



US Army Corps  
of Engineers®  
Far East District

# EAST GATE EDITION

MAY 2017 VOL. 26, NO. 06

## District oversees construction of new flow-through shelters at Kunsan

By Stephen Satkowski  
FED Public Affairs

**F**ar East District engineers at Kunsan Resident Office are overseeing construction of 10 aircraft flow-through shelters. Unlike the old shelters, the newly constructed shelters will have hot pit refueling and munitions loading capabilities. Resident engineer Christopher Martin said progress on the project is going smoothly but the upcoming months will present several tests.

“Safety during concrete placement and construction of two fuel storage

tanks will be a big challenge,” said Martin. “Critical to proper construction and safety is equal concrete placement on both sides of the shelter as the concrete is supplied. To ensure an equal and constant supply, we have coordinated with the security forces and the base civil engineers for alternate gate access. This will minimize the wait and travel time for the concrete trucks and ensure a constant well timed supply of concrete.”

Commissioning of the refueling

system will also be another challenge for this project. To alleviate the challenges and hurdles that accompany the specialties of a hydrant fuel system, the district awarded a Title II service contract to review the fuel system submittals and construction. In addition, Kunsan resident office engineers attended a construction after action review for a past hydrant fuel project at Osan Air Base.

*Continued on Page 4*

**Construction on flow-through shelters at Kunsan Air Base has begun. Kunsan resident office engineers expect the project to be completed by early 2019. (FED file photo)**







*Volunteers from the Far East District's Korea Program Relocation Office (KPRO) and the Construction Surveillance Resident Office held a Science, Technology, Engineering and Mathematics (STEM) event at Humphreys Central Elementary School April 25. This program partners the Corps of Engineers with the Department of Defense Dependent Schools, or DoDDS, Korea promoting STEM. (Photos by Jennifer Moore)*



**US Army Corps  
of Engineers®  
Far East District**

The **EAST GATE EDITION** is an authorized publication for members of the Far East District, U.S. Army Corps of Engineers. Contents of this publication are not necessarily official views of, or endorsed by the U.S. Government, DoD, DA, or the U.S. Army Corps of Engineers. It is published monthly by the Public Affairs Office, Far East District, U.S. Army Corps of Engineers, APO AP 96205-5546.  
Telephone: DSN 721-7301  
E-mail: [DLL-CEPOF-WEB-PA@usace.army.mil](mailto:DLL-CEPOF-WEB-PA@usace.army.mil)

**District Commander**  
Col. Stephen H. Bales  
**Public Affairs Officer**  
Stephen Satkowski  
**Public Affairs Staff**  
Antwaun J. Parrish  
Kim Chong-yun  
Yi Yong-un

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



# Green thumb spreads at FED compound

By Antwaun J. Parrish  
FED Public Affairs

As the cherry blossoms bloomed around the Far East District compound, there were a few more flowers and plants that made their debut. Some of which were planted by our very own employees.

Robert Sundberg, District Counsel, and Philip Siu, Project Manager with the Programs and Project Management Division, planted a bit of their own additions to the vegetation springing up around the compound. Sundberg decided to plant tulips to welcome in this year's spring season. He first introduced his green thumb to the FED compound last year, but decided to do something a bit more extensive this year. The tulips vary in vibrant colors and stand out in the foreground of an otherwise dull colored backdrop.

"Tulips are easy to plant. All you do is put the bulbs in the ground in the fall and they take care of themselves," said Sundberg. "They are very pretty, have nice varieties and make a nice spring floral display."

He added that the tulip garden was also a nice way to start the spring after a long hard grey winter.

According to Sundberg, organization is a big component to gardening, as the gardener has to strategically layer the plants to ensure continual bloom throughout the seasons.

Sundberg encourages other members of the district to join in the effort to preserve and improve the appearance of our work area.

"If they [employees] just want to come out sometimes and pick up litter, or some kind of beautification like gardening, I think it helps the whole team grow together," said Sundberg.



