Happy holidays to FED family
Chief sends holiday greeting

As we approach another holiday season you, the men and women in our Corps family, continue to serve our country throughout the world. The dedicated service each one of you has given forms an important part of what the Corps of Engineers has contributed to the nation’s security and well-being, to the concept of peace on earth.

Working every day for peace and freedom in a troubled and uneasy world, you each set a valuable example for future generations to look back to when it is their turn to carry the torch for the values we cherish.

While we have a legacy of greatness in leadership and values from our founding fathers, your dedication and that of our soldiers, our retirees, and our family members is heartwarming. Whatever our individual background, faiths, or hopes, we all value some degree of unity in sharing the message and celebration of this holiday season.

The coming season is bountiful for most of us. Yet for some this holiday season may ring empty. During this time, let us all pause to remember those families who have lost a loved one in the nation’s service, or are separated because of distant duties.

Throughout the year I have taken several opportunities to express thoughts on how fortunate we in the Corps family are. This holiday season, we can rejoice over our sustained efforts — throughout the entire year — to give and share with others peace, comfort, and encouragement.

I congratulate each of you for helping to bring about not only our considerable achievements of this past year, but also will have a very happy holiday season and a prosperous, peaceful year.

Lt. Gen. E. R. Heiberg III
Commander, USACE

Commander’s corner
Christmas message 1986

On the 25th day of December we will celebrate the birth of our Lord Jesus Christ. Christmas means different things to different people around the world, and for many of us it is a season of sharing with those less fortunate than ourselves. The FED family proves this each and every year, and will do again this year by sharing the joy of the season with the children of the Sung Ae Won Orphanage in Ichon.

For some of you, this may be your first Christmas away from home and loved ones — for others, it may be just another in a long line of separations. For all of you, I want you to know that your sacrifice is deeply appreciated by me and by the American people.

Here at FED we “BUILD FOR PEACE” in the hope that not only this country but also the entire world will live in peace and prosperity. We are not here in the Republic of Korea to prepare for war but to keep the peace so that the Korean people can build a peaceful and democratic country in which all citizens can share in a happy and prosperous life.

At this wondrous time of the year, my wife Christine, my children and I wish for all of you a joyous Christmas season filled with love and hope, for all citizens can share in a happy and prosperous life.

BUILD FOR PEACE!
Howard E. Boone
Colonel, Corps of Engineers
Commanding

Whose idea is this convention, anyway?

When representatives of 12 states gathered in Philadelphia in May 1787, they weren’t there to write a new constitution. The fact that they did has been called the miracle at Philadelphia. Just their being there makes for an interesting story.

Ever since the colonies had achieved independence and formed the United States, the fledgling country had been held together by the Articles of Confederation. These Articles were written in 1777, while the War for Independence still raged. The one thing the colonies — fighting as they were to throw off an oppressive monarchy — didn’t want was to establish another monarchy in America. They were extremely jealous of their sovereignty. So much so that when the Articles of Confederation were written, they were more like a trade agreement among friendly nations than among states of one nation. The wording of the Articles, “The said states hereby severally enter into a firm league of friendship with each other ...” speaks volumes as to the extent the states wanted to align themselves with their neighbors.

As early as 1780, three years after the Articles were written, there were calls for a stronger central government. As the war continued, problems of depending upon individual states to provide troops, clothing, food and money became more and more evident. The need for a single governing entity was obvious to certain Americans. Alexander Hamilton of New York was one of those to call for a new Constitution in 1780. He was only 23 when he first proposed a convention to rewrite the Articles, but his words fell on deaf ears. Some six years later when problems of interstate trade became unbearable for some states, a meeting was held to discuss that issue. The meeting in Annapolis, Md., in September 1786, saw 12 delegates from five states gather to talk trade. The result of the meeting lead to a resolution calling on all 13 states to send delegates to Philadelphia in May 1787, to amend the Articles of Confederation. And, as we know now, that resolution led to the gathering that wrote the Constitution — the document whose Bicentennial we celebrate in 1987.
FED hosts Project Review and Analysis Conference

It's a big name, Program Review and Analysis, but just what does it mean? It is the meeting at which the projects that are scheduled for the coming year in Hawaii, Japan and FED come under the scrutiny of all concerned. They are subject to review so that problems that may develop as the projects proceed can be corrected before a delay is necessary.

