

U.S. Army Corps
of Engineers
Far East District

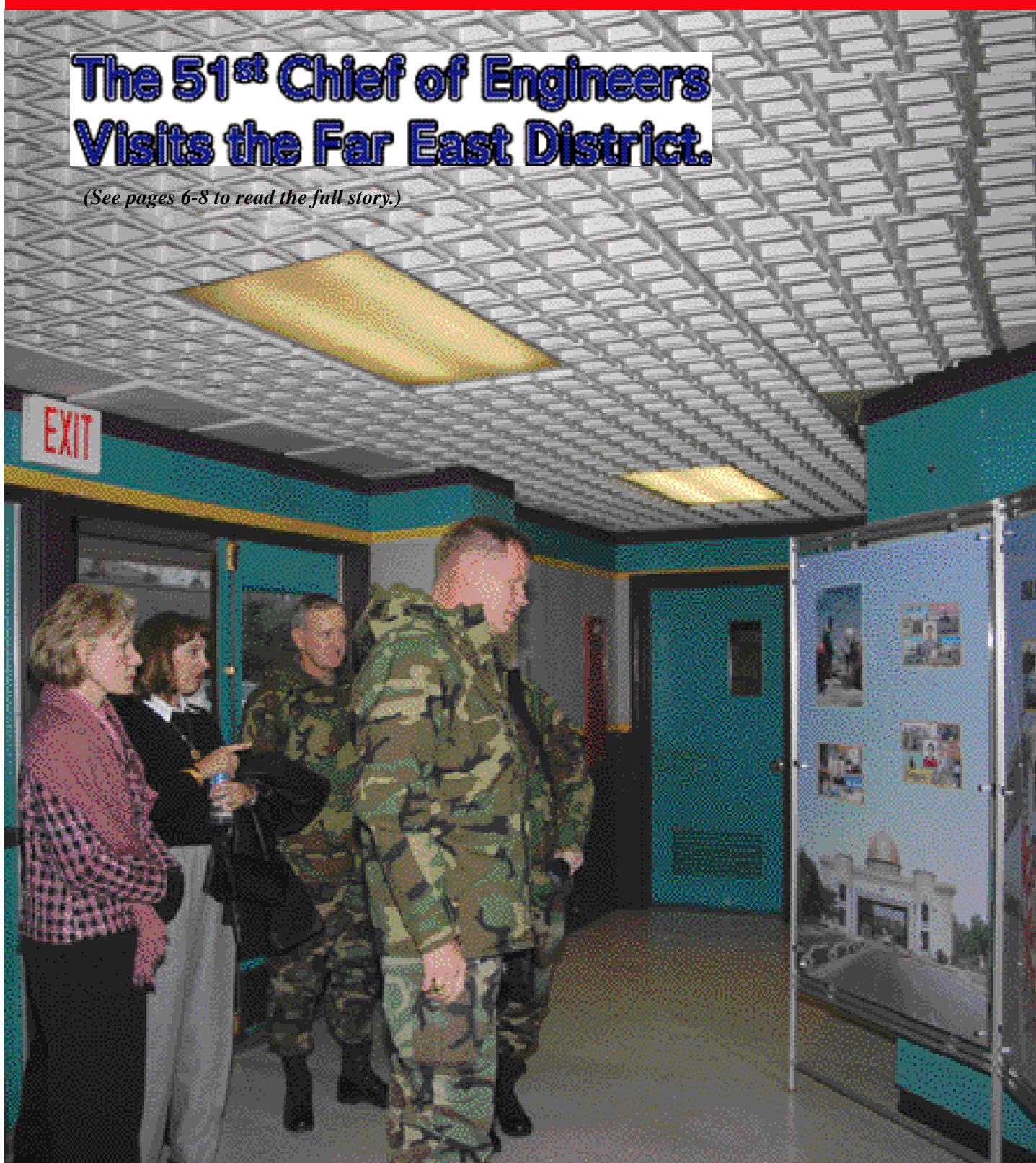
East Gate Edition

January/February 2005

Volume 15, Number 1

The 51st Chief of Engineers Visits the Far East District.

(See pages 6-8 to read the full story.)



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This month's focus

**Town Hall Meeting with
the 51st Chief of Engineers**

On the cover



LTG Strock and BG Davis and their wives are looking at the display about the FED employees deployed to GWOT before they start the town hall meeting.

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From the Commander



**COL Janice L. Dombi
Commander**

Happy New Year! I hope everyone enjoyed the holidays and time with family. Thanks to everyone for making LTG Strock's visit a complete success. LTG Strock is very pleased with our commitment to support the Global War On Terrorism both overseas and at our district. Every person that picks up one of the duties normally accomplished by a deployed teammate is helping with the fight.

It was clear from questions at the town hall meeting that many of you are wondering about the district's activities in the New Year. In addition to the work we scheduled last summer, we will build or supervise the construction of three additional gymnasiums at Camp Humphreys. Additionally, we may add a two- building school renovation to our list of projects.

As you know from following the news, the Korean National Assembly approved the funding for the move of US forces south of the Han River. The majority of units will go to Camp Humphreys and Kunsan Airbase. The move includes the relocation of almost all activities from Yongsan Army Garrison to Camp Humphreys. The Dragon Hill Lodge and a small administrative staff will remain at Yongsan. The Far East District Compound, our home since 1957, will also eventually close but our new home will not be on Camp Humphreys. Although I do not know the exact location of our new home, I do know it will be "south". My best estimate is we will be located between Humphreys and Osan Air Base. We may be in an industrial park with several other military support activities because we do not have room to locate all organizations on Camp Humphreys. Negotiations between USFK and the ROK officials are still in initial stages so they have not decided many of these details.

The ROK will manage construction for a portion of the \$3-5 billion (US) project, and our District will manage a portion. I do not know the division of labor yet since this is also a factor under negotiation. I do know the ROK government is purchasing approximately 2000 acres to expand Camp Humphreys. We anticipate the first parcel of land will be available for development this summer. I do anticipate our future work will be significant, at a minimum, in the construction management and surveillance of projects. As I said, until the division of labor is negotiated by USFK and the ROK, I will not know our true workload. The District Headquarters and the Pyongtaek Resident Office will manage the initial work. The great service provided at the Hospital, Southern, Central, and Kunsan Resident Offices will also continue as planned.

2005 promises to be an exciting and challenging year. As details of the construction and our role in this historic event become clear, I will certainly let you know. I always provide an update on the District's activities at our monthly birthday celebrations so if you are in the area, please join us! Thanks for all you do each day to make our district great. I hope you join me in a New Year's Resolution to look for alternatives and provide our customers with the best advice possible. Happy New Year!!

Safety & Occupational Health

Is Your Child Safe In Your Car?

Although child car safety seats have been popularized in the United States for sometime now the National Highway Traffic Safety Administration (NHTSA), recently reported 85 percent of the users are using them incorrectly. When a traffic accident occurs, infants and children who are not properly “Buckle Up” sustain greater injuries than adults. If the car safety seats is not installed correctly or infants and small children are not properly “Buckle Up” they can bounce and/or become flying projectiles when an accident occurs.

Below are a few tips to think about when purchasing a Child Car Safety Seat:

Pick and choose the “best” car safety seat!

- The “best” car safety seat is one that fits your child’s size and weight.
- Price does not always make a difference. Higher prices can mean added features that may or may not make the car safety seat easier to use.
- When you find a car safety seat you like, try it out! Put your child in the car safety seat and adjust the harnesses and buckles. Make sure it fits in your car.
- Keep in mind that displays or illustrations of car safety seats in stores do not always show them being used correctly.

Are you using a second-hand car safety seat? Double-check everything!

Do not use a car safety seat that:

- Is too old. Look on the label for the date it was made. If it is more than 10 years old, it should not be used. Some manufacturers recommend that car safety seats only be used for 5 to 6 years.
- Has a previous accident or has any cracks in the frame of the seat or missing parts. It may have been weakened, even if it looks fine. Do not use a car safety seat if you do not know its full history.
- Does not have a label with the date of manufacture and seat name or model number. Without these, you cannot check on recalls.
- Does not come with instructions. You need to know how to use the car safety seat. Do not rely on the former owner’s directions.

Use car safety seats correctly!

- a. How to buckle your child into the car safety seat correctly:
 - Be sure to use the correct harness slots for the child
 - Keep the harnesses snug
 - Place the plastic harness clip, if provided, at armpit level to hold shoulder straps in place
 - Make sure the straps lie flat and are not twisted
 - Dress your baby in clothes that allow the straps to go between the legs. Adjust the straps to allow for the thickness of your child’s clothes, making sure that the harness still holds the child securely
 - In cold weather, tuck blankets around your baby after adjusting the harness straps snugly. Never place blankets under the baby
 - To keep your newborn from slouching, pad the sides of the seat and between the crotch with rolled up diapers or receiving blankets

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The Chin Report



*by Allen Chin,
Deputy for Programs and
Project Management*

Regional Management Board

The POD Regional Management Board (RMB) was held 14-16 Dec 2004 hosted by the Honolulu Engineer District. The RMB is held three times a year with senior managers from POD, their four Districts and a representative of the Regional Integration Team from HQUSACE. Representing the Far East District at the RMB were Allen Chin, Rich Schiavoni, and Jon Iwata. This was an especially worthwhile RMB because BG Davis, the POD Commanding General participated and we all benefited from his guidance. BG Davis mentioned that the Corps Strategies of People, Process and Communication have been very successful and the Chief of Engineers will now focus on the initiatives of Warfighting, Homeland Security, Infrastructure, Environment, and Water Resources.