*Philip Siu waters his herb garden at the Far East District compound, April 29. (Photo by Antwaun Parrish)*

He encouraged Siu who was having a bit of an issue with his at home garden due to its unnatural environment.

"There were a few bugs in the plants and there are no natural predators for these bugs in my apartment so Bob [Sundberg] suggested I bring them [the plants] to the compound," said Siu.

When the plants were in Siu's apartment initially they weren't getting enough sunlight so he purchased a grow light. Although this light helped keep the plants alive, Siu said his garden is flourishing much better since being in the natural light of the compound. His garden mostly consists of herbs, due to his love for cooking and decided in order to have the freshest herbs he should grow them himself.

Although watermelon is typically planted in the ground, Siu decided to

plant his in a pot. Unsure of the outcome, he is excited to see what becomes of his unconventional method of watermelon growing.

"I want to see if I can break through that mentality," said Siu. "If I give it a lot of fertilizer, will it grow just as well as if it was in the ground?"

He added that his garden at the compound has definitely given his coworkers something to talk about.

"They can come out here look at it and enjoy it as long as they don't destroy the plants," he chuckled.

If you're located at the district compound please take a moment to check out the gardening area located next to the Office of Counsel, if not, start a garden of your own and see if the green thumb will spread throughout your community.



## District oversees construction of new flow-through shelters at Kunsan Air Base

*Continued from Page 1*

“We gained valuable lessons learned and have initiated processes to eliminate similar issues on this hydrant fuel system,” said Martin.

Kunsan Resident Office has maintained a strong relationship with the user, the contractor and Korea’s Ministry of National Defense Con-

struction Management team. They have constantly kept the base civil engineers informed and have bi-weekly meetings to address all construction/design issues.

“The end user, Defense Logistic Agency, visited the site in March and was very satisfied with the progress

and the quality of work,” said Martin.

So far 23 percent of the project has been finished with final completion set for early 2019.

## Ground broken for the ROKAF F-35 bed down facilities



*Thomas Cha (fifth from right), Far East District program and project management division Army, Navy, Marine Corps programs branch acting chief, attends the groundbreaking ceremony for the ROKAF F-35 bed down facilities at the Cheong Ju Air Base on April 13. (Photo by Lt. Jae H. You)*



# USACE Project Manager of the Year: reflects on career, grateful for team, offers advice to colleagues

By Antwaun J. Parrish  
FED Public Affairs

**C**ol. Stephen Bales, Far East District commander, announced Lawrence Grant, Korea Program Relocation Office (KPRO) project manager, as the District's nominee for United States Army Corps of Engineers (USACE) Project Manager of the Year.

Grant, who has been an engineer for 45 years, has been part of the Corps of Engineers both as a Soldier and as a civilian.

"I was a member of the Corps of Engineers as a Soldier for 24 years, wearing the engineer castle branch insignia for my whole career," said Grant.

He initially enlisted in the Army in 1969, and since retiring in 1993 he has held fond memories of being a Soldier. Some of the highlights of his career were serving on the U.S. Army Parachute Team, "The Golden Knights" for 3 years, being a Drill Instructor at Fort Leonard Wood, Mo., for 3 years and being one of the original Sapper Leader Course instructors.

Since retiring from his military career, Grant has served three tours with the Far East District. He first worked with the district in 1996 as an Engineering Support Assistant in Programs and Project Management Division, followed by an assignment as a Quality Assurance Engineer (QAR) at Camp Casey in the Casey Resident Office. His second tour was from 2001 to 2009 where he served as a QAR, Project Engineer, and Project Manager. For his current tour he arrived in May



**Larry Grant was nominated as FED's USACE Project Manager of the Year. He was recognized for managing approximately \$550 million in ROK funded construction and MILCON projects while displaying excellent leadership. (FED file photo)**

2013 to work as a project manager in the Korea Program Relocation Office.