Another benefit of the PR&A is that it gives the Pacific Ocean Division Commander the opportunity to assess the Districts' Design/Construction programs. Of course there is more to it than that but basically that's what the big name means.

On the 20th and 21st of November, Far East District hosted the semi-annual Project Review and Analysis Conference. The conference for the fallFY 86 was attended by POD Commander Brig. Gen. Robert Ryan as well as the three District Commanders. Representing the Hawaii District was Col. F. W. Wanner; the Japan District, Col. Jack Clifton; and the Far East District, Col. Howard Boone.

The next conference will be hosted by the Japan District in February 1987.

USACE Historical Center & Museum now a reality

While significant progress has been made on the U.S. Army Corps of Engineers Historical Center and Museum, much remains to be done. According to Lt. Gen. E. R. Heiberg, "While steady, our progress has been slowed by a lack of understanding about the Historical Center and Museum and a lack of strong command-wide, grassroots support."

This will be the Corps of Engineers museum with a mission of telling the story of the combat engineer, military construction and civil works, and preserving the history and material heritage of the Corps. The Historical Center is a cooperative undertaking with the Corps of Engineers Historical Foundation (CEHF), which is presently involved in raising funds for its construction.

Gen. Heiberg states his personal position on the Museum as follows, "I fully support the museum now and have consistently done so since I originally became involved in planning for it in 1978." The original idea for a statue was changed to a museum/foundation concept.

The Historical Center and Museum will be located at Fort Belvoir. It was decided in 1980 that it would be placed at the Humphreys Engineer Center because it was the Corps museum and would be with MACOM headquarters. The General stated, "I expect the Belvoir (USACE) museum and the Leonard Wood (Center) museum to be closely linked in practice."

The museum is already providing a base to direct Corps-wide museum/historical activities. It will support all parts of the Corps, not only USACE but also other engineer units and offices, in telling the Corps story. The museum will be a focus for displaying our heritage, telling our story and celebrating our heroes, which will include contractor team members and our joint accomplishments.

Gen. Heiberg stated, "I expect senior OCE military and civilian staff as well as division, district and laboratory commanders to lend full support to and cooperate with CEHF regional representatives currently at work on fund-raising in their commands. Any questions about these matters should be directed to me through the Chief of Staff who will act as my point-of-contact for USACE/OCE headquarters and the FOA commanders."

Republic of Korea engineer officers complete exchange program

Kunsan receives four dormitories early

By Capt. Greg May
Kunsan Resident Office

On October 31, 1986, Col. Sidney Wise, Commander of the 8th Tactical Fighter Wing, hosted a ceremony to congratulate Shin Sun Construction Company and the Far East District, Corps of Engineers for turning over four of the seven dormitories in the 1984 Unaccompanied Enlisted Personnel Housing project 4 months early. All of the unit commanders and senior enlisted personnel at Kunsan were invited to attend the ceremony which took place on the project’s recently landscaped courtyard. During the ceremony Col. Wise presented letters of appreciation to Shin Yu Ho, President of Shin Sun, Wen Chun Silk, Shin Sun Project Manager and Yi Yong Kyu, Quality Assurance Representative for Far East District, Corps of Engineers. In his letter to Yi, Col. Wise wrote in part, “...scheduling for completion in March 1987, four of seven dormitories were completed and turned over to the U.S. Air Force today, thanks to your efforts. When describing the attitude of the enlisted personnel concerning the early turnover, he wrote, “Believe me, their morale has been greatly enhanced by your efforts.”

Jack Church, Southern Area Engineer, was the senior FED representative attending the ceremony. During his remarks Mr. Church pointed out that the early completion would not have been possible without the hard work and cooperation from the 8th Civil Engineering Squadron. Mr. Church specifically mentioned the efforts of Lt. Col. Robert Murphy, Commander of the Squadron.

The 14 million dollar price tag represents the single largest project under the supervision of the Kunsan Resident Office. The project, which began in October 1984, consists of seven 4 story buildings adding a total 768 rooms to Kunsan’s housing inventory. The basic unit consists of 2 rooms, each with a sink and 2 built-in closets, sharing a bath. Designed for flexibility, the layout provides a private suite and bath for E-7 and above, private room with shared bath for E-5 to E-6, or a roommate and shared bath for E-4 and below. In addition to the living areas there are also TV lounges, family rooms, laundry facilities and storage room. One of the buildings turned over was also furnished by the contractor under an optional bid item in contract.

