



U.S. Army Corps
of Engineer
Far East District

East Gate Edition

June 2003

Volume 13, Number 06

Far East District celebrates its 46th birthday!

See page 12-13 for more fun photos



*See inside (page 8) for
the feature story on
Office of Counsel and
Safety and Occupa-
tional Health Office*

Ms. Myrna Boehning and Nicole Nakamoto enjoy the District's birthday party

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This month's focus

**Office of Counsel
 & Safety and Occupational
 Health Office**

On the cover



Ms. Myrna Boehning, RMO, and Mr. Ryo Nakamoto's daughter, Nicole Nakamoto were part of the crowd as the Far East District celebrated its 46th birthday on June 13.

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

From the Commander



COL Francis Kosich
 Commander

LPP - A Recipe for Success

Happy Birthday FED! 46 years and still going strong, the District has proven to be an indispensable asset to the Command, the Alliance, and to those who serve in this great country.

In doing so, the dedicated professionals of this district have continually tackled challenges confronting units assigned here. And since the Armistice, signed on 27 July 1953, the face of U.S. Forces in Korea has changed more than a couple times. The ratification of the Land Partnership Plan (LPP) by the Korean National Assembly was a landmark event, which set in motion a multi-year effort to reduce our footprint on the peninsula by consolidating units on fewer installations. But as the old saying goes, plans seldom survive the initial stages of execution and this one is no different. Recent events over the past year mixed with a desire to transform our military and a call on behalf of both countries to reassess the alliance have led to wholesale changes in both our design and construction effort. Cancellations, realignments, relocation studies, and the like have people talking. The future of USFK and how it affects the District has become a hot topic of late and may be a cause of concern to those who are wondering what lies ahead. What's the plan? Are we gonna downsize? Is my position in jeopardy? Will there be a MILCON pause as in the early 90's? Will we have to relocate? How can I help? These are all questions that members of the FED team are asking (except the last one; I just sorta threw this one in).

First, let me say that the future of the District is bright indeed. The Land Partnership Plan, a billion dollar HNFC program remains a viable plan, which will dictate workload throughout the peninsula for the next 8-10 years. The goal of LPP is to consolidate units on fewer installations and it takes facilities, infrastructure, and in some cases, land to do this. Recent developments concerning future troop disposition in Area I and II will require adjustments to the plan but that doesn't mean we've stopped building in these areas because facilities are needed to execute other portions of the plan (log on to the USFK website for more info on LPP). Additionally, there will be a residual troop presence of about 1000 in Yongsan, even after USFK and 8th Army relocate.

As a result of the LPP program and progress with other complimentary programs, our workload looks strong through 2012. It's true that we've had several project cancellations most of which are HNFC projects, but I expect to realign, resite, and reprogram most if not all of these

(continued on page 11)

Safety & Occupational Health

MONSOON SEASON, AGAIN!!

by Marvin Ballard, OC

Well, here we are once again, that time of year when the rains begin and we wonder if they will ever stop! Don't worry, they will.

But, we should be aware of "things" that happen during this time of year known as Monsoon Season. The Monsoon Season usually falls between late June and August. It is important to know that in the last two years the heaviest rainfall has occurred in late July and early August. The monsoon frontal boundary is called the "Changma Front". Generally, the shifting of the surface winds causing warm moist air to clash with cooler air triggers monsoon activity. The Changma Front usually moves from south to north; however, depending on the amount of heat exchange, it may oscillate back and forth across the Korean peninsula resulting in continuous and sometimes extremely heavy rainfall.

During a Monsoon rain we can experience anything from a nice gentle rain to a torrential downpour. Both events can create a safety hazard by the amount of rain that falls. Both events create a hazard by saturating the soil with water resulting in run-off of excess water. This run-off causes flooding, mud and rock slides and is the dangerous part of a monsoon resulting in soil, cars and houses



being swept away. Flooding causes streams to overflow their banks and causes dry areas to become lakes. Even 6 inches of fast moving floodwater can knock an adult off their feet, and a depth of 2 feet can float your car.

Some things to remember during the monsoon season are: always head for higher ground; if advised, evacuate immediately; avoid downed power lines and electrical wires; never drive through flooded roadways; be cautious of undercut roadways; do not attempt to cross flowing streams; do not camp or park your vehicle along streams or washes; get out of areas subject to flooding and slow your vehicle speed when driving.

Remember: Stay Alert, Stay Alive, Stay Away from Flood Waters!

The FED Safety Office Staff would like to thank all FED personnel and contractors for making our Annual Safety Day a success this year. We couldn't have done it without your support!



The Deputy's Word



by LTC Paul D Cramer
Deputy Commander

This time of the year not only brings the monsoon rains but also triggers our preparation for Ulchi-Focus Lens (UFL), which will take place in August. UFL will require the participation of more Emergency Essential Civilians (EEC) and Mission Essential Civilians (MEC). Security Plans & Operations (SP&O) will publish and distribute specific guidance and directives in July.

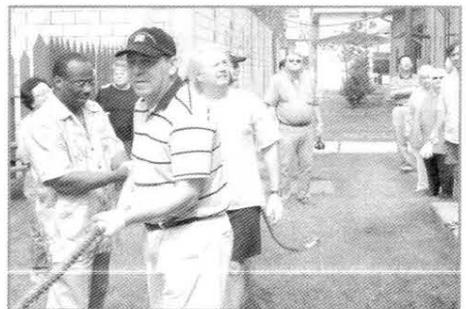
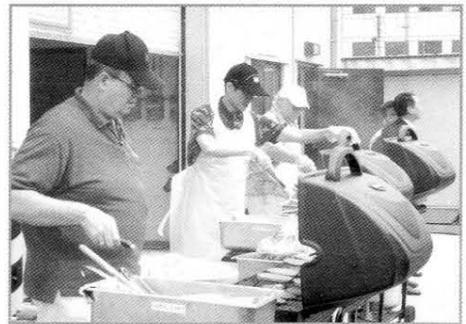
I want to thank the entire District for their support to the 46th Annual Organizational Day. The event was a tremendous success due to the efforts of all the volunteers that hosted, baked, and delivered the products for the myriad of fund raising activities. The command greatly appreciates all the hard work and dedication needed to make the event a success.

Facilities on the FED Compound continue to change. This month one of the three remaining Quonset huts will be demolished to make room for a temporary office structure and additional parking. The two-year-old project to spread asphalt on the parking area adjacent to the East Gate Club is scheduled for July. You will see the elimination of unauthorized reserved parking spaces on the Compound. For our female employees, a long overdue locker/shower room will be a reality in building S-81. I have implemented a plan to right size the office space in several organizations. Some will see a decrease in space to alleviate the congestion of others. Northern Area Office (NAO) held a grand opening on 26 June. As you can see, we continue to make investments in our facilities. I reviewed next year's plan and we will continue to improve the quality of our work areas throughout the District.

Enjoy the summer and be safe!



