). His hobbies and interests from pre-parenthood included golf, softball, tennis, fishing and home improvement.

Now he spends most of his time driving his kids to various events and activities. He has been with POD for 11 years and next March will be his 20<sup>th</sup> year in U.S. government service.

## Answer to Question of Ethics

It depends. First, you attended the information fair under the Widely Attended Gathering exception to the Gift rule, which was previously approved by your supervisor and this office. As an answer, the gift bag may be accepted as part of the widely attended gathering exception if the "free attendance" can be defined as including: conference fee; food; refreshments; entertainment, and instruction and materials furnished provided that they are an integral part of the event. We interpret "integral to the event" to mean that the items were intended to be used during the event. The gift bags delivered to guests as they are departing the event are rarely "integral to the event" and may not be accepted.

However, they may be accepted under other exceptions, for example, items of little intrinsic value, including plaques, certificates, and greeting cards are not considered gifts. Also, gifts under \$20 may be accepted from any source at a particular occasion assuming the employee has not exceeded his or her \$50 maximum from that source for the year.

Bottom line: when attending widely attended events, remember that gift bags may not be automatically acceptable.



## 사령관메세지



COL Francis Kosich

# 반갑습니다.

먼저, FED 팀과 함께 하게 되어 매우 반갑습니다. 그리고, 여러분 모두와 함께 일을 하게 된 것을 큰 영광으로 생각합니다. 미 육군의 전폭적인 변화로 인해 우리는 매우 바빠질 것으로 생각합니다. 또한, 우리는 태평양 지구의 주요 멤버로서 임무와 책임의 비중이 더욱 커지고 있습니다. 한반도에 위치한 극동 공병단이야말로 미 육군 공병단과 태평양 지구의 핵심이 아닐 수가 없습니다. 그리고 저는 여러분이 지금까지 그래왔던 것처럼, 우리의 주요 임무와 책임을 훌륭히 이행해 나갈 것이라 믿어 의심치 않습니다. 하지만, 저는 “준비성이 가장 뛰어난 방어책이다”라는 말에 적극 동의합니다. “Building for Peace – Ready for War” (평화를 위해 짓고 – 전쟁에 준비한다)라는 말은 우리 공병단의 존재의 이유이기도 합니다. 그렇기에 저는 한반도에서 복무하고 있는 미군과 그의 가족들을 위해 변화를 주도하고 우리 기관의 특성과 능력을 최대 활용하는 데에 전념하려고 합니다. 저는 이번 글에서 우리의 전략적 목표를 뼈대로 삼아 여러분에게 기대하는 것들이 무엇인가를 말씀드리고자 합니다.

사람들, 저는 POF팀의 팀원이라면 다음의 세 가지를 꼭 알고있기 바랍니다: 당신의 임무, 당신 주위의 사람들, 그리고 자신. 이것들을 알고, 당신은 지금 어디에 있고 앞으로 어디로 가고자 하는가를 안다면, 그곳에 도착할 수 있도록 자신만의 약도를 그려보시기 바랍니다. 그러는 동안, 당신은 분명 어떠한 변화를 이루어내고

있을 것입니다. 우리 모두의 영향력은 과연 우리가 개인으로서, 섹션으로서, 그리고 기관으로서 얼마나 발전했는가를 기준으로 측정된다는 것을 기억하십시오. 우리가 주어진 임무와 고객의 요구에 조금 더 잘 부응할 수 있도록 발전을 하려면 3개월, 6개월, 아니면 9개월이라는 시간이 필요할까요? 아니면 일년이라는 시간이 필요할까요? 그렇지 않다면 그 이유는 무엇이며, 이를 이룰 수 있는 사람이 당신이 아니라면 과연 누구입니까? 그리고 지금 이를 이룰 수 없다면, 언제를 얘기하는 것입니까?