Family members jobs in Korea

The purpose of this article is to provide family members with a more realistic review of the job potential in Korea. While job opportunities are available in the Seoul area, family members should be aware that they may possibly encounter a 24 month delay in obtaining employment. Upon arrival in Korea, family members should report to the Seoul CPO as early as possible to submit applications. Family members may apply for placement through the applicant supply file and also under local merit promotion vacancy announcements open to outside the workforce applicants. A list of positions for which applications are being accepted is posted in the reception area of the Seoul CPO, building 414, entrance #5. This list contains current and projected vacancies.

Positions filled through Merit Promotion vacancy announcements may be limited to status (career/career conditional) or local merit promotion vacancy announcements open to outside the workforce applicants. A list of positions for which applications are being accepted is posted in the reception area of the Seoul CPO, building 414, entrance #5. This list contains current and projected vacancies.

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Safety and Occupational Health Statement of Principles

In all activities of the Department of Defense, the safety and health of our personnel, both on and off the job, should be a major concern. Our commitments to strengthen national security require that we emphasize the importance of our Safety and Occupational Health Program. The Department of Defense has a good safety record, but we continue to experience significant preventable losses each year due to accidents and occupational illnesses. We can and must do better. We must incorporate safety and occupational health principles into our daily decision-making processes and work habits. From the decisions we make to develop, procure, and employ new weapons systems to those that affect the working or living conditions of our personnel and families, safety and occupational health must be considered and given high priority. Of equal importance, we must also be alert not to take shortcuts in our operations or activities that would endanger the safety and health of the general public. It is essential that all military and civilian personnel realize that aggressive and comprehensive safety and occupational health programs are vital to our mission accomplishment and our combat readiness.

As a result we protect our costly investments in people, training, facilities, and equipment; increase force sustainability by reducing unnecessary and preventable accidental losses in combat, and make our nation a safer and more secure place in which to live.

Please give these safety and occupational health principles your careful and personal attention. We are all ultimately responsible and accountable for their fulfillment. I look for your full and enthusiastic support to achieve a safer and more productive work environment for all our personnel.

14 July 1986

Sung, Capt.

Secretary of Defense

Certified Safety Professionals exam results announced

There were 604 candidates for the May 17, 1986 examinations. The examinations were held at 31 locations in the United States and at 4 foreign locations. The Board of Directors has extended its appreciation to Sam Testerman, CSPI, of Far East District Engineers who generously gave his time to assist in administering the spring examinations. Seoul was just one of 4 foreign locations where the examinations took place.
Equal Employment Opportunity is the law

By Naim Qazi
Office Engineering Branch

Introduction

Equal Employment Opportunity (EEO) is the law. The continuing program of equal employment opportunity and affirmative action ensures that effective affirmative action is accomplished to achieve equal employment opportunity, artificial barriers are eliminated which have placed minority groups, women, older persons and the handicapped at a disadvantage in the activity's work force. In addition, it will ensure that recruitment efforts reach all sources of job and development opportunities for employees to increase their skills so that they may perform at their highest potential and advance in accordance with their abilities. Managers and supervisors have a moral obligation and legal responsibility to eliminate unlawful discrimination in government employment.

Policy

To ensure that all aspects of a positive affirmative action program for equal employment opportunity as specified in the Civil Rights Act of 1972, Public Law 92-261, March 24, 1973, Executive Order 11478, Department of the Army, Corps of Engineers and Equal Employment Opportunity Commission (EEOC) guidelines and regulations are achieved, Far East District, Corps of Engineers had developed the equal employment opportunity plan of affirmative action.

It is the policy of the U.S. Government, the Department of the Army, the Corps of Engineers, and FED that all U.S. citizen employees be free from discrimination based on race, color, religion, national origin, sex, age, and physical or mental handicap.

Pursuant to this policy, FED will establish and maintain an affirmative program of equal employment opportunity for all employees and applicants for employment.