The Far East District members enjoy various activities during its 46th Organization Day.



The Chin Report



by Allen Chin,
Deputy for Programs and
Project Management

MATRIX (Virtual Teaming) PDT

I saw the movie, Matrix Reloaded, the other day. Those of you who have seen the Matrix movies know the storyline. The story is hard to explain, but it is about a team of humans in the future that fights against machines that have taken over the world generations before. In fact most people in the world are not living a real existence, but are hooked up to machines in a make believe world that is called the Matrix. The only remaining humans live in a city underground. When seeing the movie, I thought that the Matrix team made a great Project Delivery Team (PDT). I noticed that each ship that fights against the machines is a separate PDT.

The crew of each ship operates as a team whenever they go on a mission to fight the machines. This group had real good synergy. I was most impressed with Trinity who gives her life to save her team.

Trinity is an example of a selfless PDT member.

The Matrix movie takes "Virtual PDT" to another level as they operate virtually and communicate constantly with each other in real time and through the Matrix (like our email). I think that some of the FED PDTs have developed the same great synergy. Although the Matrix team members got separated, they all still did their part virtually from a great distance. The Matrix PDT provides assistance to the mission from any location away from the team members. I think that an FED PDT also works virtually and still maintains great synergy. PDTs that we have at FED can work virtually with some members going to meetings and site visits while other PDT members contribute at the office doing important activities like contract awards, reviews and cost estimates.

Someone asked me to think about the characters in the Matrix and who they reminded me of on the Project Review Board at FED. Here is a humorous comparison.

Morpheus - COL Kosich leads the Team

Zion Commander - LTC Cramer defending the home front (FED Compound)

Mr. Smith - Construction/Multiple REs show their resilience and tenacity
Trinity - Engineering Division agility

Counselor - Office of Counsel
Keymaker - Contracting Division holds the keys (contracts) to our projects

Oracle - RMO makes good spaghetti

Neo - PPM; except I don't fly as much or move as quick



HR Tid Bit

by Monte Howard, RMO

The Civil Service Reform Act of 1978 requires that the performance appraisal rating is used as a basis for decisions to reward, assign, train, promote, reduce in grade, retain, or remove employees. DA 7222 & DA 7222-1 are used for the Senior System for Grades 9 - 15. DA 7223 & DA 7223-1 are used for the Base System for Grades 1 - 8. These forms can be found on FORMFLOW.

IMPACT OF PERFORMANCE RATINGS:

Successful Level 1 (>=75% of exceeded objectives of the employee's standards); Given 20 years creditable service for RIF; Eligible for within-grade increase; Eligible for Quality Step increase; Eligible for a rating-based Performance Award.

Successful Level 2 (25% - 74% of exceeded objectives of the employees's standards); Given 16 years creditable service for RIF; Eligible for within-grade increase; Eligible for a rating-based Performance Award.

Successful Level 3 (1% - 24% of objectives of the employees standards are satisfactory); Given 12 years creditable service for RIF; Eligible for within-grade increase; Eligible for a rating-based Performance Award if employee has exceeded at least one objective.

Fair :Given 0 years creditable service for RIF; Counsel/train to help improve performance; No within-grade increase.

Unsuccessful: Given 0 years creditable service for RIF; Given opportunity period to demonstrate

acceptable level; **Placed on Performance Improvement Plan (PIP); No within-grade increase.**

Annual Rating Periods

GS1-5, 1 May - 30 Apr; GS6-8, 1 Feb - 31 Jan; GS9-12, 1 Nov - 31 Oct; GS13-15, 1 Oct - 30 Sep

An employee must have worked under an approved performance plan (120 days) before they may receive an appraisal. Performance plans (standards) must be signed and attached to the appraisal.

CHANGE IN RATING OFFICIAL

If the rating official (Rater) changes or departs during the rating period and has supervised the employee for 120 days or more, a closeout appraisal rating is accomplished before the supervisor leaves. If more than 120 days remains in the rating cycle, a special rating is prepared. This is not a rating of record for official purposes, but serves only as information for the new supervisor to use when he/she does the annual rating. If the supervisor has supervised the employee for over 120 days and leaves within 120 days of the annual appraisal due date, then he or she must officially close out the employee's annual rating, what is commonly known as an "early annual" The forms must be completed and signed. It is then discussed with the ratee. If the rating official changes or departs during the rating period and has supervised the employee for less than 120 days, the performance plan is transferred to the new supervisor.

EMPLOYEE TRANSFERS

The same will be true for an employee who leaves his/her position to take another federal position within 120 days from the end of his/her annual rating period. The annual rating will be rendered and signed by the current supervisor. It is imperative that supervisors fulfill this obligation particularly when either the supervisor or employee is involved in a PCS move.

EMPLOYEE RECEIVES PROMOTION

If the ratee receives a promotion from a position covered by one rating cycle to a position in another rating cycle, e.g., a promotion from a GS 12 to a GS 13, the employee would receive an early annual rating if promoted within 120 days of the due date of his/her GS 12 position. The employee would then go under the rating cycle for the GS 13 for the next year, normally 1 October - 30 September. If the employee has not been under a plan for 120 days when promoted he/she would not receive a closeout rating as a 12 and would just go under the new GS 13 rating cycle. If the employee has been under a plan as a 12 for 120 days, but is more than 120 days from the GS 12 cycle being due, then the employee receives a special close out rating that is given to the new supervisor to consider in rating the employee at the annual rating cycle.

Pacific Ocean Division welcomes new command

The Pacific Ocean Division of the U.S. Army Corps of Engineers changed leadership on June 9, 2003, as Brig. Gen. Robert L. "Larry" Davis took command from Maj. Gen. Ronald L. Johnson in a ceremony held at Fort Shafter.

Maj. Gen. Johnson will move on to become the Director of Military Programs in the Corps' headquarters, Washington, D.C.

As the 24th commander of POD, Davis will oversee a \$2.3 billion annual program of engineering design, construction and real estate management for the Army and Air Force in Hawaii and Alaska and for all Department of Defense agencies in Japan, Republic of Korea, and at Kwajalein Atoll in the Marshall Islands. Additionally, Davis will take command of an organization of about 1800 military and civilian engineers and scientists.

Prior to assuming command, Brig. Gen. Davis served as commander of the Corps' South Pacific Division, headquartered in San Francisco, for the past two years.



Davis was commissioned in the U.S. Army Corps of Engineers in June 1974, following graduation from Auburn University with a bachelor's degree in industrial engineering. He later received a master's degree in operations research from Georgia Tech.

His decorations and awards include the Legion of Merit (four awards), the Bronze Star Medal, and the Parachutist and Air Assault badges.

Pacific Ocean Division, Public Affairs Office, contributed to the story.

handsome baby boy named Jang, Jin-sung, her second son.

Ms. Park came to the District from the CTO in Yongsan South Post. She has worked with many different CTOs in Area I and II, and says that her temporary service with the Far East District was the most difficult due to high volume of workload, yet the most memorable one.

