East Gate Edition

U.S. Army Corps of Engineers
Far East District

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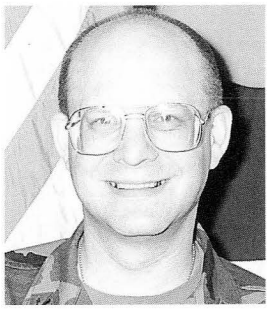
EECs and MECs receive M40 mask training during UFL

(photo by Yo, Kyong-il)

Inside

(above) **On August 23, 1999, 60 emergency essential and mission essential civilians who did not attend the CTT (common task training) given earlier this year had a second chance. The training included practice using the M-40 NBC mask; how to use nerve agent antidote, field dressing, and the use of nuclear, biological and chemical (NBC) and Mission Oriented Protective Posture (MOPP) gear. The attendees also learned how to replace the canister on an M-40 Protective Mask and how to drink from the canteen while wearing a mask. This 3-hour training was given in conjunction with the Ulchi Focus Lens (UFL) exercise. Instructors for the training included CPT Erik Gabele, 1LT John Wagner, CPT Stu Chan CPT Michael Brooks, SPC Crystal Kim and Mr. Hong, Song.**

From the Commander



COL David J. Rehbein

As I am writing this, the message on the sign outside the District Headquarters is this quote from General Charles De Gaulle:

"Deliberation is the work of many men: action, of one alone."

In today's climate of product delivery teams and cooperative effort, we sometimes lose sight of the effect of one individual willing to act. The strength of our teams lies in the caliber of people comprising the team. Empowered team members know their role, are confident in their abilities and areas of expertise, and confidently act to accomplish their part of the team's mission. They don't need prodding, excessive consultation, or safe assurances that everything will turn out perfectly. They act. They feel no such thing as shared responsibility for a failed mission; instead, the best team members feel a personal obligation and duty to act without hesitation to get the job done.

I think the Far East District is building a worthy reputation as responsive, action-oriented engineers. We certainly wouldn't have the successes we do if we waited for me or my deputies to direct every single thing that goes on in our projects or in our internal operations. I've been proud of the evidence I've seen of confident individuals willing to act.

I've seen a decision by a PM to change the way a package of projects was combined for advertisement in order to reduce solicitation time.

"I think the Far East District is building a worthy reputation as responsive, action-oriented engineers."

During UFL, I've seen an IMA decide to start project work when the RCEM was slow in providing guidance.

Every day I see secretaries, mechanics, QARs, engineers, budget analysts, contract specialists, and representatives of each part of the District do what needs to be done . . . . without first deliberating or seeking the safe path of waiting for a supervisor's assurance to proceed. Our best team members act without hesitation, without undue fear of making a mistake, and respecting the limits of the law and their supervisor's intent.

My vision of success as a commander includes the condition where I become almost expendable. That happens when the climate we create in the District allows each of us to function confidently in the absence of specific daily direction. And we really show our maturity when we are cognizant of how our individual actions affect a team's ability to accomplish a task. Because of the quality of people here in the District and the people of ACTION that you are, I'm confident that nothing thrown at us can stop us. Hoo-ah!

Let's Try!
Essayons!
COL Rehbein

Check out the Far East District web site at ***Http://www.pof.usace.army.mil***

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Safety

by David McCracken

The Far East District (FED), held its second and third Contractor Construction Safety Certification Courses of 1999 during 25-27 May and 24-26 Aug. These were the eighth and ninth classes given since the inception of this initiative and the eighth offered to Korean construction contractors. FED continues to revolutionize effectiveness, seek growth opportunities, and invest in people by providing this Quarterly training. Messrs. Sam Barnes, Chief, Safety & Occupational Health Office, and David McCracken, Industrial Hygienist of the District's Safety Office, provided instruction.

Over the course of the two classes, a total of 73 students, including 58 representatives from 17 different Korean construction firms, 2 students from Seoul National University (SNU) of Technology, and 13 US Government employees from Safety Offices and DPW's throughout the peninsula, completed this training. The Korean Military Contractors Association (KMCA) provided translated student manuals to the representatives from the construction companies, however all classes were taught in English.