This is Grant's first time being nominated as project manager of the year and was surprised when he heard the news. He feels honored to represent the district as this year's nominee.

"In my mind this is really a team award and I am representing the team in this role. I have sent my thanks, in the way of email messages, picking up lunch tabs after team meetings, pats on the back, recognition of accomplishments by specific members to their supervisors and senior district managers, and by words of encouragement for hard work in making projects we are working on successful," said Grant.

A vast majority of the projects at the district directly benefit the military community. Grant said that while the job is at times overwhelming he feels gratitude when a project comes to a successful fruition.

"Getting the big "woohoo" from the district commander when we get a DD1354 signed by the garrison representative is the most rewarding part of the job for me as this milestone pushes us further along the path to completing the Land Partnership Program (LPP) - part of the relocation of forces to Humphreys," said Grant.

*Continued on Page 6*





***Kenneth Pickler, Transportation Branch Chief, receives an Army Certificate of Achievement, from Col. Stephen Bales, at the FED Compound April 28. Pickler is being awarded this certificate for his work during the Key Resolve Exercise. (Photo by Antwaun Parrish)***



***District commander Col. Stephen Bales presented Daniel Ciarrocchi, plans and operations specialist, the Achievement Medal for Civilian Service on April 20. He was presented this medal for his outstanding efforts in the Key Resolve exercise by ensuring the development of high quality plans and providing effective coordination. (Photo by Stephen Satkowski)***



***Maj. Cesar Mercado, logistics operation officer, receives his PCS award from Col. Stephen Bales, at the FED Compound April 28. Mercado worked diligently in support of the FED's relocation plan to Camp Humphreys. (Photo by Antwaun Parrish)***



***Far East District commander Col. Stephen Bales presented Staff Sgt. Nicholas A. Leffert with the Army Commendation Medal for his exceptional service as a construction representative for the Pyeongtaek resident office April 21. (Photo by Stephen Satkowski)***

---

## **USACE Project Manager of the Year**

*Continued from Page 5*

The experience he gained throughout his career has given him a distinct insight in how the district can continue to succeed at every level.

“As long as we focus on staying within the project’s scope and maintaining the standard set for quality, schedule, and cost, the Far East District will continue to deliver proj-

ects that we can be proud of and smile every time we drive by a building that sports an engineer castle corner stone,” said Grant.

Grant plans to relocate this summer to Fort Worth District where he will be the account manager for the White Sands Missile Range.



# Effective Communications in the Workplace

By Valerie S. Bradley

FED Equal Employment Opportunity Office

**W**hether you're new to the workforce or a veteran, it always makes good business sense to be aware of how your words and actions with coworkers affect the workplace environment. A positive approach generates better working relationships and promotes productivity, while a negative approach does the opposites and often leads to workplace conflicts. The scenarios and observations that follow are taken from real life incidents where I have been involved as an EEO Officer or Mediator, and offer valuable lessons for all of us in our workplace behavior and communications.

## 1. Derogatory Remarks, Whether Made in Jest or Not, are Destructive

Remarks such as "Listen, You Idiot..." or "Diabetic\* People Are Crazy..." immediately inject negativity into the conversation and are demeaning to the listener. Not filtering anything you say can feel good in the moment -- but only to you. Belittling, shaming or embarrassing coworkers tags you as bully. If respect is important to you, being able to disagree with someone without name-calling, heavy sighs, eye rolling, verbal insults or using lewd words shows you can address a troubling situation respectfully without making it worse.

Instead of approaching colleagues with the attitude that negative motivation is the best tactic to get them to act ("Are we still paying you?!"), adopt an attitude that any kind of personal bashing has no place in a successful workplace. Sharing positive feedback or giving praise doesn't create a team

of babies who need constant coddling. Rather, it creates an environment in which others are free to compliment you as much and as often as you compliment them. What goes around comes around, so think before you speak. Respectful speech and behavior produces respectful responses.