"I always had someone working with me at other offices and this was the first time I had to work by myself," said Park. "In the beginning, sometimes I had to work till 10 o'clock at night to handle the workload."

"I really enjoyed working here because everyone treated me like a part of a family. Especially Ms. Song, Chin-u, Mr. Ken Pickler, Mr. Bill Yerabek, and Mr. Bill Baker," added Park.

"And I'll always remember all the macadamia nut chocolates I received from customers who returned from TDY to Hawaii."

Farewell and thanks...

by Julie Park, PAO



Ms. Park, Sun-hyo (Sean) from the Commercial Travel Office (CTO) was given awards of appreciation from the Department of Army, Far East District and Depot Support Activity Far East (DSAFE) for her temporary service with the Far East District from December 2002 to June 2003. Ms. Park was temporarily assigned to the District while Ms. Cha, Kyung-im was on maternity leave to give birth to a

Another farewell...



On June 5, the District bid farewell to MAJ Stephan A. Capps as he received a coin and Meritorious Service Medal from COL Frank Kosich, Commander, Far East District. Next duty station for MAJ Capps is Heidelberg, Germany.

Safe and legal... it's the way we do business!

By Julie Park, PAO

Someone you know through work, a contractor, makes you an offer you don't really want to resist. You tell yourself, "This gift has nothing to do with work", "It's not that big of a deal... and nobody will ever find out!"

What will you do with this temptation? Well, anyone who's been reading the Question of Ethics in the East Gate Edition will know exactly what to do - to contact one of the District's three lawyers from the Office of Counsel.

You are working at your desk and you want to rearrange the seating and computer to be more ergonomically friendly. Whom should you call?

If you answered Safety and Occupational Health Office to this question, you are correct!

For the month of June, East Gate Edition will feature two of five special staff offices - Office of Counsel and Safety and Occupational Health Office - introducing the people and their role in project management process.

Office of Counsel

The lawyers in the District's Office of Counsel have a different mission than private lawyers. They are not out to bleed you dry or chase after the ambulance... surprised?

Their mission is to provide timely, accurate legal advice,



Office of Counsel family (from left to right): Mr. Gilbert Chong, Ms. Song Kim, Ms. Bok Yoon, and Mr. Larry Vogan.

support and representation within the project management business process to aid Far East District's engineering, construction and environmental missions.

In addition, the Office of Counsel serves as the District's designated ethics official, providing training and advice to the District commander and employees. The office also provides advice and assistance to the District Commander regarding civilian personnel matters.

The office's role is limited to civil law business matters of

the District, mainly the contracting process, and they do not provide services in the area of criminal law, military justice, or represent individuals.

Leading this team of four is Mr. Gilbert Chong, the district counsel. For almost four years, Chong has been responsible for providing legal advice to the commander and staff regarding civil legal matters relating to the District.

Mr. Lawrence Vogan and Ms. Song Kim are the assistant district counsels.

And Ms. Bok Yoon is the legal technician who is in charge of the office's administrative tasks as well as monitoring the legal reference materials and assisting with the Privacy Act and Freedom of Information Act programs administration. Yoon is also the assistant voter administration officer.

The attorneys are a part of every Project Delivery Team (PDT), and participate from the beginning of the project to its closeout. This includes any issue in the design contract, writing of the construction contract, solicitation reviews, and source selection awards - the whole nine yards of the contracting process.

The Office of Counsel is also actively involved after the contract is awarded. The attorneys work with the PDTs on contract disputes, interpretations and modifications.

When there's a conflict with a contractor, the Office of Counsel will try to remain relatively neutral when gathering all the facts and issuing an opinion. "We provide legal advice on such disputes at the request and for the benefit of the contracting officer, but at the same time, there must be fairness and understanding of the contractor's position," said Chong. "FED has long espoused partnering with its contractors, and in this context it means taking the time to hear what the contractor has to say."

About five disputes come to the Office of Counsel's attention annually. Small disagreements are usually handled at the

Resident Office, so only the difficult ones reach this level.

To a degree, the office also gets involved in the personnel matters, specifically in the Equal Employment Opportunity (EEO) cases. "The closer the EEO issue gets to litigation, the more involved we get," said Chong.

The attorneys consider preventative law to be the heart of their practice. "I'd like to think of ourselves as the pilot in the legal sea of reefs," said Mr. Lawrence Vogan. "There are legal issues in everything we do, from design to contract awards, and we can help spot issues in PDTs that others may not."

Ms. Song Kim is the newest member of the office. She was selected as a part of the USACE Chief Counsel's Honors Graduate Program while she was still a law student at the University of Illinois. She joined the District after sitting for the Illinois Bar Examination, which she passed on the first attempt.

Aside from her regular duties, Kim is one of the designated Status of Forces Agreement (SOFA) representatives for the District. She will accompany U.S. citizens working for the District during interrogations/interviews by the Republic of Korea authorities, usually a result of traffic incidents, to ensure against undue pressure or tactics. Kim cautioned that her role is limited in that she is not the person's legal representative.

For personal legal issues, the District employees are

welcome to stop by for personal advice from any of the three attorneys. They may be able to offer guidance and/or direct you to the appropriate source for information or assistance.

Safety and Occupational Health Office

Safety and Occupational Health Office - Safety Office for short - has a mission to assist and advise the District's employees as well as construction contractor employees so they are healthy and accident free.

This is the office to call when you have questions about safety requirements, occupational health, fire safety tips, or how to arrange your workstation to be friendlier to your body.

The office is responsible for planning, coordinating and conducting safety and health related classes in support of field and office personnel, as well as managing surveys, evaluations, studies, audits and accident/incident investigation/reports.

As part of their mission, the office coordinates a variety of safety related training and events, such as the annual safety day events, CPR training, contractor safety course, and safety indoctrination briefs for TDY personnel and newcomers to the District.

The office's safety specialists - Mr. Ralph Youins, Mr. Chong, U-ik, and Mr. Daniel

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Safe and legal... it's the way we do business!

(continued from page 9)

Fujimoto - along with the Chief of the Safety Office, Mr. Marvin Ballard, visit field project sites at least once a quarter and on an as needed/requested basis. Ms. Pak, Su-Yon, language assistant, handles the administrative tasks for the office and also provides translation service for the office. She is responsible for translating safety regulations and memorandums into Hangul for the District's Korean employees and contractors.

"This is probably the most stress free office in the District to work for," said Ms. Pak. "I've been working here for about 9 months now and the people I work with are great. We all respect each other's opinion and care about everyone's well being."

In addition to the current staff, the office is set to welcome another member, Mr. Steve Rock, as the industrial hygienist in July.

During their routine and sometimes random visits to project sites they conduct a general site survey for safety based on Engineering Manual (EM) 385-1-1 regulations. If a safety deficiency based on another regulation or guidance is found, the safety specialist will also offer advice to the contractor.