Responsibilities

Responsibilities for management of the EEO program in the U.S. Army and Corps of Engineers is highly decentralized. Broad objectives and goals, as well as policy guidance and instruction, are issued by the Department of Army and Headquarters, Corps of Engineers. Major commands develop separate management plans of action incorporating major command responsibilities and are responsible for issuance of implementing instructions and specialized guidance to field activities. Field activities are required to develop an affirmative action plan that meets the requirements of EEOC, Department of Army, Corps of Engineers, and appropriate major command.

The Division/District Engineer's responsibility is to develop and execute the EEO program in accordance with instructions, policy and guidance from EEOC, Department of the Army, Corps of Engineers, and major command.

The EEO officer develops and implements the affirmative action EEO program and, in coordination with the personnel officer, assures that the personnel office staff is sensitive and trained to understand and resolve problems of employment of minorities and women. The EEO officer processes precomplaints, formal complaints and class action complaints alleging discrimination.

The EEO counselors are appointed by and report to the EEO officer. They are responsible for all fact finding, analyzing the causes and coordinating with operating officials to ensure corrective action.

Supervisors and managers have additional responsibilities to read, understand and comply with the intentions and purposes of the EEO plan as they are the key to a successful EEO program. They must assure that promotions, appraisals, awards and other recognitions are not influenced either for or against an individual or group for reasons of race, color, religion, sex, age, national origin or handicap.

Employees' responsibilities are to fully support the EEO program and to refrain from making racial slurs or comments and taking any action that is biased or prejudiced.

Col. Howard Boone has Thanksgiving dinner with the children of Sung Ae Won.

Turkey is good in any language.

AFKN camera crew boards FED helicopter for trip to Osan to film FED story.

At new Officers' club parking lot at Osan with Central Area Engineer, Harvey Robinson.
Chief
IMO has completed training and distributed the last of the IBM PC ATs. We are now awaiting the arrival of our first batch of Zeniths. We are forward to the new capability the Zenith contract brings us both in hardware and software.

We have received the most complete information on program exchanges and assistance POD folks this past month. Most have come and gone but one remains with us for a few more weeks – Linda Tomlinson continues to provide us invaluable support to our customer assistance area. We plan to have Linda and Johnathan Chock return in Jan 87 to continue this support and train a new FED Customer Assistance Center staff.

We have had to say good-bye to Glenn Harris after almost six months of TDY. Glenn became a member of the FED family in spirit and will be sorely missed. We hope that one day soon Glenn will be bringing us both in hardware and software.

Information Integration and Implementation Branch
Many FED functional users received Honeywell Louis Query during training during 10-18 Nov. It includes how to access database files on the Honeywell at POD. When you login with POD to support FED COEMIS F&A and AMPRS users. Recently we received Online Information COEMIS (OIC) system and Honeywell COEMIS Budget System (BUD) which are now available to FED COEMIS users by logging on to the POD Honeywell systems. Contact POFIM-I for further information.

An automated cost estimate system has been developed for the Far East District. It consists of two subsystems, one for a cost database on the Harris computer (developed by In Soo Kim, IMO) and a second that produces the cost estimate on a PC developed by Kit Lee, IMO. Hank Birchard, Chief, Cost Estimating Section of Engineering Division provided functional specification for this development and is eagerly awaiting production of its first official cost estimate. This system provides the foreign currency conversion for this development and is eagerly awaiting production of the OCONUS environment that is unavailable in the standard Corps Estimating System, CACES.

Information Requirement and Planning Branch
A limited quantity of the Modern Army Record Keeping System (MARKS) regulations, AR 25-400-2, dated Oct 15, 1986, were received in FED and distributed on Friday, Nov. 21, 1986. In addition, a DA Pamphlet 25-400-2, was also distributed. This pamphlet will not apply to FED so disregard it. For calendar year (CY) files, effective Jan. 1, 1987, the new file system, MARKS, replaces TAFSS.

Reminder: MARKS will not be implemented for fiscal year (FY) files until FY88. For any assistance needed in setting up your new CY files, please contact Chuck Hobbs or Alma Adams, POFIM-P, at 2717-424.

The FED telephone switchover is upon us! The conversion from the old to the new telephone switch took place Friday, Nov. 21, 1986. Here are a few pertinent changes:

To get a civilian telephone number you now dial 99 instead of 22. To get a 917-xxx number from a civilian telephone dial 791-17-xxx.