## 2. Believing Only Your Ideas Count

Taking action without consulting anyone else or pretending that you are very busy when actually you are not producing any work can create workplace conflicts. Morning memos or emails that surprise colleagues with decisions in which they had absolutely no say, reduces morale, initiative, and cooperation. Doubting a coworker's ability to contribute to your success or believing that constructive criticism is just a backdoor way for someone to sabotage you is counterproductive. If a colleague or supervisor is trying to warn you of potential pitfalls, take him or her seriously. Even employees beneath you can come up with great solutions, so be open to a variety of ideas from a variety of sources.

Involving colleagues in pre-decision discussions and asking a few well-placed questions before making a decision will show others that you're mindful and capable of seeing the bigger picture. It show also that you are working as a team and have an esprit de corp. Being arrogant, paranoid, or aggressive and thinking you have to make all the decisions by yourself isolates you from the talent and resources surrounding you. If several people have told you the same thing about your behavior or attitude toward decision

making, it's time for an adjustment on your part.

## 3. Pitting People Against Each Other in the Name of Competition

Sparring works well for world-class boxers but throwing unsuspecting coworkers into the ring doesn't toughen them up. It just makes them angry when they realize you're orchestrating tension between them. Some believe that pitting employees against each other is a great way to finish a project sooner. But doubling or tripling efforts on the same task doesn't result in a positive outcome if employees are tripping over each other, focused more on getting upset with one another than on getting the job done. Asking more than one person to work on a task and then picking a favorite doesn't benefit anyone either. The winner is put an awkward position with his/her peers; the loser is demoralized.

Rather than using competition as a way to squash others, create and build a new definition of success. If you personally would like to get noticed for a job well done, build people up based on their individual strengths and talents, and they'll return the favor. Competing against yourself -- and winning -- is always the most satisfying (especially at review time).

## 4. Believing That Mystery Is a Good Thing

Matchmakers claim that mystery can be intoxicating when you first meet a potential mate, but being coy

*Continued on Page 8*



## Effective communications in the workplace

*Continued from Page 7*

at work frustrates people. Using wimpy language like “when you get to it,” giving hazy instructions before running out of the room, or making someone else break the news to a coworker that he’s not going anywhere until he finishes the work will create problems. You won’t be seen as the good guy if you let vagueness become your communication standard.

Avoid being the employee whose behavior can best be described as “trying to nail gelatin to the wall.” Don’t let others think you’re on the same page and then fool or cheat them with the complete opposite. Your colleagues will lose all trust in you, and your supervisor won’t be able to count on you because your word means nothing. Your coworkers will appreciate clear, concise language. It’s OK to disagree but make sure people know what you’re

disagreeing with. It’s much easier to come to a resolution on real issues than it is to play 20 questions or resolve the wrong problems.

### **5. Never Admitting You’ve Done or Say Anything Wrong**

Hiding or ignoring the fact that you’ve mishandled a situation or downplaying poor outcomes takes more energy than humbly owning up to an error and working to repair whatever damage your actions may have caused. Ignoring occasions for self-reflection or side-stepping learning opportunities makes others feel they need to organize against you. The fight becomes the focus rather than the work.

The easiest way to deflate anger with a coworker is to listen to his/her perspective, come clean about your

participation in the conflict and work together to figure out ways to avoid similar situations in the future. Simply keeping your blinders on and worrying only about yourself isn’t enough. Consider his/her point of view (remember, understanding her perspective doesn’t mean you agree) and see if you can come up with a solution that satisfies both of you. Your supervisor and coworkers and career will thank you.