So, what happens when a safety violation is spotted? Are they really going to stop a multi-



Staff and family of Safety and Occupational Health Office: (from left to right) Mr. Jurden Ballard, Mr. Chong, U-ik, Ms. Pak, Su-yon and her daughter, Su-min, Mr. Marvin Ballard, Mr. Daniel Fujimoto, and Mr. Ralph Youins.

million dollar project? It depends.

If the safety violation is an immediate danger to life and/or limb, the project will be stopped immediately. If the violation could result in an injury within the near future, the Project Engineer is advised for action.

But they are not always looking for trouble.

"We enjoy being able to tell a contractor that they have an exceptional program and we are grateful for new ideas that increase work safety," said Ballard. "(When we see a new safety idea) We pass these ideas along to other contractors for their benefit."

One of the difficulties the Safety Office faces when working with Korean contractors is that they are not accustomed to following the American safety standards. The Corps of Engineers safety standards, which

all construction contractors must abide by, are much more detail oriented and specific to on-site safety regulations and requirements.

Three main problem areas are; proper maintenance and assemble of scaffolding, electrical and fall protection.

"Korea, as far as safety at construction site is concerned, has come a long way," said Ballard. "And we continue to see improvements."

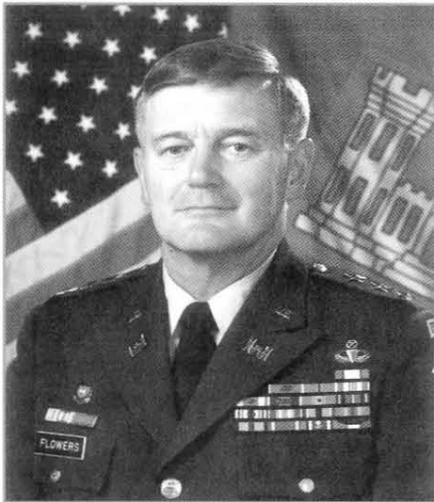
There is great effort from both sides - construction contractors and the District - to work together for the sake of a successful completion of a project.

By the way, the Far East District has one of the best overall long-term safety records of the U.S. Army Corps of Engineers.

But Ballard says safety should not end at work -

practicing safety 24 hours a day is what everyone should remember.

“We are all Safety Officers,” said Ballard. “And we are our brother and sister’s keeper. If we watch out for one another, we will be a safer organization and all go home to our loved ones at the end of the day. But don’t let safety end when you leave work, take it home with you and teach your family safety responsibility.”



Happy Birthday, Army!

On June 14th we celebrate the U.S. Army’s 228th birthday and remember the sacrifices and patriotism of those who have gone before us to create and defend this strong and prosperous nation.

Today’s U.S. Army - its active, reserve, guard, civilian and family members - continues to build on the heritage of service that began in 1775, when the Continental Congress first established the Army. From Bunker Hill to Bosnia, from Gettysburg to the Global War on Terrorism, American soldiers have endured the

hardship of deployments and the dangers of battle.

June 14th is also celebrated as National Flag Day, a day to honor the American Stars and Stripes. The celebration of the Army Birthday and Flag Day on the same date is certainly appropriate as the American soldier and flag are two of the most visible symbols around the world of the hope for democracy and freedom.

As Franklin Delano Roosevelt said, “we defend and we build a way of life not for America alone, but for all mankind.” At any time of the day, somewhere in the world, an American flag is flying and the Army is on point for the nation. Right now, Corps employees are doing important work here at home and in 91 other countries, including helping Afghanistan and Iraq to become safe and stable nations.

Always remember, as members of the U.S. Army Corps of Engineers, you are an important part of the Army’s heritage and are vital to its continued success. Keep up the great work.

Essayons!

Bob Flowers

Commander’s Column LPP-A Recipe for Success

(continued from page 2)

projects. We’ve cancelled only a couple relatively small MCA projects in comparison and we’ve seen some of our smaller programs, NAF for example, pausing to assess their program. All current events make sense to me and again I

expect that we’ll be building these facilities in other localities in support of LPP in the future. More important, the Command retained its ’03 MILCON program by demonstrating the linkage to LPP and its versatility in realigning projects to LPP designated enduring installations. The Command is currently working to retain the ’04 program as well, which hinges in part on land acquisition in coordination with MND, a win-win for all and a huge success story in the making given the post Desert Storm experience.

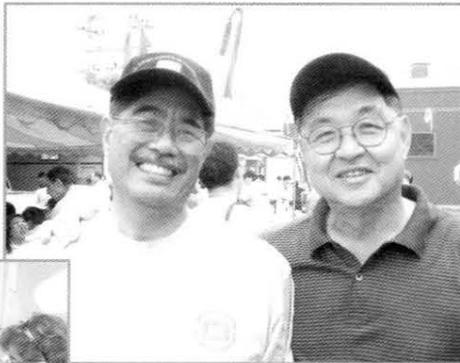
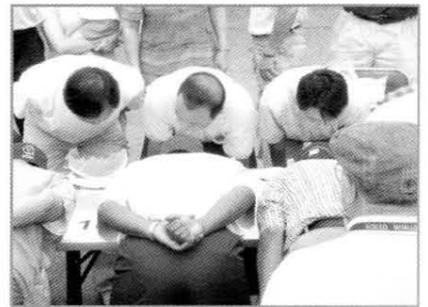
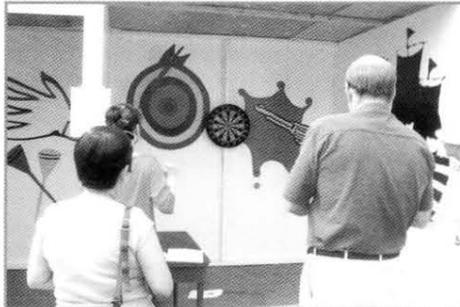
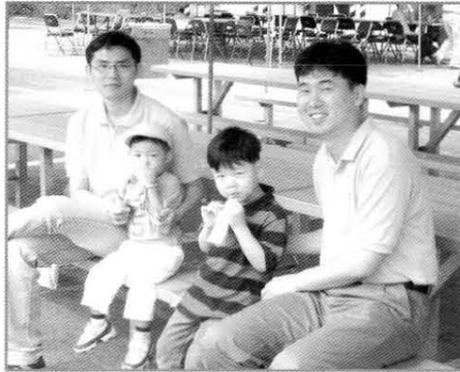
Will we have to move or relocate our offices? No, not for the foreseeable future. We’ll reassess as the situation develops but I see no office moving for at least the next 5-8 years.

I hope I’ve given you a feel for where we are and where we are headed. As you can tell the situation is fluid and susceptible to change but it’s safe to say that the Far East District will play a critical role in executing such a dynamic program. You can help by focusing on the task at hand, staying attuned to current events, and continuing to work relationships and our process. You can also help by not feeding the rumor mill; it’s unreliable and counterproductive. Instead share information when it becomes available. To assist in keeping everyone informed, look for a monthly update via email from me. And hold on to your hats folks... these are exciting times and I can’t think of a better place to be!