Students were tested at the completion of the training and Certificates of Completion were presented to all 73 graduates. Special recognition was provided to Messrs. Kim, Jonghoon of Daewoo Construction Company and Chang, Keun-seek of LG Construction Company for being the honor graduates of the May class. The honor graduates of the August class were Messrs. Joseph Colson of HQ, EUSA Safety Office and Wayne Darling of Camp Page DPW.

The District has taught a total of 303 personnel including 266 Korean construction and government representatives and university students, and 37 US government employees since its first class in February 1998 and plans on conducting the next class in November 1999.

OSHA'S TOP TEN

It seems our District is no different in the type of safety violations found on the job. Listed below are OSHA's top 10 most frequently cited violations from 1998.

1. 29 CFR 1910-1200(e)(1) = No HAZCOM / General Industry Written Program. 2,288 cases

2. 29 CFR 1926.501(b)(1) = Fall Protection, unprotected sides and edges. 1,675 Cases

3. 29 CFR 1910.212(a)(10 = Machine Guarding, guarding methods. 1,378 Cases

4. 29 CFR 1910.100(a) = Head Protection, protective helmets. 1,211 Cases

5. 29 CFR 1920.1200(h) = HAZCOM / General Industry information, training. 1,202 Cases

6. 29 CFR 1926.451(g)(1) = Scaffolds, fall protection. 1,104 Cases

7. 29 CFR 1926.652(1)(1) = Excavations, protective systems. 1,039 Cases

8. 29 CFR 1904.2(a) = Record keeping, OSHA log. 1,008 Cases

9. 29 CFR 1926.21(b)(2) = Safety Training, worker instruction. 929 Cases

10. 29 CFR Section 5(a)(1) = General Duty Clause, safe and healthful conditions. 882 Cases

Looks like the only one missing is Electrical Safety violations. (Must be number 11).

Keep up the vigilence folks.

"Safety is the first rule!"

The 2IC's Corner

by LTC Mark Cain
Deputy Commander

One evening, during my recent leave in Thailand, my family and I decided to have dinner in an open-air restaurant near Patong Beach in Phuket. We were seated and the waiter gave us our menus. When I opened the menu there was a tasty selection of foods: Thai, Italian, German, American, and Japanese dishes were available to mention just a few. There was a wonderful atmosphere in the air. A Philippine band was playing internationally popular tunes from the late-70s and early –80s. The air was alive with languages. Thai, German, Japanese, Korean, English, and Arabic could be easily heard from our table. The U.S. and Australian Navies were paying port calls, so there was a mix of military and civilians present. People were laughing or enjoying light dinner conversation. There were even a few couples enjoying an intimate romantic evening. Everyone was having a great time.

It occurred to me that this is just one very small example of what diversity is really all about…at least to me! The mixture of different foods, languages, music, and cultures produces something that is greater than the sum of the parts. It produces a real richness than has the potential to make us all better. Our world is becoming smaller. The benefits of this closeness are obvious. The latest issue of the National Geographic focuses on a number of topics addressing yesterday's and today's Global Culture. I strongly suggest you read this issue. The articles are thought provoking and influential. I guarantee you will view diversity in a different light after reading this issue!

The Chief of Engineers has challenged us in the Strategic Vision to really think "out of the box" and act accordingly. We are challenged to not simply accept the status quo but be innovative, to be fresh, to discover new solutions to old problems, and maybe to re-discover old solutions that are right for new problems. Clearly, organization diversity is just one of means to meet this challenge. The ancient peoples knew this and progressive thinkers today know this.

I believe organizational diversity represents two lines of thought. One line is a diversity of race, color, creed or gender. This diversity is one of the factors that has made the United States of America the great nation it is today. We are a country of immigrants. The U.S. Army Corps of Engineers must also be representative of America. If our diversity of race, color, creed, or gender is not a representative "slice," we should ask ourselves, "Why?" If we cannot come up with an acceptable answer to this question, I believe we are precluding ourselves of a "change engine" that can make us much better than we are today. The other line of thought is a diversity of background, education, job experience and / or work environments. We must continually seek infusions of professionally qualified "new blood" from industry and other governmental organizations or agencies to grow and improve. Continuous organizational in-breeding, however qualified, is unhealthy, stagnant, and results in a lack of productivity or forward progress. Change should not be feared but embraced. Each of these lines of thought, when realized, provides an organizational richness that's hard to beat and certainly will not be equaled by maintaining the status quo.