*\*Note: Diabetes is a condition in which the pancreas no longer produces enough insulin or cells stop responding to the insulin that is produced, so that glucose in the blood cannot be absorbed into the cells of the body. It is NOT a mental condition.*



*Col. Stephen H. Bales, commander, U.S. Army Corps of Engineers Far East District congratulates Capt. Johannes Olind, an engineer officer at the Korea Program Relocation Office on his promotion to Captain April 28 at Camp Humphreys. (Photo by Stephen Satkowski)*





# Building *Safety* Strong

## ARMY SAFE IS ARMY STRONG



### *Driven to Distraction*

When you drive a motor vehicle, you should give this task 100 percent of your attention. It is amazing how many drivers don't. They find other activities to keep them entertained and challenged as they try to pilot a ton of steel down a busy highway. Sometimes the result is tragic. Serious traffic accidents have occurred because the drivers were momentarily distracted and took their attention off their driving.



*Here are some typical distractions behind the wheel. Do any of them sound familiar?*

- ◆ Mobile phone use – even using hands free devices increases your risk of an accident
- ◆ Reading or sending text messages
- ◆ Trying to find a radio station or selecting music on your smart phone.
- ◆ Fishing around in the glove compartment for something.
- ◆ Combing your hair, checking makeup in a mirror or even shaving.
- ◆ Drinking coffee, trying not to spill coffee, cleaning up spilled coffee.
- ◆ Trying to hold a hamburger together while you eat it and keep the ketchup off your shirt.
- ◆ Looking for an address or focusing on the GPS instead of the road
- ◆ Disciplining restless children in the car, or feeding them snacks.
- ◆ Dodging a bee in the vehicle.
- ◆ Staring in amazement at other drivers doing these things.

*Here are some reminders for driving safely without distractions:*

Certainly people today are rushed, and many have become accomplished at doing other things while driving. However, driving and trying to do other tasks decreases the safety of the driver and passengers, because you do not have as much control of the vehicle and you cannot drive defensively – anticipating other drivers' actions.

- ◆ Use cell phones safely. The safest thing is to make your calls before you set out. If you receive a cell phone call while you are driving, let the caller leave a message, pull over, and call that person back
- ◆ Consider how your children might be observing your unsafe habits and thinking of them as something normal that everyone does. If you don't want your children jabbering away on cell phones while they are driving, don't let them see you doing it, ever.
- ◆ Be aware that using a hands-free, voice-activated cell phone can still distract you.
- ◆ A safe driver also stops before checking maps and addresses, looking at paperwork, and dealing with similar distractions.
- ◆ Program your GPS and familiarize yourself with the route before you start driving
- ◆ Even eating, drinking, fiddling with the radio or vehicle sound system, adjusting heaters and digging items out of the glove box while driving have caused vehicle crashes.

- ◆ Arguments or stressful conversations with passengers can also divert the driver's attention from the road. Fatigue, stress and strong emotions such as anger can also impair the ability to drive safely.

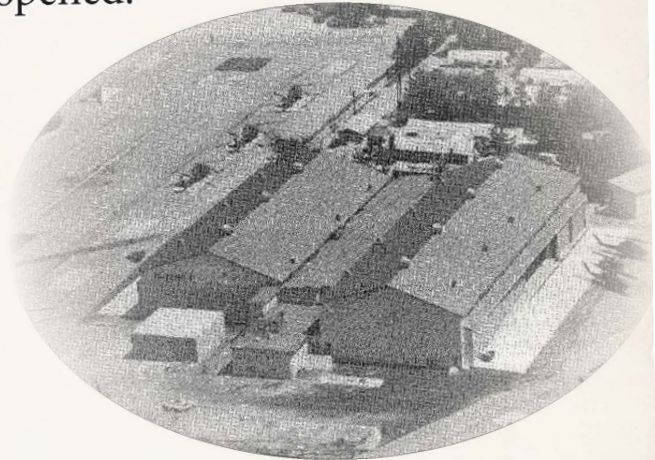
***So, think twice about driver distractions. If you have to do something that requires your attention, then pull over. Safe driving takes all of your concentration!***