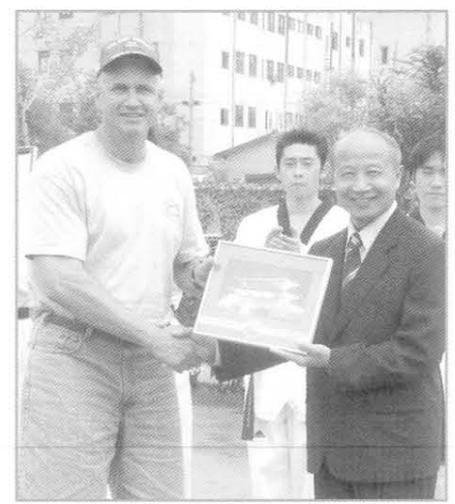
See you on the ground.



Far East District celebrates



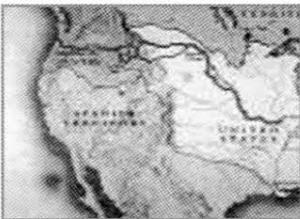
46th Organization Day!



Engineer Day 2003

Once again we take this opportunity during the month of June to celebrate Engineer Day. It is a day to reflect on the accomplishments of the U.S. Army Corps of Engineers and the Engineer Regiment over the past year, on our proud heritage of service to the nation, and to think of future opportunities for continued service.

Two hundred years ago, Captains Meriwether Lewis and William Clark were charged by President Thomas Jefferson to lead the greatest military engineering expedition in America's history. As they journeyed from St. Louis to the Pacific Northwest, they explored and mapped the continent, conducted scientific research and documented their interaction with the Native Americans. Little could they have imagined that 200 years later the U.S. Army Corps of Engineers



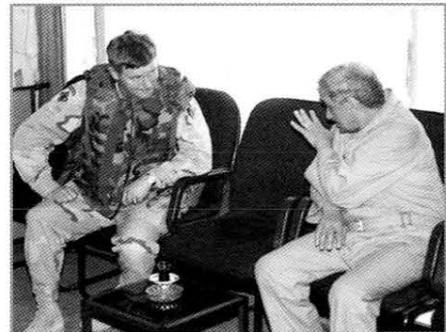
would have a presence in more than 90 nations around the world providing engineering and scientific expertise.

Today, we continue a tradition of service that began with Colonel Richard Gridley, the first federal engineer, and his fortifications at Bunker Hill. This year, Army engineers again answered the nation's call to arms to deal with the threat posed by the dictatorship of Saddam Hussein and to liberate the people of Iraq. Iraq, like Afghanistan the year before, is far from our shores, but was a nation with a tyrannical regime that posed a threat to America and the free world by its support of global terrorism.

Prior to the onset of the war in Iraq, I had the opportunity to travel to Kuwait, Qatar and Afghanistan. American forces had deployed into theater to prepare for combat. Engineers - both military and civilian - had been heavily involved in their preparations for war. Without exception, every commander I met told me that they could not have accomplished what they had without the support of the engineers. For me, that was simply an affirmation of what I have always known about the special men and women who make up the Corps and the regiment.

I continue to be inspired by the USACE members who volunteered to answer our nation's call to deploy into potential harm's way. They are doing a tremendous job as members of Forward Engineer Support Teams, Contingency Real Estate Teams, Team Restore Iraqi Oil, and in support of the Office of Reconstruction and Humanitarian Assistance. Each of these outstanding Americans understood that their mission would not be an easy one and that they would be far from their homes, families and friends. Yet, each stepped forward to offer their critical skills and capabilities - and many more are prepared to go forward if needed.

We have often heard the question, "Why is Civil Works in the U.S. Army?" While we have often endeavored to explain the importance of our civil works capabilities to the military, the war in Iraq allowed the Corps to show how those capabilities are critical to the military's needs. Although Army dollars do not pay for our civil works personnel unless they are called to support the military mission, this workforce of approximately 25,000 people represents a highly skilled engineering and scientific pool of talent that can be used to meet specific military needs.



Lt. Gen. Robert B. Flowers, being briefed at the Baghdad South Power Plant, by Mr. Bashir, the plant manager of operations.
(photo and caption from USACE homepage)

In addition to the war in Iraq, USACE continued to support American efforts in Afghanistan as we help that nation move toward democracy. We have been actively engaged in building barracks and training facilities for their national army, and we will continue to provide engineering expertise as needed to address their critical infrastructure issues.

Of course, while we supported the mission abroad, all of the great work that we do on a daily basis continued here at home with our military construction, civil works, research and development, and environmental missions for the nation.

We have much to be proud of in the work that has been done over the past year, and we have contributed to the legacy of those who have gone before us. The future for the U.S. Army Corps of Engineers and the Engineer Regiment is bright, and we will continue to be prepared to answer the nation's call to serve.

Essayons!

ROBERT B. FLOWERS
Lieutenant General
Commanding

Groundbreaking & Ribbon Cutting Update



On June 2, Camp Carroll's Whole Barracks Renewal Project broke ground.



On May 23, 2003, a new Lombardo Four Plex Field Complex shined as guests and players arrived. It was 8a.m., time for the ribbon-cutting ceremony for the new softball fields, and for the opening game of the annual Pacific-wide Men's and Women's Softball Tournament at Yongsan Garrison. The Far East District's Seoul Project Office managed the \$3.7 million contract for the NAF Minor Construction Project. The field complex features three adult softball fields and one youth field that have removable fences to allow several sports (softball, football, flag football and Soccer). The facility includes a snack bar and restrooms, electronic scoreboards, and lighting for night games.



Camp Casey military community welcomed the grand opening of the Army Lodging on May 21. COL Frank Kosich, Commander, Far East District, addressed the audience during the ceremony.



COL Frank Kosich, Commander, Far East District (*far right*), joined another ceremony in Camp Carroll for Camp Carroll Barracks ribbon cutting on June 2.

Spring fever in Korea

by Sharon Schiavoni

Spring - the season that bridges winter to summer - a favorite season for many. Spring sparks an excitement in us - it awakens our senses that lay dormant all winter. Mother Nature never fails to amaze us by unveiling her beauty by dressing the naked winter trees and plants with spring coats of tiny buds and shiny leaves. The days are suddenly longer and the nights whisper a promise that tomorrow will be even better than the last. It is also a time for a road trip to flee from Seoul's kinetic energy and head out to the serene countryside and soak up spring's magic up close and personal. April 5th was Arbor Day - a holiday here in Korea - and we, along with thousands (maybe millions) of Seoulites, decided this was THE weekend to get away.