There are two classes of telephone service on the 2917-xxx phones: Class "A" phones can contact any other phone on any military circuits available in Kunsan and local civilian numbers. Class "C" phones can contact only other telephones within the local dialing area, e.g., 29xxx numbers in our case. If your business phone seems to be a class "C" phone please contact Planning Branch, IMO, at 2717-424. We will attempt to get it changed to class."A"

To get an outgoing AUTOVON line you dial 285-1112. This is true for both military and routine calls. There has been no change to incoming AUTOVON. AUTOVON calls will now be made to the operator at Yongsan and forwarded to you per the AUTOVON operator personnel.

The FED telephone upgrade will include new instruments at some later date. Surveys will be performed in the future to determine what additional telephone services will be required by all offices within the FED compound.

Customer Assistance Center
Helpful hints on the Harris
There is now a system of Helpful Hints residing on FED's Harris 500 computer. The system can be accessed from any user account. Just look on using your qualifier and user name and type the following: "A". The system will display the Helpful Hint Index one screen at a time. If you want to print the index, use the same statement but include line numbers at the end as follows:
ID 2000HELP*INDEX 1-9999

To recover a damaged document do the following:
1. Select "Applications" under Main System Menu.
2. Insert System Utilities Diskette in Drive A.
4. Insert Damaged Diskette in Drive A.
5. Input Text File.
   Drive: A
   File ID: (name of damaged documents)
   Extension: DOC
   Output Document: Drive A
   File ID: (give a new name)
   Press Execute.
   Message Appears: Text to Document Conversion Successful. Go into Word Processor and delete all extra characters (question marks). These characters are put there by the computer to replace damaged areas. It's best to make a copy of this recovered document and edit the copy.

Expendible supplies
Attention PC users! If you are in need of blank diskettes for your PC please order them through your supply warehouse. You do not need to submit a work request to Customer Assistance Center for this item. You can also order the file diskette boxes through POFLO-SO.

For printer ribbons, please take your old ribbons with you when you pick up new ones. They are recyclable items.

Converting V-Cale files to Lotus 1-2-3
Log on to the Harris 500 computer and use: *VCLTUS. The computer will provide you with the name of your V-Cale file. It will then convert your file to a VisiCalc which is needed for the Lotus Translate Utility to convert to a Lotus 1-2-3 file. When you finish this, call Customer Assistance Center, 2717-541. for help in completing the conversion.

Information Management Office News

Honorees of awards
James Muneno (Military Branch) 30 years service
An Pyong Kwon (Design Branch) 25 years service
Chong Mong Yong (Design Branch) 25 years service
Kim Hyong Su (Design Branch) 20 years service
Kim Yun Chin (F&M Branch) 20 years service
Park Juk Kun (F&M Branch) 20 years service
Sin Yong Taek (Design Branch) 10 years service
Choe Chae Su (Design Branch) 10 years service
An Kun Muk (F&M Branch) 8,000 miles safe driving
Yi Chong Chan (F&M Branch) 8,000 miles safe driving

Krislin Dobias is a Clerk Typist at the Area III Resident Office.

Another new face
New FED faces

Greg Spencer is a Mechanical Engineer in the Air Force Section, Military Branch.

Carleen Barvinchak is the Administration Support Clerk in the Construction Division.

Son Chang Kon is an Electrical Engineer in the Design Branch.

Chong Suk Henderson is a Clerk Typist in the Management Manpower Branch.

Arnold Lee is a Civil Engineer at the Osan Resident Office.

Maj. Robert Johnson is the Deputy Northern Area Engineer.

Juanita Alvarado is Funds Control Technician in the Office Engineering Branch.

James Cox is the Area III Resident Engineer.

Sgt. Maj. Gary Williams congratulates SFC Jimmy Walden on being selected as FED’s Soldier of the Year.

Numerical symbol rarely used to identify hotel floors in Korea and Japan because it sounds like the word “death” in Chinese: FOUR
Think Safety

성매립 어린이들과 함께 추수감사절 식사를 하고 있는 하워트트론 시험관.

AFKN 카리나리만이 모신의 FED공사에 취재하기 위하여 FED버려트론에 이송되고 있다.

오션에 산책중인 장고śmie의 주차장공사를 감독하고 있는 Harvey Robinson 소장과 AFKN바다.