## *This month in FED History*

- **May** 1985: Freedom Chapel at Camp Humphreys opened.
- 1986: Yongsan Bowling Center opened.
- 1987: The new aircraft maintenance facility at Camp Stanley opened.
- 1987: Vehicle hardstand project completed at Camp Carroll.
- 1988: Munitions and maintenance storage facility at Osan Air Base opened.
- 2000: Construction of Camp Humphreys Family Housing began.
- 2002: Pae, Chin-su, FED Southern Resident Office mechanical engineer, received USACE Hard Hat of the Year award.
- 2003: Army Lodging opened at Camp Casey.
- 2006: Osan Mustang Indoor Pool Complex opened.
- 2011: Fire station at Fleet Activities Chinhae opened.
- 2012: K-16 Air Base commissary opened.



New Aircraft Maintenance Facility opened at Camp Stanley, 2006.



(above) Mustang Indoor Pool Complex at Osan Air Base opened, May 22, 2006.

(left) Yongsan Helipad opened, May 5, 2005.



# *In memory of Bill Billard...*

*November 18, 1956 – April 23, 2017*

*William (Bill) D. Billard was born in Ann Arbor, Michigan on November 18, 1956 and grew up in Statesboro, Georgia. He attended Georgia Institute of Technology and graduated in 1979 with a Bachelor's degree in Civil Engineering. Mr. Billard was a registered Professional Engineer (PE) in the State of South Carolina.*

*Mr. Billard started his civil service career with the Naval Facilities Engineering Command where he served over 22 years before joining the U.S. Army Corps of Engineers in 2008 working for the Savannah District as their Contract Administration Branch Head.*

*Bill came to Camp Humphreys, South Korea in May 2013 and served as the Parcel Two Resident Office Resident Engineer responsible for the successful execution of the \$1.4 billion Land Development Utilities and Infrastructure Program and other host nation funded projects. He took over The Construction Surveillance Resident Office in January 2017 where he was responsible for 35 projects valued in excess of \$2.7 billion, as part of the \$10.7 billion YRP/LPP Program.*

*Bill passed away peacefully at his Pyeongtaek residence on April 23, 2017, and he is survived by his spouse Pamela Fandrich, daughter Nancy Sue Duncan, Sons William D. Billard II, and Michael Patrick Billard.*

*Bill was responsible for one of the largest Land Development, Utilities, and Infrastructure projects in the history of the Corps of Engineers. It is truly an amazing feat of how he oversaw the sequencing and coordination of so much work spread out over such a large area. He took everything in stride and never got overwhelmed by the situation. Bill was always the advocate for all of his employees. He always strove to give them the very best. We will truly miss his unmistakable laugh and his sense of humor.*

*- Jamie Hagio -*

*The sorrowful news of Bill's passing came as a total surprise to us all. It's not easy losing someone from your team. While living in Korea, we become closer to one another and treat each other like family. Bill was no exception. He left a good impression on many of us, both as a friend and as a supervisor. He had a contagious laugh, and one that we will always remember. He will truly be missed by all. Our thoughts and prayers are with his family. - Jesse Hernandez -*

*A true leader! Super Resident Engineer for Super Resident Office on the pen. A brave man with endless energy. His optimism overcame any construction challenges onsite on Camp Humphreys.*

*A true mentor! Always provided valuable resources and guidance to his team. Bill had a CAN DO Spirit! Always "NOW" is "LATER" Let's get it done! The giggle laughing still remaining in my ears/soul even here in Pakistan. Bill, Rest in Peace, YOU will be missed a lot. - Soon T. No -*



# HERE IT COMES

## **Frontal Collisions**

In a collision, you can't escape the laws of physics. Always leave room to maneuver.

# READY ...OR NOT?

**Ready ... or Not** is a call to action for leaders, Soldiers, Army Civilians and Family members to assess their readiness for what lies ahead - both the known and unknown.

Throughout our professional and personal lives, events happen all around us. We are often able to shape the outcome of those events, but many times we're not. Navigating life's challenges is all about decision-making.

So are **YOU** ready ... or not?



<https://safety.army.mil>