The Korea National Tourism Organization (KNTTO) and the town of Yeongam invited foreigners to visit the annual Wang-In Cultural Festival and to take in the sights of this beautiful area had to offer. The festival pays tribute to the scholar Wang-In and his many accomplishments. It was during the Goryeo Kingdom (918-1392 A.D.) that Yeongam was known as the cradle of Korean, Chinese and Japanese trade. It was in this area that Wang-In was born along with many other distinguished scholars. He is mainly remembered

as the one responsible for introducing the Thousand Character Classic and the Analects of Confucious. It was an honor for him to be invited to Japan by their Emperor to teach the crown prince and other high officials Chinese classics and history. He took 10 volumes of the Analects of Confucious and a text of 1,000 characters with him. As a side note, many potters and weavers from this area emigrated to Japan during the Baekje Kingdom in the 1600's to ply their trade which resulted in Japan's Aska culture.

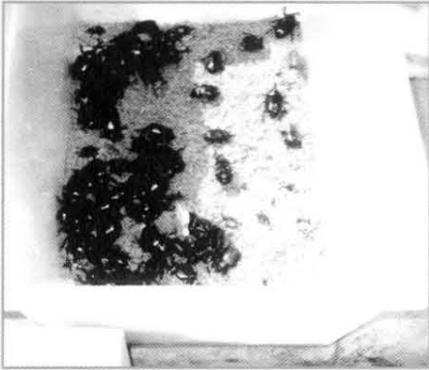
We met at Seoul Station where the group was split into two buses for our adventure to Yeongam. Our bus was filled with travelers from all over the world - a young family from Mongolia, college students from Russia & Germany, English teachers from New Zealand, Australia, Canada and the US, journalists from Taiwan and Japan, airline personnel from Finland & Norway and other business people from Malaysia and the Philippines. We pulled out at 9:30 a.m. filled with the excitement of seeing a different part of Korea and learning more about this country.

Bus ride was to take about 4.5 hours. A lunch break was scheduled around one

at a rest stop close to our destination. I dozed off soon after leaving Seoul Station and when I woke up 3 hours later, hungry and ready for lunch, I was shocked to see that we were barely out of Seoul! I had heard about the traffic during Chusok and Lunar New Year and how the Kyungbu Expressway turns into a gigantic parking lot, but I honestly couldn't fathom such an idea till that day. It looked like most of Seoul decided it was a good day for a drive to the countryside and everyone left at the same time. The bus crawled on (and it was in the special bus lane, too) for almost 10 hours before we got to Yeongam. The activities that were scheduled for us earlier in the afternoon had to be scrapped and Plan "B" took effect.

After dinner at an area restaurant, we were taken to the festival grounds where we were able to walk around for a couple of





hours. It was reminiscent of the fairgrounds back home. Food was everywhere - different aromas enticing you to have a bite to eat or drink. There were game booths offering stuffed toys and other trinkets for the lucky winners. Vendors of every imaginable venue were everywhere plying their wares for the eager crowd. You could find the latest sports fashions, or purchase huge black scarabs for pets or you could delight the kid in you with a balloon from the balloon man. There were medicinal herbal teas that guaranteed to cure all that ails, plants and produce, ceramics in all shapes and sizes and on and on. One vendor that stuck in my mind had a pot filled with what looked like dead dried frogs cooking on a burner. Her customer sat on a small plastic stool and she was smearing some kind of dark, odorous ointment over her swollen cut toes. Interesting!

Sunday began with an early trip to Mt. Wolchulsan National Park. The ride along the country roads was a welcome relief from the congested expressway. The air was crisp and clean and it was worth the long ride to get here. Suddenly, the road ahead exploded with pale pink and white flowering cherry trees that lined both sides of the road. At one point in the road, the tree branches

stretched across to the other trees and a beautiful archway was formed. The sight went on for quite a few kilometers and it took my breath. Awesome. At the park, we took a short hike into the mountains to visit a historical relic site related to Wang-In. The forest was peaceful that morning with only the chatter of birds flying overhead and the gentle splashing of the nearby stream - no horn tooting or loud shouts to disturb your thoughts.

Afterwards, we spent the rest of the day at the festival where we got to try on the clothing from the period of the Baekje Kingdom, watch a tug of war game between young men serving in the Korean armed forces, & Korean dancing and singing. There were many exhibitions - Korean pottery and Korean paper art, to name just a couple. And then it was time to board the buses back to Seoul. The first hour was fine - smooth sailing. Suddenly, the brake lights of the cars ahead gave off an ominous glow and we were hit with the reality that it was going to be another long ride back to Seoul. We pulled into Seoul 10 hours later, near midnight, completely exhausted from the long ride, but yet we were still awed by the beauty of Cheollanamdo and the graciousness of its people. Our weekend was filled with memories of a beautiful spring weekend that was only marred by the bad traffic. For those of you expats who want to see and experience more of Korea, sign on to: Tour2Korea.com There are tours offered all year long and it's a great way to enjoy this magnificent country and its people and you get to meet people from all over the world, too.

Question of Ethics

by Song Kim, OC

1) May I take annual leave while on official travel?

Yes, but it must be authorized in advance, either in your travel authorization or separately. The authorizing official must ensure that the travel is essential and the leave is only INCIDENTAL to the travel. You may not claim per diem for any day that you take more than four hours of leave. Nor can you claim per diem for non-duty days (e.g. weekends) that precede or follow official business when the stay is for the convenience of the traveler. Care must be taken to avoid the appearance of using Federal funds for personal benefit. Moreover, for those DACs who take leave in the States, I advise you to contact Seoul CPAC since you are not entitled to Post Differential (PD) while taking leave in the States.

2) I go to Hawaii for meetings. While I'm on Temporary Duty (TDY), my parents also travel to Hawaii at their own expense in order to spend some free time with me. I'll be provided a Government vehicle for my use while on the island. I plan to pick up my parents and take them to dinner and a movie. May I?

No. On TDY, a Government vehicle may be used for transportation between places where a traveler's presence is required incident to official business; between such places and places of temporary lodging when public transportation is unavailable or its use is impractical; and

(continued on page 19)

Did you know...

Historical people and places on Korean currency

King Sejong and Gyeonghoeru pavilion on the 10,000 won note

King Sejong (reign 1418-1450)

Great King Sejong, the fourth king of Joseon Dynasty (1392-1910), is represented on the front side of the banknote. He had a new alphabet designed to fit the Korean language, *han-geul*, and led the nation to prosperity not only in economics but also in politics and culture. Next to his picture is a water clock, *mulsigye*, created by the top scientist of the Joseon period, Jang Yeong-sil. This amazing clock was made in 1438, and struck a gong and a drum at regular intervals. An improved version was made in 1536, and has since been kept in Deoksugung Palace.

Gyeonghoeru pavilion (an outdoor palace pavilion)

This is the largest and most magnificent structure at Gyeongbokgung Palace. Nowadays visitors rest here on benches among beautiful trees. Surrounded by high walls, however, the structure was never entered without special permission during the Joseon Dynasty. King Taejong (reign 1400-1418), Sejong's father, extended the structure and built a big pond all the way around. It was used for important national events and dinners for foreign envoys before it was burned during the Imjinwaeran War (a war provoked by the Japanese invasion of 1592 to 1598). The structure was rebuilt in 1867 and has been well preserved until now.