The Far East District is a great deal like the restaurant my family and I visited in Thailand. We have primarily two distinct foods, languages, types of music and cultures that are blended together…Korean and American. We are certainly the better for it. For instance, our day to day work ethic and our social activities (like Organization Day) reinforce this concept. The District is not Korean or American. It is both! On a personal level, I cannot imagine what my existence would be like without my wife, my close personal friends in Korea, or that wonderful Korean cooking. I know my life is the better for this exposure. I know the District is strong because of our cultural binding.

Within the District's American population we certainly have a diversity of races, colors, creeds and gender. We must continue to pursue an objective that has our organization more representative of America. There is always room for improvement. The District's Affirmative Employment Plan has some suggestions on focus areas. Please read this plan when you get an opportunity.

We are doing very well recruiting "new blood." We now have over 30 different Districts represented due to our aggressive recruiting actions. With each new arrival, particularly those new to Korea, we receive an injection of new ideas, problem solving procedures, and innovative solutions to our collective personality. The benefits are already obvious.

The District's differences are not destructive nor have they divided us. They have made us stronger. We must continue personally and collectively to seek diversity. You, I, and we will improve as a result.

See you around the District!

Rich Schiavoni speaks out as new Engineering Division Chief

Rich Schiavoni has been coming to Korea since 1985 in different capacities as a member of the Honolulu Engineering District and Pacific Ocean Division, so he's no stranger to the FED environment. Now as the new Engineering Division Chief, he's very excited about this tour since he already knows a lot of the old-timers, but due to the nature of overseas assignments, where turnovers are frequent, there are many new people with fresh new ideas.

Now that he has familiarized himself with the District's functional elements, meeting all the players, and settling himself into his new role, Rich Schiavoni has set two major goals for himself:

(1) Refine Engineering Division in team fashion to efficiently work with all the other elements in the District.

(2) By his leadership, create a sense of togetherness as one project delivery team.

"I don't want to make any sweeping changes but make changes through an evolutionary process. I want to talk to people, get their opinions, and base changes on a collaborative effort", says Schiavoni.

He wants everyone to know his leadership style is one of approachability and keeping an open door. There are 100 people in Engineering and 85% are Korean Nationals, so if he happens to do something culturally inappropriate, he wants people to let him know.

Schiavoni believes in participatory leadership.

Rich Schiavoni

"I believe in taking care of people and more importantly trusting in them that they will do their best. Some people would say that it is naïve thinking, but if there is no trust then there cannot be a relationship of caring and understanding", he says. "But, given conflicting opinions, I will make the tough decision and then expect everyone on the team to fully support my decision", he adds.

"The Korean people have always impressed me with their work ethics which I would characterize as hard-working, industrious, and ambitious. I can still remember my first trip here in 1985 as I watched small businesses being run by people who worked from 6 a.m. till 8 p.m. This is the real strength of the country, not the chaebols or its government, but the people themselves. It makes me proud to be associated with such a fine group for I know they will always be there to work hard and support our missions", he says.

"As one of my mentors, Mr. Thomas Ushijima, has always told me – It's people first; mission always! I try to live by that motto", Schiavoni adds.

Mr. Charlie Cheung, who many FED team members have known, was another distinguished mentor to Schiavoni, who would like to share the following with the FED Team upon Cheung's behalf:

Team Work

IT ALL DEPENDS on me
and I depend on you.

We depend upon each other because
our goals and missions are the same.

And the success of one is dependent
upon the success of the other.

Our achievements and
accomplishments reflect the
professionalism we bring to
our respective workplaces.

I can stand in your place
and you in mine, but neither
of us can replace the other.
We are collectively indespenable.

So, you see, I am only as good
as you allow me to be because
our jobs are so closely interrelated.
I am not nearly so good as we.

Our customers and our agency
and our co-workers depend on us.

We are strong because
we depend UPON EACH OTHER.