There was a lot of discussion about P2 and everyone was concerned with the difficulties in resourcing costs to the Section level rather than the Branch level. P2 data will be used to provide forecast of future workload projections for use by the Corps of Engineers Manpower Requirement System (CEMRS). The CEMRS system will be operational by June 05 and will look at future workload up to five years into the future. We are faced with the task of looking carefully at our budgets in FY06 because the District overhead must be reduced by 10% (of the FY04 total

overhead cost) in FY06 as mandated by HQUSACE. USACE also plans to implement a regional overhead in FY06 that will require all four POD Districts to use the same overhead rates.

Valuable discussion centered on the following regional topics:

- ISO 9001 Certification and the objective of measuring its success with examples of how certification has made a difference in how we do business.

- The Districts P&D (Planning and Design) rates on MILCON projects as measured by the percentage of P&D funds expended versus the Program Amount.

- Status of the FY05 Campaign Plan actions as measured by our progress on the initiatives of People, Process and Communication.

- Regional Acquisition Strategy and the upcoming regional Design Build MATOC (Multiple Award Task Order Contract) that the Alaska District is spearheading.

- USACE Metrics PDT (including private sector) will study current metrics and look at eliminating or supplementing current metrics as well as implementing new metrics.

During the RMB, the Regional Leadership Development Program (RLDP) Level 1 graduates were presented plaques by BG Davis to recognize them for completing the Level 1 program. The RLDP members presented case studies on the Design Build program in Korea as well as a Project Manager Development Guide. The PM Development Guide studied the competencies that make a good PM and how to improve the recruitment and hiring of PMs. The Guide also goes over the training and experience required for the various PM levels.

DoD Implements New Sexual Assault Prevention Policy

By Donna Miles
American Forces Press Service

WASHINGTON, Jan. 4, 2005 - The Defense Department announced today sweeping changes in how the military handles sexual assaults, with uniform policies and procedures that apply to members of all services, wherever they are stationed or deployed.

In a Pentagon briefing, David S. C. Chu, undersecretary of defense for personnel and readiness, said the changes - laid out in 11 new memorandums sent to Congress and the military services - "will change the way the military handles sexual assault, from the operations arena all the way to culture of the institution, in a profound and lasting way."

The new DoD policy focuses on three major areas: enhanced education and training to help prevent assaults, improved treatment and support for victims, and a better system for investigating and prosecuting offenders.

Chu said the changes are designed to help build a "climate of confidence" that instills trust in victims that they'll get the care they need, while instilling in all servicemembers that "this crime will not be tolerated."

The goal of the new policies is to standardize programs and policies throughout the Defense

Department to improve prevention of sexual assault, enhance victim support and increase accountability.

Chu acknowledged that the military's traditional victim-response system didn't provide the level of care and support victims need. "We are moving aggressively to put new systems in place to address this shortcoming," he said. "The well-being of victims is a priority for us, and we are doing whatever it will take to ensure they get the best possible care."

This support begins with a better system for reporting and investigating sexual assault that is more sensitive to victims' privacy and confidentiality, Chu said. Final details of that effort are still being worked out but are expected to be resolved soon, possibly within the week, he said.

DoD's sexual-assault policy will also ensure uniform standards of care, "so no matter where you are or what branch you serve in, you will have the same support systems and the same response personnel available to you," he said. New reporting guidelines and protocols will ensure an appropriate and timely response that Chu said will treat victims with "the dignity and respect they deserve."

Chu stressed this will apply for forces wherever they might be deployed on the globe. "All of these services should be available

to everyone, everywhere," he said.

Ensuring that victims get this care will be the job of the newly established sexual assault response coordinators. Chu said these officials will serve as a single point of contact to coordinate sexual assault victim care. And once the concept is fully implemented, the coordinators will be at every military installation around the world, he said.

The new policy calls for consistent sexual assault prevention education and training that begins in basic training and continues throughout the servicemembers' military careers.

The most basic part of the training includes clear-cut definitions of what constitutes sexual harassment, sexual assault and other sexual-related offenses. Chu said this will help "eliminate confusion and uncertainty about which actions constitute which offense."

Other training will be geared to first responders and commanders on dealing with cases of sexual assault within their ranks.

Air Force Brig. Gen. K.C. McClain, commander of Joint Task Force Sexual Assault Prevention and Response, said the new sexual assault policy "will make a tremendous difference in the lives of the men and women in our services."

Despite what she called "huge strides," she acknowledged that the new policy "is no silver

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Town Hall Meeting with the 51st Chief of Engineers

by Chong Yun Kim, PAO

LTG Carl A. Strock, the Chief of Engineers, hosted a town hall meeting with the Far East District members at Balboni Theater, Yongsan, on January 7, 2005. This meeting was the first one conducted by LTG Strock since he assumed command of the U. S. Army Corps of Engineers on July 1, 2004 and became the 51st chief of engineers, succeeding LTG Robert B. Flowers.

During the town hall meeting, LTG Strock showed what is going on around the Corps of Engineers and talked about his views as a chief and the direction that he thinks we need to go in. Below are some of his comments.

Priority #1: Support to the Global War on Terrorism

Our most important priority right now is the global war on terrorism and our support to that. Over 2000 members of the Corps - the majority civilian volunteers - have served in Iraq and Afghanistan in the past three years. Some of the most important work is on infrastructure in both countries to allow them to have the kind of quality of life for their people and security mechanisms they need to enhance that quality of life.

For people at home, providing reach-back support and assuming duties of and supporting deployed personnel are their main roles. You are also serving to support the GWOT by doing your job and their job added.

The Corps' responsibility at home is also to protect the infrastructure, to prevent attacks and to maintain disaster response

When four hurricanes hit the Southeastern United States in August and September, 04 over 1700 Corps' employees deployed to help. And today as response to the Tsunami, the Pacific Ocean Division is leading an effort by sending two teams from Hawaii District and Alaska District to support the recovery. Mr. Ed Flint, Geotechnical Specialist, Engineering Division, Far East



LTG Strock expressed deep gratitude to people who are willing to go forward and serve in the dangerous situation in Iraq and Afghanistan. "Our number one priority is safety of the people who deployed and we've been very successful over the last year and a half," he said.

capability. In the past, it was hurricanes, floods and earthquakes. Now it's terrorist attacks. We work with the Federal Emergency Management Agency to ensure our capacity is appropriate for the world we live in. We recognize that the causes of many of these events might be different, but the consequences are always the same. People need food, water, shelter and power. That's what we will be responsible for doing.

District, has also joined the effort deploying to Indonesia. We've got to be very proud of what we're doing to help fellow citizens, not only the U. S. citizens, but the citizens of the world.

My Charge to You:

- Maintain the Momentum... Just Keep Doing It
- Focus on Mission Execution and Those We Serve
- Always Look for Innovative Ways to Be Better, Faster, Cheaper, Safer, Greener
- Be Safe and Take Care of Each Other
- HAVE FUN

Chief's Intent

➤ Build Upon Momentum, Vision, and Values of 49th and 50th Chiefs

We will continue to build upon the momentum, vision and values of the 49th and 50th Chiefs and move ahead in the direction those Chiefs of Engineers have taken.

➤ “Just Keep Doing It”

The philosophy on the “Just Do It” card is still in effect. It is very important for each one of you to understand that you are empowered to make decisions. If it is good for our customers, and legal and ethical, you don't have to ask permission. You've already had it. You just do it.

➤ Continue with USACE 2012 Implementation

I am open to any new ideas, but there are some non-negotiable implementations of USACE 2012:

-Regional Integration Teams (RITs)

Dr. Michael O'Conner is the director of Regional Integration. He focuses directly on the Pacific Ocean Division.

-Regional Business Centers (RBCs)

We are trying to move this center of business from the district level up to the regional level. The districts across the Pacific Ocean Division are more inter-dependent.

-Communities of Practice (CoPs)

Communities of Practice are groups of professionals who share similar goals and interests. They will link up across the world, enabling us to maintain and enhance our technical competencies.

➤ Continue with P2 Implementation

P2 is an essential part of consistency in the way the Corps operates. It is very much like the experience we had with CEFMS about 8 years ago. We had difficulties when it was first introduced but we can not work without the CEFMS now. During the transition we had many difficulties. However, in the long run, we will not be able to operate without the P2 system.



➤ Bend To a More Outward Focus

As an agency, we need to bend to a more outward focus. We must put more emphasis on those we serve and missions we perform than on our internal focus. We need to ask ourselves how we can fit to our customers' environment. We will do that by focusing on missions we execute.