Scenic view: Serene and stunningly beautiful is Gyeonghoeru pavilion mirrored in the pond. The three stone bridges across the pond to Gyeonghoeru pavilion differed in size and were used by visitors of varying social status. They are decorated with sculptures in the shape of propitious animals, to protect Gyeonghoeru pavilion. During Korean War one of the sculptures *bulgasari*, a mythical animal, was somewhat broken by shelling, but Gyeonghoeru pavilion has been kept almost completely preserved. When most of Seoul was flattened during the war, do you believe *bulgasari* may have protected the Gyeonghoeru pavilion through some mysterious power?

Things to do...

Korean Spirit 2003

Date: 06/25/2003 - 08/17/2003

The "Korean Spirit 2003" is designed for overseas children to experience Korean history, custom, language and culture. This is the sixth year of the Korean spirit program and this year it will be four sessions from June 25th through August 17th. Each session will be 11 days in length. The program consists of learning traditional Korean culture through visiting local city areas and being immersed in Korean language and history. The program is taught by Korean Language Society, which has the finest instructors. This program is especially for students who have

visited Korea before and want to participate in a choice among historic Korean places, learning traditional Korean culture, or basic Korean language courses. Parents can look at the children's activities at <http://www.isson.com> (in Korean) We are pleased to introduce this program to second generation Korean-Americans who want to learn traditional Korean culture and language. We hope to have many participants in this unique program.

Inquiries: 3F, Yangjae Bldg. 261, Yangjae-dong, Seocho-gu, Seoul 137-130, Korea
TEL: +82-2-574-5550/8612-4
FAX: +82-2-3463-7829/574-8667



E-mail: koreanspirit@isson.com
Website: www.isson.com/koreanspirit/koreanspirit.htm
Accommodations: Youth training center, Kolon Hotel (1st class)
Related Links:
<http://www.isson.com> ,
<http://www.klpt.co.kr>

EEO Corner

By Leo Lorenzo, Equal Employment Opportunity Manager

Before a federal employee can file a formal discrimination complaint, he or she must initiate EEO counseling within forty-five (45) days of the discriminatory event. There are exceptions to this strict deadline, however, if the employee is alleging a "hostile work environment" that has existed over several months or even years. This is referred to as a "continuing violation."

The U.S. Supreme Court clarified and solidified the doctrine of the continuing violation in the case "National Railroad Passenger Corp. v. Morgan"(2002). The Supreme Court ruled that by their very nature, hostile work environment claims involve repeated conduct and that the unlawful conduct cannot be said to occur on a particular day. One action standing alone may not be sufficient to rise to the level of a civil rights violation. Cumulatively, however, these otherwise un-actionable events may give rise to a harassment charge.

Therefore, when an individual alleges a hostile work environment claim, he or she may include behavior that occurred more than forty-five days earlier, as long as any act contributing to that hostile environment takes place within the statutory time period.

Stated in another way, as long as at least one event falls within the last 45-days, then all the events which comprise a hostile work environment can collectively give rise to the Agency's liability. In order to have the continuing violation rule apply, the employee



must claim that the series of acts cumulatively demonstrates a practice that occurred **prior to and during the 45-day period**. Sometimes an employee does not realize until later that a certain action was part of a larger practice of discrimination. In those circumstances, the employee should identify all the possible events, including those that occurred more than 45-days earlier. In addition, if more events of the hostile work environment happen after the formal complaint is filed, the employee should timely inform the EEO office so the complaint can be amended to include these events.

Although the continuing violation argument may let an employee broaden the scope of his or her complaint, it is not recommended that the employee ignore the 45-day rule. To ensure that an employee meets all of his or her obligations, the employee should always initiate EEO counseling within the first 45-days that they believe they have been subject to actions/behavior prohibited under EEO policy.

Question of Ethics

(continued from page 17)

between either of those places and suitable eating places, drug stores, barber shops, places of worship, cleaning establishments, and similar places necessary for the sustenance, comfort, or health of the employee to foster the continued efficient performance of Governmental business. JFTR U3200. Therefore, I may not transport relatives in a Government vehicle. In addition, DOD 4500.36-R, para 2-5d specifically prohibits use of DOD vehicles for transportation to entertainment or recreational facilities.

3) What if I rent a vehicle instead of using a Government vehicle? Does this change the answer to above question?

Yes. Using rented vehicles for transportation to or from any other entertainment or recreational facilities is OK since vehicles rented by Government employees using their Government charge cards are NOT "Government lease" vehicles. Yet, employees and service members may only be reimbursed for costs associated with the official use of rental vehicles. Any additional expenses for nonofficial use of a rental vehicle must be borne by the employee or service member, e.g., gas, mileage charges, rental fees in excess of that chargeable to the Government for official use, and liability. Therefore, via a rental vehicle, I may pick up my parents and take them to dinner and a movie as long as I do not claim those expenses related to nonofficial use of the rental vehicle.

New Member



Mr. Yi, Chang-hun joined the Seoul Project Office as a general engineer. Yi

graduated from DongA University with bachelor's degree in architectural engineering and received master's degree from Utah State University in structural engineering. Originally from Busan, Korea, Yi is married to Ms. Kim, Hee-kyong and they have a son named Seung-jun. His hobbies and interest include watching movie and baseball games. Prior to joining the Far East District, Yi worked for Pumyang Construction Co., Ltd. for a little over one year and was involved in various FED construction projects, such as the Multi-story Family Housing project in Yongsan and ARI Barracks project in K-16. This is Yi's first time working with the U.S. government.



Mr. Jun, Weon-ho joined PPMD as a civil engineer. From Colorado

Springs, Jun graduated from Alaska University with a bachelor's degree in mechanical engineering. Jun enjoys golfing, skiing and traveling with his wife, Ms. Jun, Kee-jung and son, Brian. This is Jun's second time working with the Far East

District, as he worked at Uijongbu Project Office from 1999 to 2002. Prior to re-joining the District, Jun worked as a project engineer with Rocky Mountain Area Office in Omaha District.



In its first year of an exchange officer program between the Republic of Korea Ministry of National Defense and the Far East District, **LTC Shin, Hak-su**, from the ROK army joined PPMD. LTC Shin works in ROK/U.S. Combined Forces Command in Yongsan. A graduate of Korean Military Academy and Yeonsei University with a master's degree in Public Administration, LTC Shin enjoys all sports, especially Judo, and traveling. LTC Shin is married to Ms. Park, Young-mi, and they have two sons, Hyung-gang and Hyun-young, and a daughter, Hee-myong. LTC Shin was also in the class of 2002 MND Exchange Training Program.