Author Unknown

Alert FED Compound security guard responds swiftly to Snack Bar Fire

At 5a.m. on August 25, 1999, Mr. To, Chong-hwan, a security guard at the Far East District compound was on duty at his station at the back gate. Suddenly, he saw smoke coming from the Korean Snack Bar a couple of buildings away. He immediately reported it to his supervisor who called the Yongsan Fire Department. Upon their arrival and after ventilating the building, the fire department personnel discovered the fire suppression system, although old, had activated and put out the fire. This likely saved the building and possibly other nearby structures.

The cause, as determined by Mr. Ken Pickler, LMO, after questioning Ms. Yu, Pong-hwa, who runs the snack bar, was that some soup had been left on the diesel stove to simmer through the night with the fuel setting on "low". However, for an as yet undetermined reason, the fuel control went to high and the soup cooked away until the bottom of the pot burned out and the contents, including the fat, fell into the burner and created enough heat to set off the fire suppression system.

Standing by the burner that caught fire, Mr. To, Chong-hwan, security guard, and Ms. Yu, Pong-hwa, who operates the snack bar, discuss what happened the night of the fire.

The MP investigator stated that because there was no damage other than to the pot (and cleaning up) there would only be a one-line entry on file reflecting the fire department answering a call for a kitchen fire but no resulting damage.

Mr. To is to be commended for his alertness and prompt action.

A policy of no unattended cooking at any time has been implemented. Also, the existing fuel carburetor will be rebuilt or replaced and documented weekly inspections of the fuel system and stove and recharging of the fire suppression system will be conducted.

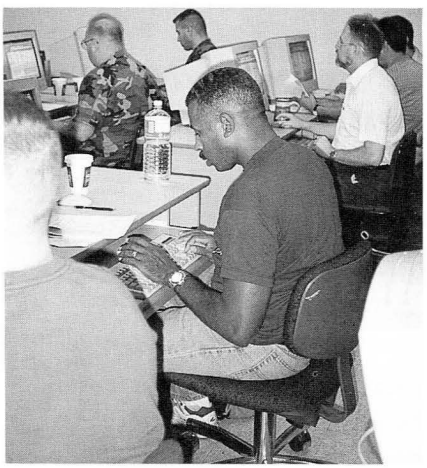
TCMS and TeleEngineering are FED's focus for UFL '99

As usual, if it's August it must be time for the Ulchi Focus Lens Exercise. This year, for the Far East District, the focus was on the Theater Construction Management System (TCMS) and TeleEngineering.

TCMS is a computerized planning, design, management and reporting system which automates engineering activities previously performed manually - making the process much faster.

The system has a data base of 4,300 designs for basic facilities meant to be constructed by troop labor and provides a basic starting point for theater planners during a contingency. Designs for warehouses, aircraft parking aprons, refugee camps, staging areas, and prisoner of war camps are representative examples of the types of project designs in the data base.

TCMS provides design drawings, bills of materials, and cost estimates. It provides the hours, equipment, time, and types of skills needed for the project. TCMS projects can also be exported to Microsoft Project for management. AutoCAD LT software is



Military and civilians are trained in TCMS, a software system used to design basic facilities during a contingency. Designs done during UFL are not just exercise play but have real world application.

needed to see and manipulate the drawings.

"The system effectively eliminates the design time of a project except for any modifications needed to the basic design in the data base," said Ms. Sandra J. Mayes, Program Analyst, U.S. Army Engineering and Support Center.

The data base is constantly updated by the 3-person staff of a contractor.

The second UFL focus for FED, TeleEngineering, is a first for the District. A prototype was successfully tested in Bosnia, but the Far East District is the first to receive this equipment in the Pacific rim.

This secure communications equipment allowed the CFC, USFK, EUSA, and other units on the peninusla to communicate directly with the Waterways Experiment Station laboratory located in Vicksburg, Mississippi, and HQUSACE in Washington D.C. to get expedited special studies and analyses completed quickly.

Force Projection issues require the engineer to rapidly assess the in-theater transportation network and expedient engineer-emplaced substitutes. Force protection issues require the engineer to rapidly assess the threat to our force from both conventional and terrorist weapons threats and then erect countermeasures to these threats.

Coupling the active duty engineer force with the most highly skilled DoD civil engineering practitioners and computational assets available will provide the support required.