Mr. Yi, Yong-Ho (left in the picture), CSB, CD, and Mr. Na, U-Kyun, Korean National Employees' Union Representative,

asked questions about the USFK's relocation plan and the future of the FED's KN employees. By the end of 2008, most U. S. forces are to be concentrated in the Pyongtaek region. "FED will support the USFK's relocation, so there is a lot of work we will necessarily do. I don't know whether FED will do all of that work but, I would say, regardless of what happens, the work load of FED will certainly go up. And that work can never be done without your support. USFK is our customer so when the headquarters moves to South, FED will need to move closer to them. However, right now, the decision is not made. I will keep inform you," LTG Storck answered.

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Employees Recognized by LTG Strock during the Town Hall Meeting



We Do Vital Work for the Army!

We have a Great Team!

I'm very proud of being part of it.

-LTG Carl A. Strock-



LTG Strock ended the town hall meeting with FED by recognizing employees for their service and accomplishments.

(from the top left to down)

Mr. Choe, Yong-Kun, Electrical Engineer, Construction Division;

Ms. Choe, Si-Cha, Program Analyst, Construction Division;

Mr. William Baker, Supervisory Supply Specialist, Logistics Management Office;

Ms. Cho, Yong-Wol, Budget Analyst, Resource Management Office;

Ms. Sim, Sany-Yim, Budget Analyst, Resource Management Office;

Mr. O, Chin-Sok, Chief, Water Well Services Section, Geotech Branch,

Engineering Division; **Mr. Yi, Myong-Chin**, Mechanical Engineer, Engineering Division;

Ms. Hyon, Ok Kyong and **Ms. So, Su Ok**, Programs and Project Management Division;

Loranza D. Younts, Quality Assurance Representative, Southern Resident Office,

Construction Division.



Mrs. Julie Strock wants to hear from spouses

by Gloria Stanley, Public Affairs Officer

Mrs. Julie Strock, wife of LTG Carl Strock, Chief of Engineers, accompanied him on a recent visit to the Far East District. It was her first official trip with LTG Strock since he became the Chief of Engineers.

"I feel I am here to listen to wives, to find out issues that face our families here in Korea," Mrs. Strock said. "I want to hear what is on their minds and see if there is anything I can possibly do in any way to help."

"I work with Army Family Assistance Program which holds conferences all over the United States to hear from families about issues and there is representation all the way down to the first basic units in the Army. The program also includes teambuilding classes led by young, new spouses that teach what the Army is all about and the courses are even available online now."

Ms. Strock has the experience and perspective of being the wife of a Chief of Engineers and thinks one of the best benefits of being a military spouse or part of the military family is that the Corps is like a family within the military family.

"I have never felt alone because there has always been someone in the military support agencies and family members so that if anything happened, we were united together by the unit," said Mrs. Strock.

One thing different about the Corps is that it has people all over the world, including Afghanistan and Iraq, but the Corps deploys people, including civilians, individually rather than as a unit. They're in the same danger that other deployed military face, but their families don't have the same unit support. They're stationed in little towns all over America and Ms. Strock feels there is a real need to build all the support for them that the military have available to them. She would like to see a virtual family support group for deployed civilian families.

"Today most military families are connected to the WEB and I think that's their first information link," Ms. Strock added. "I feel family issues are the biggest and that the Army has led the way in the military on family issues." She also thinks the gap between the military and civilians is almost non-existent today.

"My husband deployed to Iraq right after we moved to Hawaii and he had been in Desert Storm 10 years earlier. I can remember writing him a letter and getting a reply six weeks later, whereas now with the internet email and the ability to phone, contact is so much faster and more timely," said Mrs. Barbara Davis, wife of BG Larry Davis, Pacific Ocean Division Commander, who was accompanying LTG and Mrs. Strock, along with her husband.

Ms. Strock tells a story of how families come together. During Desert Storm, a mother in the unit got involved in drugs, neglected her child and then abandoned the 18-month old child, dropping her off and the unit. Someone from the unit called Mrs. Strock asking what they should do. They got the family support group together and Mrs. Strock kept the baby in their house for a week. During that week everybody brought baby food, clothes, diapers, and other things for the baby. The mother was hospitalized and they started going to see her, trying to help her. They also went to the mother's home, which looked like a bomb had gone off it. They cleaned her home and also got her husband back.

"You get phone calls - you make phone calls - you get everyone working together when things like that happen," said Mrs. Strock. "That's just one example of how military families pull together. We are so linked."

"I would like to say how much, from a spouses viewpoint looking at families that come to the Far East, I appreciate their service," Mrs. Strock added. "Just the fact that they are willing to come and serve here says so much. I'm just in awe of families

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Mrs. Julie Strock wants to hear from spouses

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that sacrifice so much just to be with their husbands and support the the Corps (USACE) and the Army.”

This was Mrs. Strock’s second visit to the Republic of Korea and she said she is impressed by the way the South Korea has embraced America and America has reciprocated. She said she is absolutely amazed at how much South Korea has accomplished since the Korean Conflict.



Mr. Dennis J. Rozzi, Assistant Superintendent, DoDDS, District Superintendent Office - Korea, briefs Ms. Julie Strock during her visit to Seoul American High School. She also visited Seoul Middle and Elementary Schools.



Mrs. Julie Strock (left) and Mrs. Barbara Davis (second from right) enjoy lunch with Mrs. Young-Ae Ward (second from left), Mrs. Sharon Schiavoni (center), and Mrs. Chin Loefstedt (right).

Is Your Child Safe In Your Car?

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- b. How to buckle the car safety seats into your vehicle correctly
 - Place the car safety seat facing the correct direction for the size and age of your child. Route the seat belt through the correct path on the car safety seat (check the instructions to make sure), buckle or attach it, and pull it tight. It should not move more than an inch (2.54 cm) side to side or toward the front of the car.
 - If your infant's head flops forward, the car safety seat may not be reclined enough. Tilt the car safety seat back until it is reclined as close as possible to a 45-degree angle (following the manufacturer's instructions). Your car safety seat may have a built-in recline adjuster for this purpose. If not, you may wedge firm padding, such as a rolled towel, under the foot end of the base on a rear-facing car safety seat.
 - Check the seat belt buckle. Make sure it does not lie just at the point where the belt bends around the car safety seat. If it does, you will not be able to get the belt tight enough. If you cannot get the belt tight, look for another set of belts in the car that can be tightened properly or consult a Child Passenger Safety Technician for assistance.
 - Many lap/shoulder belts allow passengers to move freely even when they are buckled. These belts will not secure a car safety seat during travel. Read your car owner's manual to see if your seat belts can be locked into position or if you will need to use a locking clip. Locking clips come with all new car safety seats (some have them built in). Read your instructions for information on how to use the locking clip.

Always remember to “Just Do ItSafely”!

Rebuilding Afghanistan One Brick at a Time

(Part III)

*by MAJ Donovan D. Ollar, Resident Engineer,
Kandahar Resident Office at Kandahar Airfield,
Afghanistan*

Once all the material for the temporary camp was on site and accounted for, the temporary camp was constructed and turned over in 3 weeks.



**Afghanistan National Army (ANA) temporary camp
two weeks prior to completion**

With the first milestone accomplished, the contractor focused on his second milestone, Design and Construct Force Protection Perimeter. This milestone consists of 13 guard towers and approximately 5 kilometers of fencing. The fencing is broken down into 1.6 kilometers of rock wall and 3.4 kilometers of chain link fence. The contractor is three weeks behind schedule.



Guard tower number 1 in the northeast corner

His recovery plan to avoid liquidated damages consisted of working 3 additional hours a day on the chain link fence, hiring additional masons for the rock wall, and working multiple guard towers simultaneously. His plan briefed well, but completing the second milestone by December 25, 2004 was not realistic. He adjusted and resubmitted his schedule shifting the completion date to January 11, 2005. However, shifting the completion date did not relieve the contractor of liquidated damages. At this point the contractor is 0 for 2 on meeting his milestone dates.



**ANA Temporary Camp ribbon cutting: MG Amed
(second from right), and COL Miller
(third from right)**

The third milestone is the preparation of a site topographic survey and master plan. The topographic survey dictated the location of the waste water treatment facility and the final elevations of every structure in the ANA permanent camp. Given the aggressive timeline, the contractor assumed a risk and
(continued on page 12~13)

Rebuilding Afghanistan (Part III)

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began placing barracks footers before the survey was complete. The risk did not pay off, and the contractor had to make several field changes in order facilitate site drainage and the depth of underground utilities.

The fourth milestone is the construction of a dining facility capable of feeding 4000 soldiers in a 2 hour period. The dining facility is designed to use wood burning stoves for cooking. The dining facility's completion date is February 24, 2005. The contractor is approximately one week ahead of schedule



Dining facility interior columns

The fifth milestone consists of the water distribution system, waste water treatment facility, prime power plant, the garrison, brigade, and corps headquarters complexes, and two infantry battalion complexes. The Afghanistan National Army will begin beneficial occupancy at the end of February 2005. No work has started on the water distribution system, waste water treatment facility, or prime power plant. The footers for all other structures have been dug and the two infantry battalion complexes have exterior walls and the roofs are expected to start shortly.

A typical battalion barracks complex consists of a battalion headquarters building, 8 billeting buildings, one battalion storage building and one

toilet/shower building. The toilet and shower ratio is 1 to 12.



Barracks footer



Barracks CMU walls going up and interior electrical stub outs



NCO barracks 65% complete

New arrival to the Kandahar team: Eugenio Bultedaob, Far East District.