과정, 우리가 하고 있는 일들은 대개 상호 작용하는 일들이 많습니다. 그렇기 때문에 우리는 노력의 기준을 세우고, 뛰어난 성과를 인정하며, 교육의 필요성을 지적하고, 우리의 능력을 평등화 할 수 있는 시스템과 과정이 필요합니다. 이를 위한 많은 성과가 METL 개발, CorpsPath 교육, 그리고 ISO 검정을 통해 이루어졌으며, 그 동안의 많은 노고에 경의를 표하는 바입니다. 우리는 이제 PMBP를 시작하려고 하며, 내부적으로 지도자 양성 프로그램 또한 시작을 하려고 합니다. 여기서 여러분이 꼭 기억하셔야 하는 것은 이 두 프로그램은 우리가 이루어야 하는 임무중의 하나가 아닌, 어떤 특별한 권능을 개인에게 부여해주는 프로그램이라는 것입니다. 우리는 우리의 고객에게 도움이 되지 않는, 또는 우리가 투자한 만큼의 이득을 볼 수 없는 그런 프로그램에 우리의 시간과 노력을 쏟아 부를 만큼의 여유를 가지고

있지 않습니다. 이 프로그램을 더 붙여 앞으로의 다른 프로그램에도 여러분이 적극 참여하여 좋은 결과를 낼 수 있도록 도움을 주실 것을 기대합니다.

커뮤니케이션, 저는 커뮤니케이션을 이루기 위한 방안으로 세 가지를 보고 있습니다. 첫째, 우리 모두는 미 육군 공병단의 대변인입니다. 우리 모두는 공병단의 능력, 성과 그리고 필요성을 홍보해야 합니다. 그리고 이 과정에 있어 우리의 고객을 적극 포함시키되, 그들의 요구와 관심사에 대한 충분한 대응을 해야 할 것입니다. 둘째, 태평양 지구의 지역 경영센터 구성 컨셉의 주요 멤버로서 세로의 관계뿐만이 아닌 수평의 관계에 있어서도 각자의 필요사항과 능력에 대한 충분한 커뮤니케이션이 절실하다고 생각합니다. 그리고 마지막으로, 배우는 조직이 되기 위해 우리는 열린, 그리고 거리낌없는 대화와 그에 대한 피드백을 줄 수 있어야 합니다. 이것은 낡은 전형을 과감히 버리고 한 조직으로서의 성장을 위한 절차입니다. 이것이 이루어 질 때 우리는 지금까지 불가능했던 것들을 같이 뭉쳐 하나가 됨으로서 가능하게 할 수 있는 것입니다.

옛 속담과 같이 “말보다는 실천”이 중요합니다. 그렇기에 저는 빨리 시작하고 싶습니다. 다시 한번, 여러분이 미국과 공병단, 그리고 district를 위해 보여주고 계신 노고에 깊은 감사를 드립니다. 그럼 현장에서 뵙기 바랍니다.

코식대령

# 뉴욕 센트럴파크의 역사

조경학을 전공하거나 집 해본 사람이라면 누구나 센트럴파크(Central Park)와 그 공원의 설계자인 '조경의 아버지' 프레데릭 로우 올스테드(Frederick Law Olmsted)에 관해 들어보았을 것이며 아마도 관심과 존경의 대상일 것이다.

그 이유는 1858년에 올스테드가 '조경가'라는 용어를 처음으로 사용하였기에 지금의 우리들이 조경을 공부하고 있고, 뿐만 아니라 그의 많은 업적 가운데 뉴욕 맨하튼의 금싸라기 땅을 공원으로 조성한 센트럴파크의 '대단함'과 그 '에너지력'을 높이할 수 밖에 없기 때문이다.

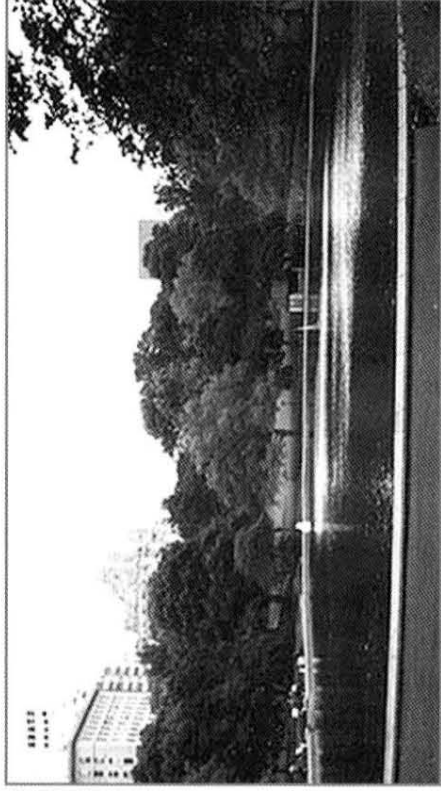
1840년대, 뉴욕 맨해튼이 인구증가로 인해 급격히 도시화가 되자 도시의 공공녹지가 절대적으로 부족하게 되었다.