The Far East District is tasked with providing U.S. Forces Korea with all engineering services, and in a contingency, a variety of projects would be needed quickly - runways, hospitals, and bridges - for example.

TeleEngineering brings access to the expertise of thousands of engineers to the District. Engineers can send photographs and other information digitally through the system for discussion with or study by engineers who have expertise unavailable in the field.

Using this system, engineers can see their stateside counterparts and experts for live meetings.

"The real exciting thing is that instead of having 150 engineers, I have several thousand now."

COL David Rehbein
Commander
Far East District

Besides communicating face-to-face, it provides the ability to trade documents almost instantaneously. Images can be transmitted on a secure line and cameras focused and lenses zoomed in on maps.

"Through this capability you've got the ability to tap the entire U. S. Army Corps of Engineers," said LTC Mark Cain, Deputy Commander, Far East District.

TeleEngineering is being developed under the proponency of the U.S. Army Engineer School. Representatives from the USAES, the Maneuver Support Battle Lab, and the eight laboratories from the Corps' Engineering Research and Development Center (EDRC) are on the task group. TeleEngineering exploits the command, control, and communications architectures to provide a link between engineers and subject matter experts to evaluate problems, engage in a dialogue with the deployed individuals peforming the work, and provide solutions to the problems.

"The system used during UFL in the District's Emergency Operations Center will remain at the District," said Mr. Mitchel Glenn, Chief, Emergency Management Office.

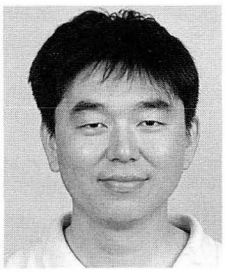
With this system, the District now has instant secure communication with Pacific Ocean Division and HQUSACE. A portable version of the system is on loan to FED from the Engineering Research and Development Cemter (ERDC) as the District tests cmmunications throughout the peninsula.

Mr. Burhman Gates and Mr. Jeff Powell, from the U.S. Army ERDC, installed and operated the system in the District's EOC during UFL. They also instructed FED personnel in the the operation and maintenance of the system.

New Team Members

Mr. Pak, Son-yong. joined FED on May 3, 1999, as an architect in the Cost Engineering Branch of Engineering Division. His home town is Seoul and he graduated in 1988 with a degree in architecture from Hongik University. Prior to joining FED he worked as an architect engineer at Samsung Engineering for six years. Pak enjoys jazz and classical music as well as skiing and baseball.

Mr. An, Kyu-son, joined FED on April 12, 1999, as a mechanical engineer in the Cost Engineering Branch of Engineering Division. He holds a masters degree in mechanical engineering from Oklahoma State University (1997). Prior to joining FED he worked as a mechanical engineer at Hyundai Aerospace Company in Yong-In City, South Korea. An enjoys hiking, baseball, tennis and billiards.



Mr. Gregory E. Vernon joined FED on August 17, 1999, as a Safety and Occupational Health Specialist in the Safety and Occupational Health Office. Prior to joining FED he was an intern with the National Guard Bureau. He holds a bachelors degree in Safety & Occupational Health from Jacksonville State University and is pursuing a masters degree from Texas A&M University. Vernon's home town is Lorton, Virginia and he enjoys home improvement and computers.

FED receives POD 1998 Safety Award

During his recent visit to the Far East District, Mr. Bruce Barrett (right), Safety & Occupational Health Officer, Pacific Ocean Division, presented COL David Rehbein, District Commander, and Mr. Sam Barnes, Chief, Safety & Occupational Health Office, FED, with the Pacific Ocean Division Safety Award for 1998, on behalf of BG Carl Strock, former POD Commander.

FED bids farewell to Mickey McDonald

The District bid farewell to Mickey Mc Donald, Purchasing Branch, Contracting Division, who departed FED on August 13, 1999 to accept a promotion with 99th Regional Support Command, Oakdale, Pennsylvania. The farewell party was at the Bear's Club, Doosan Tower, on August 6th. Mr. Harry Kim, Chief, Contracting Division, presented Mickey with a gift, the Tongdaemun Coin plaque, and a letter of appreciation for his work in implementing and administering the IMPAC Card Program. Mickey is originally from Pennsylvania and his parents and other family members are still there.