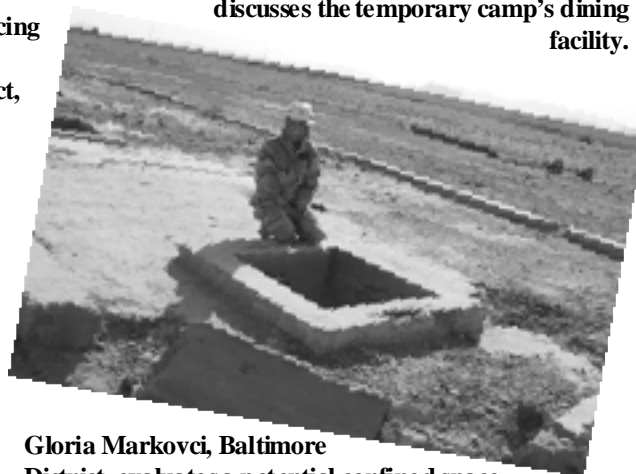
The Kandahar Team In Action



MAJ Ollar (facing the camera), Far East District, discusses the master plan.



Erin Duffy (left), St. Louis District, discusses the temporary camp's dining facility.



Gloria Markovci, Baltimore District, evaluates a potential confined space.



Dave Wells (left), Walla Walla District, discusses the electrical distribution for the temporary camp.



Ken Allensworth (right), St. Louis District, and Contractor for Quality Control discuss backfill compaction.



Don Hendrix, Tulsa District, inspects guard tower number 8's Formwork.

Ed Freer, DPW, Fort Campbell, inspecting the DFAC footer placements.



Ministry of National Defense (MND) Exchange Training Program Builds Bridges between Far East District and MND

by Chong Yun Kim, PAO

Recognizing the need for the understanding between the U.S. Army Corps of Engineers Far East District (FED) members and the Republic of Korea Ministry of National Defense (MND) engineers, FED began conducting annual exchange training in 1986. With its nearly 20-year history, MND Exchange Training has made a large contribution as a bridge between FED and MND. The exchange training program has paid many dividends for the students' professional development as well as understanding of the Corps' business processes and has also contributed to improvements in MND's execution of the Combined Defense Improvement Projects (CDIP) program.

The annual 6-week MND exchange training for 2004 was conducted from November 8 - December 17, 2004 at the Far East District. A total of 14 students from various agencies spent six weeks learning about the District's organization, procedures and processes. The training covered the District's project execution operations including planning, design, construction, environmental programs, contracting, safety and Project Management Business Processes.

Mr. Lenny Kim from FED's Programs and Project Management Division, who has coordinated this program since 1998, said the purpose of this training is to nurture understanding and relationships between FED team members and MND counterparts.

"FED wants MND engineers to better understand the system and organization of FED. We are outreaching to our MND counterparts who are now working with us or will soon have a chance to work with us."



After the orientation and overview conducted on the first day of the training, COL Janice L. Dombi, Commander of FED, welcomed MND training participants and briefly explained the history of the U.S. Army Corps of Engineers (USACE) and FED.

"Understanding each other's business processes and sharing ideas for a better solution is very important," emphasized COL Dombi asking the participants to learn a lot from this training and to share the information with their co-workers when they return to their offices.

This year's course was somewhat similar to that of the previous years and the 14 participants had a chance to visit Camp Humphreys and the 121 General Hospital in Yongsan.

The first field activity for the students was at the Camp Humphreys where they visited a water well construction site and a soil sample drilling site on December 10, 2004.



(Above) Mr. O, Chin-Sok from the Geotechnical Branch, Engineering Division, explains to the MND exchange training participants how the wells are drilled and maintained.



(Below) A drilling crew from the Geotechnical Branch, Engineering Division, demonstrates how to take a soil sample.



Mr. O, Chin-Sok from the Geotechnical Branch, Engineering Division, explained to the group how FED drills additional wells as required to meet peacetime and contingency water use requirements on 50 USFK installations. He also explained some of the challenges of drilling wells at the military sites.

“The success rate is less than 50% because there are limited areas where we can set up wells at the military sites. Especially in CP Humphreys, the soil layer is very deep so we have to set the casing deep into the ground to reach the stone level. It takes 3 days to drill one well,” said Mr. O.

The group’s next stop at Camp Humphreys was the soil sample drilling site. Mr. Kim, Se-Kon, Exploration Unit Chief, Geotechnical Branch, Engineering Division, led the group to the CME 75, a drilling machine with an automatic hammer with the power of 140 pounds guaranteeing the power and depth. A team consisting of a field inspector, an operator and helpers demonstrated how to take the soil samples.

ROK Army LTC Chon, Il-Bog, Topo Information and Mapping Officer, ROK Joint Chiefs of Staff, said, “It was a unique opportunity to see how FED drills wells and maintains them. And as the public interest in the environment increases, FED’s effort to provide the accurate environmental data was very impressive. “

The group ended their CP Humphreys tour by driving around the relocation master plan areas.

The second field activity was a visit to the 121 General Hospital renovation project on December 15, 2004. Mr. Yi, Kwang-Sok, Quality Assurance Representative, Hospital Resident Office, guided the group through this state-of-the-art construction. Phase I of the \$114 million renovation program adding approximately 125,000 square feet to the hospital is well on its way to completion. The renovation provides a new parking lot, expanded waiting and reception area, a Command Suite, a Dining Facility and Kitchen, Surgical Suites, an Intensive Care Unit, Pastoral Care/Chapel, Decontamination Rooms, and a Central Utility Plant.

(continued to the next page)

MND Exchange Training

(continued from the previous pages)

The group expressed their great interest in the various up-to-date construction materials like a brass door, bomb-proof window glass and Epoxy Terrazo flooring/tile, and got an up-close look at them during the visit.

“This is the first time in Korea for use of Epoxy coating on the floor. The contractor took technical training in the States. Epoxy coating prevents the penetration of



Mr. Yi, Myong-Jae, Civilian Electrical Designer, MND, is closely looking at the electrical outlets in the renovated 121 General Hospital (above) and discussing with Mr. Yi, Kwang-Sok, QAR, Hospital Resident Office (below).



bacteria and any possible static,” explained Mr. Yi, Kwang-Sok.

Mr. Yi, Myong-Jae, Chief, Electrical Design Branch, Engineering Division, MND, recalled his experience as a construction manager of Daegu Military Hospital construction from 1989-1993.

“Technology has developed so fast since then. I am very impressed with the high quality materials used in this construction. Not only using good



MND exchange training participants listen to Mr. Yi, Kwang-Sok, QAR, Hospital Resident Office, as he explains the state-of-the-art materials used in the 121 General Hospital renovation.



materials, I think the Far East District is concerned more about safety. I was surprised with many regulations guiding life security. And also during the construction, FED always emphasizes “Safety First”,” said Mr. Yi, Myong-Jae.

“I have learned a lot today,” said ROK Army LTC Yi, Chi-Yun, Design Manager, US Project Division, MND, “I think there is a big difference between having this kind of training and not having it. My understanding of FED’s business procedures has improved and I will be glad to work with the FED members again in the future.”

The MND Training was wrapped up on Dec. 17, 2004 at a graduation ceremony where COL Dombi presented a certificate to each student.

The most important thing MND exchange training participants can take to their work from this training is an understanding of the importance of the alliance between FED and MND.

Compressed Work Schedule Starts on Feb. 20, 2005

by Chong Yun Kim, PAO

A pilot program for the Compressed Work Schedule (CWS) for both DACs and KNs is scheduled to start on February 20, 2005. The CWS offers employees a work schedule that will consist of eight 9-hour days, one 8-hour day and one day off per U.S. bi-weekly pay period. It will provide employees greater flexibility in scheduling their personal activities, while at the same time enabling managers and supervisors to meet mission objectives.

◆ The pilot CWS:

➤ During Two-Week Pay Period;

✓ 8 days x 9 hours = 72 hours
 ✓ 1 day x 8 hours = 8 hours
 ✓ 1 day off x 0 hours = 0 hours
Total 10 working days = 80 hours

If you want to sign up for the CWS you have to submit the sign-up sheet to your supervisor and forward it to the Resource Management Office. It is not mandatory for everyone to sign-up. There may be positions where the CWS will not be feasible to work. Employees can continue on their present schedule if they desire.

If an employee signs up for the CWS during the six-month period and later decides they do not want to continue it, they cannot resign during the six month pilot program. They would have to wait until the program is made permanent. And also once they choose their CWS day off they cannot change it until the pilot program finishes. No alternative day off is allowed for KNs when CWS day off falls on holidays.

If you have any questions, contact Monte Howard at 721-7060 or C K Chon, 721-7011.



Mr. Kim, Pyong-Chin, Staff Accountant from the 175th FINCOM gave CWS timekeeping training to KNs on January 12, 2005 at the FED VTC room.

New Sexual Assault Prevention Policy

(continued from page 5)

bullet” or “overnight solution.” Implementing the new policy in an effective way “will take time,” she said.

The joint task force will provide oversight as the services implement the new policy over the next year to ensure programs are consistent, McClain said.