이에 시인이자 편지작가였던 윌리엄 쉘런 브라이언트와 조경건축가였던 앤드류 잭슨 다우닝은 서둘러 맨해튼에 새로운 대규모의 공원을 지어야 한다고 주장했다. 이에 시인이자 편지작가였던 윌리엄 쉘런 브라이언트가 주회가 승인해준 약 500만 달러로 1857년에 공원부지 344ha를 매입하게 되었고 부지 정리작업이 시작되어 화장터, 여가저기 산업해 있던 많은 오두막집들, 누추한 농가, 자유롭게 돌아다니던 가축, 노출되어 있던 몇몇 배수관과 하수도 등이 모두 없어지게 되었다.

센트럴파크는 미국에서 최초로 만들어진 공공공원이다. 공원을 만드는데 공헌한 사람들(부유한 상인과 평소유주들)은 런던과 파리에 있는 공공공원을 보고 감탄했으며 그 결과로 뉴욕에도 그런 공원과 비교할만한 공

원의 필요성을 요구했다. 공공공원은 그들의 이웃에게도 말이나 자동차로 드라이브를 하고, 산책을 하기에 매력적인 요소를 제공해야 했다.

3년이라는 기간동안 공원의 위치와 공원을 만드는데 드는 비용에 관한 논쟁이 있었으며 1853년 미국 입법부는 뉴욕에 700에이커라는 맨하탄 중심의 거대한 땅을 공공공원으로 건설하는데 토지수용권(Power of eminent



domain)이라는 새로운 법을 개정하여 공원에 필요한 토지를 취득하게끔 하였다.

1857년 센트럴파크 위원회는 최초로 조정디자인 공모전을 열었고 약 43명의 응모자들 중 프레데릭 로우 올스테드(Frederick Law Olmsted)는 "Greensward Plan"이라는 타이틀로 공모하게 된다. 그때 올스테드는 칼버트 보우(Calvert Vaux), 영국태생의 건축가인 앤드류 잭슨 다우닝(Andrew Jackson Downing)과 함께 공원 계획의 감독이 되었다. 그들은 영국의 낭만적인 전통의 목가적 풍경을 창조하고자 생각을 하고 넓은 초지는 동선과 형식적으로 잘 가꾸어진 산책로의 그림 같은 효과와 대비되도록 하였다. 올스테드와 보우는 방해받지 않는 넓은 공간의 지속성을 느낄 수 있도록 도시교통 교차를 위해 8피트

넓이의 4개의 가로지르는 길을 두었고, 또한 순환체계에 있어서 비평가들의 의견을 수렴하여 차를 위한 길과 보행자를 위한 길 그리고 말을 위한 길로 분리하였다. 또한 보우는 자코브 워레이 모울드(Jacob Wrey Mould)의 도면을 받아 각기 다른 진일에 따른 교차로를 막기 위해 40개가 넘는 다리를 디자인했다.

센트럴 파크의 건물은 19세기, 새로운 뉴욕의 공공 작업 프로젝트의 하나였다. 2만명이 넘는 미국인 기술자, 아일랜드 노동자, 독일인 정원사 그리고 본토 석공들이 동원되어서 부지의 지형을 목가적인 경관으로 재형성하였다. 노동자들은 게티스버그 전쟁에서 사용된 화약보다 더 많은 화약으로 암벽면을 폭발시켜서 거의 3백만 평방야드의 흙을 옮겼고, 27만 그루가 넘는 수목을 식재하였다. 또한 기존에 북쪽에 위치하던 정방형의 호수도 곡선형으로 바꾸었다.

공원은 처음으로 1859년 겨울에 천여명의 수용인원을 가진 기존의 습지를 개조한 스케이트장을 대중을 위해 열었다. 1865년까지 공원은 연간 700만이 넘는 방문객이 이용을 했다.

하지만 처음 10년동안 대부분의 이용자들이 멀리서 차를 이용해서 공원을 방문했으며 단지 5%에 달하는 주변 거주인들이 이용을 했다. 공원이용에 있어서는 엄격한 규제가 적용되었다. 예를 들면 그룹단위의 소풍은 금했는데 이는 처음 10년간 많은 독일, 영국계 미국인들에게 실망을 안겨 주었으며 상인들이 장사를 하는 마차는 공원에서 가족들의 드라이브를 위해 사용되는 것을 금지시



켰다. 그리고 학생들만이 잔디에서 놀 수 있었는데 이것도 학교에서 교장선생님의 허락을 받은 문서를 제출해야만 가능했다.