Once implemented, this cohesive, department-wide program “will ensure that every servicemember has baseline training to help prevent sexual assaults,” she said. “And also, in the event that there is a sexual assault, (it will ensure) that every servicemember will have access to the same standard of care and support, regardless of where they are assigned.”

Lost on New Words

by Larry Drape, SGS, GRD

Remember when you went to a new organization and everybody was talking in a language you didn't understand. I don't mean foreign language, but words, terminology or acronyms. Like any military organization, it isn't any different here in Southwest Asia. Although we talk about CEFMS, P2, RMS, etc, etc, and other acronyms at FED, it is much different here. Here you will hear G-1 (Personnel), G-2 (Intelligence), G-4 (Logistics), G-6 (IM and Communications), HAVs, (Heavy Armored Vehicles), PCO (Project and Contracting Office), BIAP (Baghdad International Airport) etc, etc. However the newest buzz word around the Gulf Region Division (GRD) headquarters is "**Werewolf**". No! It's not an animal like creature either. However, you'll have to read on to find out what it is.

My first experience with this new terminology was when I arrived at Baghdad International Airport. After dragging, pulling, pushing, and kicking my bags to the Assembly Area, this Transportation NCOs says, you're going to ride a rhino to Baghdad. Now, I know you are probably thinking of a large animal with a long horn. Right? Well, you are absolutely wrong. A rhino is anything but an animal. It is a common terminology here.

After hearing the NCO say that, I thought to myself. I'm exhausted from riding 23 1/2 hours from Fort Bliss, Texas to BIAP and this sergeant wants me to ride an animal to Baghdad. Is he crazy!!! PLUS, how can any person in their right mind expect me to ride a rhino with 2 duffel bags full of military equipment and uniforms, a suitcase with civilian clothes and a backpack with a computer and personal records. Finally there is a sigh of relief when the sergeant tells you what a rhino is a large armor plated bus (see picture), which transports soldiers and civilians back and forth from the International Zone to the airport or to other locations throughout the country. Now I know exactly how new employees feel when they arrive at FED and they can't understand a word we are saying.



I'm sure you have heard or seen on TV what the living conditions are like over here. You probably saw soldiers sleeping on the sand, blacktop roads or in large hot tents. Well the tents are still around, but used primarily as temporary quarters. Trust me; things have changed a great deal. Whether you live in the International Zone of Baghdad or at the Resident and Project Offices in outlying areas, the Corps of Engineers has done a lot to improve the living standards for personnel working and living here. No, we aren't living in penthouses or fancy hotels, but the living quarters are adequate. Each trailer (conex) is a one-person room, which comes equipped with a color TV, DVD player, satellite TV receiver, which gets 689 channels to include one Korean station, small refrigerator, closet, computer desk, and a private bath.

Here are a few pictures of the inside and outside of my trailer. It may not be home, but after a long 12 hour day, it's a comfortable place to relax and unwind after a busy day.



I understand anyone's concern about serving over here based upon the bleak picture of things you see on television. The car bombings, insurgent's attacks, and gun battles, but I will ensure you the Corps of Engineers has taken extreme precautions to ensure the safety of every employee living and working here. Yes, there is danger everywhere, but **Safety** and **security** are key words you will hear everyday. Whether you are traveling outside the International Zone or to project sites at various locations throughout Iraq, you will travel in what we call HAVs (Heavy Armored Vehicles).

Additionally, you will be escorted by a Personnel Security Detachment in their HAVs. These vehicles are

equipped with bullet proof glass, state-of-the-art communications systems, and are armor plated. Here are some of the pictures of the HAVs within the GRD region. So don't let what you see on TV be a deterrent, if you have considered volunteering to serve with the Gulf Region Division.



Now on a more serious note, if you are looking for a challenge and want to see the effort of your work, the opportunities are truly here.

The other night at our Hail and Farewell, BG(P) Bostick, Commanding General for the Gulf Region was recapping what the Division had accomplished during 2004. Can you believe **1,468 contracts**? Do you remember the days when we had all the contracts to award from the 1998 flood? I don't remember how many contracts we actually awarded, but I was overwhelmed with the total of 1,468 contracts, which were valued at \$4.3 billion. That's a remarkable task in itself. Now listen to this, they did it with a staff about the same size as FED, but divided up between three Districts and the Division headquarters. Now that's a challenge and team work.

GRD's workload continues to grow and grow each day. While I sit here writing this article, there are over 1,550 construction projects under way throughout the country - compared to just 200 projects under way in June. "It's an enormous achievement and it's the work of many, many people throughout this country".

These reconstruction projects include large, long-term capital projects that address water and sewage treatment facilities, power plants and the oil-distribution infrastructure. They also include smaller community projects

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Lost on New Words

(continued from the previous pages)

These reconstruction projects include large, long-term capital projects that address water and sewage treatment facilities, power plants and the oil-distribution infrastructure. They also include smaller community projects that are more visible to the Iraqi people and have an immediate impact on their lives. The focus of these projects is schools, clinics, hospitals, rail stations and police stations.

Both large-scale and smaller reconstruction projects are critical to what is called “the reconstruction fight.” It’s a fight in which “winning, for us, is delivering on projects each and every day, now and into the future.” Ensuring delivery “is truly a team effort”. It not only includes the Corps of Engineers, the Project and Contracting Office, and the Iraq Reconstruction Management Office, but also the U.S. Agency for International Development and nongovernmental organizations.

As BG Bostick said at a news conference yesterday, “This is about the future of Iraq,” “It’s about the men



and women of today and the children of tomorrow and making sure that they have the conditions for the freedom and the democracy that all of them want.”

Since I have moved to my new position as the Secretarial General Staff (SGS) and learn more and more about what Corps employees from around the world are doing daily to make Iraq’s future brighter, I feel proud to be a small part of it.

Okay, as I promised you, I will tell you about the latest buzz word here at GRD headquarters ~ the **Werewolf**. It’s the little brother of the Wolf and comes direct from South Africa. As I told you before, employee’s safety and security are big things here. As the workload compounds daily, the number of Corps employees in a certain region increases as well. Therefore the Corps looked for different means of transportation to transport employees to and from project sites. Hence - the Werewolf. It’s also an armored plated vehicle and has many of the same features as the HAV SUVs and Pick-ups. Here are a few picture of the Werewolf. No! I’m not the driver either.

I hope these little articles have provided you some insight on what the Corps of Engineers is doing in the region and if you are interested in an assignment here, either TDY or TCS, please check the CPOL website or you can send me an e-mail and I will be happy to assist you.

I want to wish everyone a “belated” Happy New Year and a safe and enjoyable Lunar New Year.

See you on the ground when I get back.

Yongsan 121st General Hospital celebrates Phase I renovation

by Gloria Stanley, Public Affairs Officer

On January 21, 2005, at 1030a.m., completion of Phase I of the hospital renovation was celebrated with a ribbon cutting ceremony inside the new lobby entrance of the 121st General Hospital at Yongsan Garrison. The keynote speaker was General Leon J. LaPorte, USFK Commander.

Over the past three years, the Far East District has managed the hospital renovation contract with Dongbu Corporation. This first phase includes a new medical mall with a combined ambulatory care clinic, a garden area and state of the art Operating Rooms and Intensive Care Unit. There is much more work to be done over the next several years which will complete the renovation.

"I want to thank the Far East District," said General LaPorte during his remarks and the ribbon cutting ceremony. "This has been a challenging project. Building a hospital is probably the most complex construction project there is because of all the technical aspects of it. Far East District, in concert with a great Korean contractor, Dongbu Corporation, has worked hard and will continue to work hard to open the remaining facilities."

During the ribbon cutting ceremony, General LaPorte recognized two Far East District teammates, Mr. Norm Boeman and Mr. Michael Burke of the Hospital Resident Office, for their contribution to the project by presenting them each with a special coin.

Construction on the second phase of the hospital renovation, scheduled to begin this summer, will include new overnight rooms, research labs, X-ray facilities and an emergency room.

Originally activated in 1944 as the 121st General Hospital semi-mobile, the hospital served during World War II and the Korean Conflict. In 1959, it was designated Seoul Military Hospital, a fixed medical treatment facility. In 1971, Seoul Military Hospital merged with the 121st Evacuation Hospital to become the U.S. Army Hospital, Seoul. On April 16, 1944, the hospital was again reorganized and designated the 121st General Hospital. It has a dual mission. During armistice, it serves as a 61-bed community hospital providing inpatient and outpatient services to over 69,000 eligible beneficiaries stationed throughout the Korean Peninsula. If required to transition to operation during hostilities, it is capable of expanding to 476 beds in a deployable medical system environment.



On the left is a photo on the rendering and the right is the ribbon cutting ceremony for a new wing at the 121st General Hospital with LTC John F. Lofstedt, Deputy Commander, FED (left); GEN Leon J. LaPorte, U.S. Forces Korea Commander and COL Brian Allgood, Commander of the 18th Medical Command (right).

Christmas Party 2004



2005 REUNION IN KOREA

Reunion in Korea is sponsored exclusively for the purpose of enabling USFK members to bring their family members for a visit to Korea at an affordable cost. The family members from the United States and the USFK sponsors involved in Reunion visits from 1981 have voiced overwhelmingly favorable response to the content and conduct of the visits.

Reunion Tour Date	Application Deadline	Payment Deadline
April 18 - 21, 2005	February 26, 2005	March 12, 2005
May 16 - 19, 2005	March 26, 2005	April 9, 2005
September 19 - 22, 2005	July 30, 2005	August 13, 2005
October 17 - 20, 2005	August 27, 2005	September 10, 2005

Reunion Program members may stay in Korea for 30 days. Participants are required to be in possession of valid US passport. A Korean visa is not required if period of stay in Korea is 30 days or less. For longer visits, a Korean Visa must be obtained before departure from the United States.

Applications for Reunion tours may be submitted in person at the Reunion desk at the Moyer Rec. Center USO Office or by fax (723-4106 DSN) or USO Offices at Camp Kim, Camp Casey, Camp Humphreys and Osan Air Force. USO will not be responsible for any late delivery of mail.

Application forms for family members and sponsors will be accepted on a first-received, first- reserved basis until available space are filled. If applications are submitted by fax or email, a deposit check must be forwarded by priority/first class mail at the same time the fax or email is sent. Log onto www.uso.org/korea for more information.

USO Mailing Address: USO Seoul, PSC 303, Box 53, APO AP 96204-0053
 Phone Number: 724-3301/724-7003 (DSN) 02-795-3063/795-3028(Comm.)
 Email: KimKumh@korea.army.mil or Leelmk@korea.army.mil

Point of Origin	East Coast	West Coast	Honolulu
3 nights 4 days	\$1,308	\$975	\$1,125

A separate application form is required for each family member and a \$100 deposit must accompany each application form. Children under 10 are excluded from all Reunion program activities. Please no exceptions! Payments may be made in cash, personal check, money order or credit card. Do not mail cash. Please note final payment deadline for payments.

Two self-addressed envelopes marked MPS in lieu of US postage are required from USFK sponsor to provide additional Reunion Program information. Sponsor desiring to attend only the "Welcome Dinner" on Tuesday night may do so by making reservations and payment at the USO.

APPLICATION FORMS

Available on the USO web site at www.uso.org/korea USO office at Camp Kim, Moyer Rec. Center, Camp Casey, Camp Humphreys and Osan Air Force Base

QUESTIONS ON REUNION PROGRAM

724-7003/724-3301 (DSN) or (02)795-3028/795-3063(COMM)

MAILING ADDRESS

USO SEOUL
 PSC 303, Box 53
 APO AP 96204-0053
Kimkumh@korea.army.mil
Leelmk@korea.army.mil

Editor's Note: Application forms are also available at PAO, FED, at Building # S62. 2nd Floor:

Cp George Child Development Center Preschoolers Visit Cp Carroll Lodging Facility

The Camp George Child Development Center (CDC) Preschool children visited the construction site for the soon to be Camp Carroll lodging facility on January 19, 2005. With the partnership of the USACE and Byucksan Engineering and Construction Co., the children who are currently learning about different types of jobs around the community



Mr. Roger Smith, Construction Representative, Waegwan Project Office, welcomes kids, parents and teachers from CDC, and explains what the contractor is building and talks about safety on a construction site.

had a chance to see in real life what a construction site looks like, the different types of equipment construction workers use and the types of jobs that they do during the visit. They also learned about how safety is very important on a construction site. A total of 32 children, 10 parents, and 6 staff participated. The children enjoyed their visit!



To Roger Smith and Byucksan Engineering and Construction Co.:

Cp George Child Development Center would like to thank you for taking the time to show our preschool children one of your construction projects at Cp Carroll. All the children, parents and staff who participated in the field trip had a great time! The children enjoyed the sweet snacks that were provided, and they are also enjoying the hard hats that were donated for the classrooms. We appreciate your willingness to partner with us in educating our young children. It is always exciting for us and especially the children to learn something new through first-hand experience and be able to expand their learning by going back into the classroom and allowing the children to talk about their personal experiences with each other and the teachers. The children learned a great deal about safety, types of equipment on a construction site, and what construction workers do during their visit.

We hope that we will continue to work as partners in providing positive learning experiences like this one to our young children.

Again, we are very thankful for giving us this opportunity.

Sincerely,

*Hyacinth Smith
Director, Cp George
Child Dev. Center*

Momentum to Quit Smoking

by Chong Yun Kim, PAO

In the old days, there were famous Korean jokes like, “Do not hang around with those who quit smoking.” However, now, everyone will welcome them.

Many smokers’ resolution for this year must be “Quit Smoking” which is one of the most popular New Year’s resolutions. However, this also means that quitting smoking is very difficult and many people fail year after year. Out of all Korean men and women, 30 percent are estimated to be regular smokers.

This year, the situation is somewhat different as the price of cigarette packets increased 500 won as of December 30, 2004, which is the price hike of 50 cents on a pack of cigarettes to about \$2.50. This means those who smoke one pack a day will be paying 182,500 won more a year. They pay 560,000 won more in tax than non-smokers, but are not treated as patriots. Smoking is also seen as a disease nowadays. Heavy smokers have experienced the stares one gets when trying to smoke in restaurants. Because of money-consuming, health-destroying, poorly-treated tobacco, heavy smokers gain good motivation to move to quit smoking.

So what are you going to do? Quit of course. Products like nicotine patches, chewing gums, oral medication, and even oriental medicine clinics and hospitals can be helpful. Or you can put a self-reminder note on your desk to help yourself quit smoking and avoid people who offer you cigarettes.

And there is something else that might be helpful. Smoking Cessation Clinic at the 18th Medical Command hosts new groups every month for 4 one-hour group sessions. Medication is an option with all four classes. Programs use behavior modification techniques and provide group counseling with pharmacological therapies to facilitate tobacco cessation of health care beneficiaries who participate in a program. It is free to participants and self-referral is preferred. For more information, call 736-6693 or e-mail Ok.Suh@kor.amedd.army.mil.

Now, are you ready to make the one you are puffing on now your last cigarette in your life time? In Korea, we always have a second chance to start again. Make it your Lunar New Year’s resolution.

Question of Ethics: Post-Employment Negotiations

Terry is an FED Contracting Officer’s Representative for a construction contract with Worldwide Amalgamated Amalgams Inc. He has a meeting scheduled with Worldwide on a contract modification tomorrow. Two weeks before, Terry applied for a job with Worldwide in a separate division of the company, but has not heard from Worldwide on his application. May Terry participate in the next day’s contract negotiations?

- ☐ a. YES, because he is applying to work for Worldwide’s consulting services division, which is not related to the construction division.
- ☐ b. NO, because he is applying for a job with Worldwide, no matter what division it is.
- ☐ c. YES, because he has not yet heard back from Worldwide.
- ☐ d. NO, because he might be too lenient with Worldwide in the next day’s discussions so as to avoid angering the Company before they decide on his application.

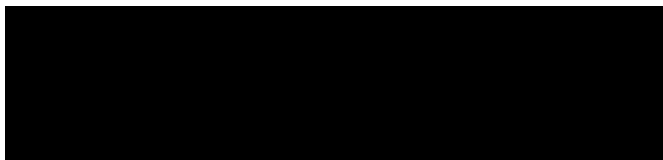
(Go to page 27 to check the answer.)

SEOL - LUNAR NEW YEAR :

The Most Important Korean Holiday

Koreans celebrate the Lunar New Year. This year it is on February 9th. On this very day the year of the Rooster began. Seol is, along with “Chusok”, one of the two most important holidays in Korea.

New year’s day is called “seol” or “seol nal”. It is a very important holiday. “Seol” means ‘to be careful’, and some say it means sadness. Others say that “seol” derives from “nat seol da”, which means to be unfamiliar.



**The New Year’s greeting is
“saehae bok mahnhe bahdusaeyo”.**

1. What do they do in the Lunar New Year’s day?

What are the common traditions in Korean holidays?

“Chesa” or the offering to ancestors: these offerings in holidays are called “chare” because it is served with liquors and teas. New Year’s day is not an exception.

Women get busy preparing the food from the previous day. They make “ttok” or “garettok”. They buy fruits, clean the fishes and so on. They spend almost the entire day in the preparations. The food prepared the day before is placed on the altar.

Let’s see what they do in the morning of “seolnal”. Very early in the morning they take a bath and put the “seolbim” on. Seolbim is new clothes prepared to wear on seolnal. Usually it is the traditional costume: “hanbok”.

2. What do people do in Seol-ral for fun?

Kite flying, yoot game, top-spinning, snow sliding, etc. are the usual entertainment for Seol. However, yoot game is probably the most popular among them. Yoot is one of the traditional Korean



games that can be played anywhere. It’s especially popular on New Year’s Day.

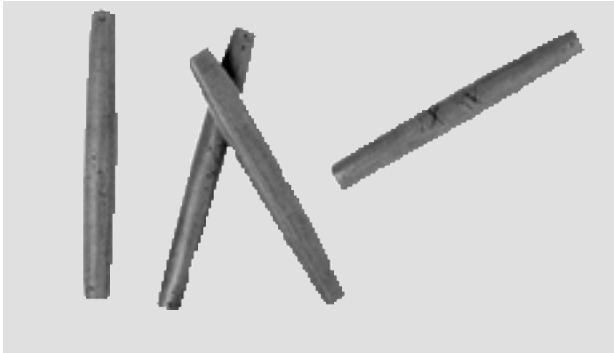
When did this game start? The answer is the first century! It’s said that it was not a game at the beginning. In the past “yoot” was to know about the fortune in the farming. Some of it remains nowadays but it is not widely known. Today it is taking its place as a game.