뉴욕시민들은 계속해서 이런 규제로 다투어야만 했는데 1875년이 넘어서야 좀 더 민주적인 사용이 가능하게 되었다. 그 후 점차적으로 공원은 다른 요소들을 갖추어 가기 시작했는데 회전파마, 염소타기, 테니스장, 그리고 자전거 코스등이 생겼다. 또한 공원의 동물원은 1871년에 생겼는데 가장 인기있는 요소로 자리를 잡았다.

20세기 초가 되어서 많은 이주민들이 공원의 주변으로 자리를 잡게 되었는데 그들은 공원을 꾸준하게 많이 이용하였다. 노동자인 진보적인 개척자들은 좀더

활동적인 레크리에이션 시설의 모습을 강조하였는데 1927년 August Heckscher의 기부로 남동쪽의 초원에 잘 갖추어진 Playground가 조성되었다. 다른 시민들은 동쪽과 서쪽의 박물관을 잇는 아름다운 산책로와 시민을 위한 광장의 건설을 건의하기도 하였지만 조정가와 환경보호가들은 이런 디자인혁신에 반대하여 캠페인을 벌였다. 그 결과로 기존의 저수지는 Great Lawn이라는 아름다운 잔디밭으로 재조성 되었다. 이는 공원의 개조를 막고 최초의 Greensward Plan 개념과 공공공원으로서의 적합한 사용을 현재까지 지속되게 하는데 공헌했다. 1934년이 되어서 로버트 모세스(Robert Moses)가 새롭게 뉴욕시의 공원체계를 담당하게 되었는데 그가 재직한 26년간, 진보적인 개혁가들에 의해서 많은 시설들이 설치되게 되었다. 모세스는 불경기이지만 연방정부의 재정적 도움으로 공원 주변에 20개의 Playground와 동물원의 혁신, 자동차를 위한 드라이브코스의 재정비, 북쪽 초지(North Meadow)의 운동공간의 추가, 그리고 레크리에이션 프로그램의 확장등을 도모



하였다.

1990년까지 공원에 산의 반 이상에 영향을 줄 정도로 센트럴파크는 개인적인 조직이 실질적인 영향을 끼친다. 이것은 센트럴파크가 조경하는 사람들, 플러스케이트를 타는 사람들, 소프트볼을 즐기는 사람들, 자연을 사랑하여 찾는 사람들 등의 이용시민들에 의해서 모양이 갖추어져 가는 것을 의미하는 것이다.

## July Focus



이 름: 유 재황  
타이틀: Mechanical Engineer

하는 일: 한국의 다양한 미군 시설에서 쓰이는 mechanical system을 디자인하고 있다.

FED에서 근무한지는 얼마나 되었나?: 약 4년  
FED에 바라는 점은(개인 사항)? : FED의 인력

모두에게 자신의 업무에 대한 긍지를 가질 수 있도록 하는 것이 우선 이라고 생각한다. CorpsPath 교육도

좋은 시작이었지만, 그 보다는 워싱턴의 상사들이 부하 직원들의 일과 노력에 대해 더욱 세밀한 관심을 보이고, 현재 district에서 추진 중인 Individual Development Program을 적극 활용해 이를 지원하는데 것이 필요하다고 생각한다. 그리고, "Leadership Development Program" (지도자 양성 프로그램)에 한국인 직원을 위한 영어 교육 프로그램을 추가하는 것 또한 필요하다고 생각한다. 뛰어난 기술적 능력과 지도자 가능성을 가지고 있는 많은 한국인 직원들에게 보다 쉽고 빨리 배울 수 있는 효율적인 영어 교육 프로그램을 제공함으로써 그들의 업무와 직장 생활에 있어 많은 도움을 줄 수 있을 것이라고 생각한다.



고은경씨가 Seoul Project 사무실의 새 식구가 되었다. 그녀는 인하대학을 졸업했으며 권 태완씨와 결혼했다. Camp Eagle과 Camp Long에서 근무한 경험을 가지고 있으며, 이번이 FED와의 첫 인연이다.