Method to play YOOT

One can find the following names: Do, Gye, Geol, Yoot and Mo which mean ‘pig’, ‘dog’, ‘sheep’, ‘cow’ and ‘horse’ respectively.

The reason might be because they were a big part of their assets and in a very close relationship with them in their daily lives. That’s how the weight and the pace of those animals are reflected in this yoot game. Regarding the weight we can observe that a sheep is bigger than a dog, a cow bigger than a sheep and a horse bigger than a cow. One step of a horse is equivalent to five steps of a pig.

Yoot game has 4 sticks. They look like this.



Don't they look like quadruplets? When they are thrown in the air and fall down turning up and down it's like a big wrestling game scene. The flat part is the rear one. The curved part with the drawing is the front. Even when the sticks are on the surface because of this curved front one never knows what will happen. This thrill and the tensions are the fun of the game.

If one of the stick is upside down it is called Do (pig).

If two sticks are upside down : Gye (dog).

Three sticks, Geol (sheep).

If all of them are upside down : Yoot (cow).

If all four are upside it's called Mo (horse).

Do will advance 1 space , Gye 2 spaces, Geol 3 spaces, Yoot 4 spaces and Mo 5 spaces.

The Mal, a piece for a yoot game, will advance 4 spaces and it's called dong. The rival Mal can displace one's Mal. If one of the players gets 2 Mals they can run together. The winner will be any playing party that ends 4 Mals first.

In this game, when the Mal is in any of the big circles -which are connected to the lines linked to the biggest circles. If one scores Yoot or Mo, or if one catches the rival's Mal there is another chance to throw the sticks. It's important to place the mal in the best position on the Yoot-pan for there are 4 Mals for each rival party and the victory depends on that. It's a battle of strategy and tactics, a sort of two brains fight. Yoot can be more than a game to become a gamble sometimes.

Answer to Question of Ethics: Post-Employment Negotiations

(continued from page 25)

The answer is C.

Terry should visit his ethics counselor before beginning his meeting. The ethics counselor would tell him he may participate in the negotiations with Worldwide because he has had no response from its Human Resources Division. The general rule about conflicting financial interests, 18 USC 208, is that a government employee may not personally and substantially participate in a matter that would affect a financial interest of that employee, or a person closely associated with that employee. Negotiating for future employment with a contractor would be a financial interest, but under 5 CFR 2635.603(b), merely submitting an application or a resume with no response from the company is not within the definition of negotiating for future employment. Terry has come very close to, but would not be violating either the statute 18 USC 208 or the above regulation by participating in the meeting for the contract modification.

The rules on post-employment restrictions are complicated and fairly technical. It is highly recommended an employee consult with this office when s/he begins such a process to avoid any risk of violating the rules noted above.

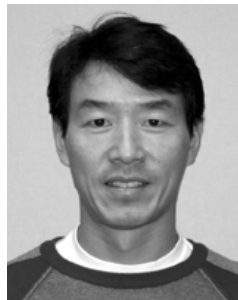
New Members



Gary M. Chaney joined the Far East District as a Resident Engineer at the Southern Resident

Office. He is from Des Moines, Iowa and graduated from University of Colorado holding the Bachelor of Science in Civil Engineering. He also has the Masters of Science in Management from Troy State University. He worked in Korea from 1997 to 2002 with 19th

TAACOM and FED. His last assignment was a Resident Engineer at the Fort Worth District. He is married to MinJa Y. Chaney and has 3-year old daughter, Michelle. He enjoys playing guitar, jogging and running.



Park, Sang Ho joined the Far East District as a Driver. Mr. Park is from Chuncheon, Gangwondo and has

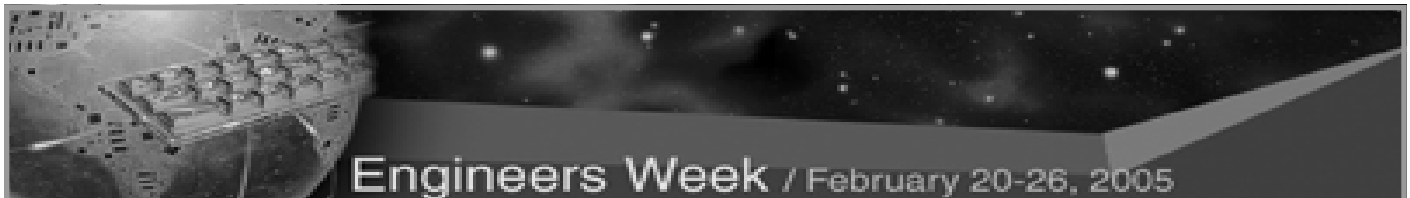
served at the DPW Motor Pool, CP Page for over 10 years. He is married to Choe, Un Yong and has

a daughter, Chi Yon and a son, Sang Yon. He enjoys playing soccer and dancing.



Roy Moon joined the Far East District as a Mechanical Engineer for Kunsan Resident office. Mr.

Moon is from Surry, Maine and majored in Mechanical Engineering at the University of Maine. He worked at the Alaska District before he moves to FED. He enjoys scuba-diving, cooking, restoring automobiles and playing guitar.



United States Forces Korea (USFK) Peninsula Engineer Conference (PEC) 2005

The Peninsula Engineer Conference is scheduled for February 22-26, 2005. This year's conference will be held in Seoul, Korea on Yongsan Garrison at the Dragon Hill Lodge on South Post. This is open to US and KN employees.

The theme of this year's conference is *Engineer Transformation*.

Conference Agenda

Tuesday, February 22, 2005: Registration

Wednesday, February 23, 2005: General Sessions, Social Gathering

Thursday, February 24, 2005: General Sessions, SAME Luncheon

Friday, February 25, 2005: Tour of The Joint Security Area, Engineer All-Ranks Ball

Saturday, February 26, 2005: 5K Fun Run

사령관 메시지



COL Janice L. Dombi
Commander

새해 복 많이 받으십시오!

여러분 모두 가족과 함께 즐거운 연휴를 보내셨기를 바랍니다. 스트록 중장의 방문을 성공적으로 이끌어 준 모든 분들께 감사드립니다. 스트록 중장은 테러와의 전쟁을 국내외에서 지원하겠다는 우리의 약속에 매우 기뻐하셨습니다. 파병된 동료들의 직무를 맡아 해 주고 있는 모든 분들이 이 전쟁을 돕고 있는 것입니다.

타운홀 미팅에서의 질문을 통해 많은 분들이 새해 우리 공병단의 업무에 대해 궁금해 하신다는 것을 알 수 있었습니다. 지난 여름에 계획되었던 일 이외에도 우리는 캠프 험프리즈에 있는 세 개의 체육관의 추가 공사를 감독 및 시행 할 것입니다. 또한 두 개 건물의 학교 개조공사도 우리 프로젝트에 올라 있습니다.

뉴스를 통해 여러분들이 알고 있다시피, 대한민국 국회가 주한미군의 한강이남 이전 비용을 승인했습니다. 주요부대들이 캠프 험프리즈와 군산 공군기지로 이전해 갈 것입니다. 용산의 미육군 주둔지 대부분이 캠프 험프리즈로 이전하는 것도 여기에 포함됩니다. 드래곤 힐 라지와 몇몇 소규모 행정직만이 용산에 남게 될 것입니다. 1957년부터 우리가 있어 왔던 극동공병단 부지도 결국은 새로운 곳으로 이전하게 될 것입니다. 정확히 어디로 이전하게 될 것인지는 저도 아직 모르지만, “남쪽”이 될 것이라는 것은 알고 있습니다. 제 추측으로는 캠프 험프리즈와 오산 공군기지 사이에 있게 될 것 같습니다. 모든 부대를 캠프 험프리즈로 이전할 공간이 없기 때문에 우리는 아마도 다른 군지원부대들과 함께 산업공원부지 안에 위치하게 될 지도 모릅니다. 주한미군과 한국군과의 협상이 아직 시작 단계이기 때문에, 아직 자세한 사항들은 결정되지 않았습니다.

한국군이 30-50억 달러규모 프로젝트의 건설을 맡게 될 것이고, 우리 공병단도 한 부분을 맡게 될 것입니다. 이 부분도 역시 협상 중이기 때문에 저도 아직 일이 어떻게 나뉘게 될 지는 알지 못합니다. 한국군 정부가 캠프 험프리즈를 확장하기 위해 2000 에이커 규모의 땅을 구입하고 있다는 것은 저도 알고 있습니다. 아마도 이번 여름쯤에는 새로 구입한 부지에서의 개발이 가능할 것으로 예상됩니다. 저는 앞으로 우리의 업무가 매우 중요할 것이라고 기대하는데, 적어도 건설 관리와 프로젝트 감리에 있어서는 더욱 그렇습니다. 제가 말씀드린대로, 주한미군과 한국군 간의 협상에서 일의 분배가 결정되기 전까지는 저도 공병단의 정확한 업무량을 알 수가 없습니다. 공병단 본부와 평택 지역사무소가 처음 일을 담당하게 될 것입니다. 병원과 남부지역사무소, 중부지역사무소, 군산지역사무소에서의 일들은 계획되어진 대로 계속될 것입니다.

2005년은 매우 흥미롭고 도전적인 한 해가 될 것입니다. 이 역사적인 일에서 우리의 역할과 건설공사의 내용이 구체적으로 정해지는 대로 여러분께 알려드리겠습니다. 공병단의 업무에 관한 새로운 소식들을 매달 여는 생일 파티에서 알려드리고 있으니, 많은 분들이 참석해주시기 바랍니다! 공병단의 발전을 위해 매일 애쓰시는 여러분 모두에게 감사드립니다. 여러분도 저와 같이 새로운 대안의 모색과 고객에게 최상의 의견을 제공하는 것을 새해의 다짐으로 삼으시기 바랍니다.

새해 복 많이 받으십시오!

Compressed Work Schedule, 2005년 2월 20일 시작

글쓴이: 김정윤, PAO

지난 1월 9일부터 시험 실시 예정이었던 한국인 직원들의 CWS가 참가자 부족으로 연기되어, 2월 20일 미국민간인 직원들과 함께 시작하기로 결정되었습니다.

1월 12일 있었던 CWS Timekeeping Training을 통해 175th FINCOM의 김병진 씨께서 FED 직원들에게 많은 정보를 주셨습니다.

CWS는 이미 CCK에서 2004년 6월부터 12월까지 시험 실시해 좋은 반응을 얻었던 것으로 알려져 있습니다. 주한 미군에서 FED가 CCK에 이어 두 번째로 시험 실시에 들어가는데, 그 동안은 한국인 직원들에게 정보가 잘 전달되지 않았던 것 같습니다.

CWS는 2주를 기준으로 실시되는데, 이는 한국인 직원의 임금이 매달 지급되는데 반해 미국인 직원들은 2주에 한 번씩 임금을 받기 때문에 미국인 직원의 임금 지급 기준에 맞춰서 시행되기 때문입니다.

아래 표에서 볼 수 있듯이 CWS를 신청하면, 매일 9시간씩 일하고 두 주에 한 번 자신이 원하는 요일에 휴무를 할 수 있습니다. 단, 주 40시간 노동이 원칙이므로 10일 중 8일은 9시간, 하루는 8시간 일하고, 하루는 자신이 선택한 요일에 쉬는 것입니다.

◆ The pilot CWS:

➤ During Two-Week Pay Period;

✓ 8 days	x 9 hours	= 72 hours
✓ 1 day	x 8 hours	= 8 hours
✓ 1 day off	x 0 hours	= 0 hours
Total 10 days		= 80 hours

단, 업무 특성상 CWS가 용이 하지 않은 부서가 있으므로, 신청서 (Compressed Work Schedule Election Form)를 제출해 상사의 승인을 받아야 참가 할 수 있습니다.

좀 더 자세한 문의는 RM의 Ms. CK Chon (721-7011)에게 하시기 바랍니다.

주한미군 한국인 직원 산재보험 가입

INJURY COMPENSATION PROGRAM for KN Employees of the USFK Effective on Jan. 1, 2005

2005년 1월 1일부로 주한미군이 한국인 직원들을 위한 산재보험에 가입했습니다.

지금까지 주한미군의 한국인 직원들은 미국연방직원재해보상법에 따라 미국 노동부 재해보상국이 관리하는 근로자 보상프로그램의 적용을 받고 있었습니다. 기존 프로그램의 한국산재보험으로의 전환으로 주한미군 근로자들은 국민연금, 고용보험, 건강보험, 산재보험의 한국 4대 사회 보험의 적용을 모두 받게 되었습니다.

업무상 부상 또는 질병 발생시 요양신청절차

1. 직원은 업무상 부상 또는 질병 발생시 감독자에게 이를 알린다.
2. 감독자는 업무 중에 부상당한 직원을 즉시 근로복지공단(이하, "공단")에서 지정하는 병원으로 보낸다. (긴급한 경우)
3. 감독자는 재해원인 및 발생상황을 기재한 메모를 영문 또는 한글로 작성한다.
4. 감독자는 요양신청서 (별지 제28호 서식) 3부를 한글로 작성한다.
5. 감독자는 위 메모와 한글로 작성한 요양신청서 3부를 관할 인사처에 제출한다.
6. 인사처에서는 위 메모와 요양신청서, 기타 서류를 확인하여, 감독자의 메모는 사건파일에 보관하고, 요양신청서 3부에는 확인서명 또는 날인을 하여 이를 감독자에게 배부한다.
7. 감독자는 인사처에서 확인 서명 또는 날인을 한 요양신청서 3부를 직원에게 전달한다.
8. 직원은 요양신청서 3부를 병원에 제출하여 의사의 소견서를 받는다.
9. 직원은 완성된 요양신청서를 병원에 1부, 관할 공단에 1부, 인사처에 1부 제출한다. (공단에 제출하여야 할 요양신청서는 병원에서 공단으로 직접 제출해 주기도 한다.)
10. 공단은 요양신청서 접수 후, 산재보험 보상 대상이라고 판단하면 직원에게 이를 연락하고, 치료비를 병원으로 직접 지불한다.

※ 긴급을 요하지 않는 경우에는 요양신청서 3부를 작성하여 산재지정병원에 가는 것이 원칙이지만, 긴급한 경우에는 먼저 산재지정병원에 가서 응급처치를 받아야 하므로, 이 경우, 병원에 따라서 요양신청서를 추후에 제출하더라도 산재보상 대상이 되면 직원에게 비용 부담없이 치료를 해 주거나, 이미 직원이 납부한 비용을 요양승인후 환불해 주기도 한다. 그러나, 그렇지 않은 경우는 직원이 먼저 자비로 치료를 받은 후, 공단에 요양비청구서 (별지 제30호 서식)를 제출하여 이미 지불한 치료비를 공단으로부터 환급받을 수 있다.

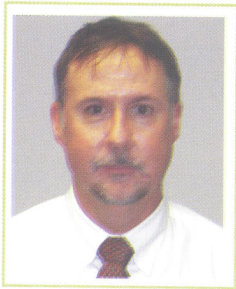
요양비청구절차

1. 감독자는 재해원인 및 발생상황을 기재한 메모를 영문 또는 한글로 작성한다.
2. 감독자는 요양비청구서 (별지 제30호 서식)를 한글로 작성한다.
3. 감독자는 위 메모와 한글로 작성한 요양비청구서를 관할 인사처에 제출한다.
4. 인사처에서는 위 메모와 요양비청구서, 기타 서류를 확인하여, 감독자의 메모는 사건파일에 보관하고, 요양비청구서에는 확인서명 또는 날인을 하여 이를 감독자에게 배부한다.
5. 감독자는 인사처에서 확인 서명 또는 날인을 한 요양비청구서를 직원에게 전달한다.
6. 직원은 요양비청구서를 병원에 제출하여 의사의 소견서를 받는다.
7. 직원은 요양비청구서에 치료비 영수증 등 증빙서류를 첨부하여 이를 공단에 제출한다. 사본 1부를 인사처에 제출한다.
8. 공단은 요양비청구서 접수 후, 산재보험보상대상이라고 판단하면 직원에게 이를 연락하고, 직원이 이미 지불한 치료비에 상당하는 금액을 직원에게 지불한다.

※ 요양신청에 관련된 구체적인 절차 및 기타보험급여에 관한 사항은 관할 근로복지공단지사로 문의하시기 바랍니다. 근로복지공단 홈페이지 <http://www.welco.or.kr>에서 각종 서식과 정보를 확인하실 수 있습니다.



FED의 새식구



게리 체니 (Gary M. Chaney)씨가 Resident Engineer로 Southern Resident Office에 새로 오셨습니다.

Iowa 주 Des Moines 출신으로 University of Colorado에서 Civil Engineering을 전공하셨고, Troy State University에서 Management로 석사를 하셨습니다. 1997부터 2002까지 서울에서 19th TAACOM과 FED에 근무하신 경험이 있으시고, 이번에 다시 FED로 오시기 전 Fort Worth District에서 근무하셨습니다. MinJa Y. Chaney 씨와의 사이에 3세된 딸, Michelle을 두고 계십니다. 기타와 조깅, 달리기를 즐기신다고 합니다.



박 상호 (Park, Sang Ho) 씨가 Driver로 FED에 새로 오셨습니다. 강원도 춘천이 고향이신 박 상호씨는 캠프

페이지 DPW Motor Pool에서 10년 넘게 근무하셨다고 합니다. 최은영씨와의 사이에 딸, 지연과 아들, 상연을 두고 계시고, 축구와 댄스스포츠를 즐기신다고 합니다.



로이 문 (Roy Moon)씨가 Mechanical Engineer로 Kunsan Resident Office에 새로 오셨습니다.

Maine 주 Surry가 고향이신 로이 문씨는 University of Maine에서 Mechanical Engineering을 전공하셨습니다. FED로 오시기 전에 Alaska District에서 근무하셨고, 이번이 한국에 처음 오신 것이라고 합니다. 스쿠버다이빙, 요리, 자동차조립과 기타연주를 즐기신다고 합니다.