Mr. Pak, Ki-hong joined Geotech Branch as a civil engineer. Pak's hometown is

Taegu and he graduated from Seoul National University with a master's degree in civil engineering. Pak enjoys playing computer games and soccer. This is his first employment with the U.S. government.



Mr. Paul J Ancog joined the Tongduchon Resident Office as a construction

representative. Based in Honolulu, Hawaii, Ancog enjoys jogging, volleyball, and playing guitar. This is his first assignment with the Corps of Engineers as he worked with the Navy for the past 22 years.

Congratulations!



Major Anthony Mitchell celebrated his promotion to Major with his family and colleagues on May 30 at the Pyongtaek Resident Office. The ceremony with about 60 people in attendance, included an outside BBQ and potluck. "I feel blessed," said Mitchell. "This promotion is for my family who supported me with love and patience; and the many soldiers, NCOs, and officers that have dutifully served under me. It is an honor and privilege to serve the country and be recognized for it," said Mitchell.



사령관메세지



COL Francis Kosich
Commander

LPP- 성공의 비결

FED, 생일을 축하합니다! 어 느덧 46년이라는 세월이 지났지만 아직도 FED는 건전합니다. 그리고 우리는 사령부, 동맹, 그리고 이 아름다운 나라에서 근무하고 있는 모든 이들에게 없어서는 안되는 중요한 재산임을 지난 46년간 보여줘 왔습니다.

지난 46년간, FED의 훌륭한 인재들은 한반도에서 복무하는 군의 어려움을 덜어주고자 지속적인 노력을 아끼지 않았습니다. 1953년 7월 27일 맺은 휴전조약 이후, 주한미군은 여러 변화를 경험하였습니다.

그 중, 한국 국회의 연합 토지 관리 계획 (Land Partnership Plan: LPP) 승인은 주한미군 기지를 통합하여 그 수를 줄이고 주한미군의 발자국을 한반도에서 점차 줄이자는 뜻에서 역사적인 의미를 가졌습니다. 하지만 옛 말에도 그렇듯, 실행으로 옮겨지기까지의 그 첫 단계를 무사히 살아남는 계획은 많지 않습니다. 그것은 이번 LPP 계획도 마찬가지입니다.

지난 일년간의 많은 일들과 주한미군의 변화를 원하는 목소리, 또 두 나라의 동맹 관계를 재평가 하고자 하는 바람에 더불어 우리 공병단의 디자인 및 건설 사업은 많은 변화를 체험하고 있습니다. 사업 취소, 재설계, 재배치 연구, 그리고 그 밖의 많은 이슈들이 여러분들을 궁금하게 하고 있습니다. 주한미군의 미래와 그가 공병단에 미칠 영향은 여러분들 사이의 주요 토픽이자 많은 이들의 불안요소가 되고 있을 지도 모르겠습니다. 앞으로는 어떻게 되는 것인가? 인력 절감을 하지는 않을까? 내 자리는 안전한가? 지난 90년대 초와 같이 MILCOM 사업이 중지 되는 것은 아닐

까? 우리도 이전을 해야 하나? 나는 어떻게 도울 수 있을까? 여러분들은 지금 이런 질문들을 하고 계실거라 믿습니다 (미지막 질문은 제가 그냥 넣어 보았습니다).

첫째, 우리 공병단의 미래는 절대 밝다는 것을 말씀드립니다. 연합 토지 관리 계획 (LPP), 이 10억불 규모의 HNFC 프로그램은 아직까지 생존하고 있으며, 이 프로그램이 우리의 향후 8~10년간의 업무량을 지배하게 될 것입니다. LPP의 목적은 현재 흩어져 있는 기지를 통합시키는 것이며, 이를 위해선, 시설, 기반, 혹은 토지가 필요합니다. 요 근래 언급되고 있는 Area I & II의 군력 재배치와 관련된 사항들은 보면 지금까지의 LPP계획에 약간의 재조정이 필요할 듯 합니다. 하지만 이것이 이 지역에서 진행되고 있는, 또는 계획되어 있는 프로젝트의 중단/취소를 뜻하는 것은 아닙니다. LPP계획의 다른 부분들을 이행해 나가기 위해서는 추가 시설이 필요하기 때문에 이 지역에서도 지속적인 사업이 이루어 져야 하는 것입니다 (LPP에 관한 추가 정보를 얻기 원하시는 분은 USFK 홈페이지를 방문하십시오). 뿐만아니라, USFK와 미 8군이 이전을 한다 하더라도 용산에 약 1,000명의 병력이 잔류할 계획입니다.

LPP 와 그 외의 프로그램들에 의해 우리 공병단의 업무량은 2012년까지는 강경할 것으로 보입니다. 근래에 HNFC프로젝트 중 몇 개의 프로젝트를 취소해야 했던것도 사실입니다. 하지만 취소되었던 프로젝트 모두 아니면 그 대부분을 재정렬, 재배치, 또는 재프로그램 하게 될 것입니다. 지금까지 취소된 프로젝트는 비교적 작은 규모의 MCA 프로젝트 두 가지 정도였으며, 또한 작은 규모의 NAF 프로그램 두 가지는 재평가 되기 위해 중단되고 있습니다. 저는 이 모든것들이 현 상황을 고려했을때 당연한 이치라고 생각합니다. 그리고 다시 한번 말씀 드리지만, 현재 취소된 혹은 중단된 이 프로젝트들은 다

른 곳에서 미래에 다시 건설 될 것이라고 저는 믿고 있습니다. 더 중요한 것은, 저희 사령부는 03 MILCOM 프로그램을 유지하기 위해 LPP와의 연관성과 LPP에 대비한 기지 재조정에 대한 융통성을 보여주었습니다. 그리고 현재 저희 사령부에서는 04 프로그램을 유지하기 위한 노력을 하고 있습니다. 이 노력의 돌쩌귀는 한국 국방부와 토지 취득 문제와 관련된 협력건입니다만, 지난 Desert Strom 의 경험을 바탕으로 이번도 모든 이들에게 win-win 케이스가 될것임을 자부합니다.

우리 사무실도 이전을 해야 하나요? 아니요, 제가 알고 있는 한 아닙니다. 물론 상황의 전개를 보고 다시 평가해야 하겠지만, 앞으로 한 5-8년간 사무실 이전은 없을 것 같습니다.

지금까지 저의 현 상황 설명이 여러분의 궁금증을 풀어 드릴 수 있었으면 합니다. 아시다시피 상황은 언제든 바뀔 수 있습니다. 하지만 제가 지금 확실히 말씀 드릴 수 있는건 이런 활동적인 프로그램의 실행에 있어 우리 공병단이 대단한 역할을 하게 될 것이라는 것입니다. 여러분은 현 업무에 집중하고, 시사에 귀를 기울이며, 지금과 변함없이 일을 해 주시는 것이 이 상황에 현명하게 대처하는 것입니다. 그리고 소문에 민감하게 반응하지 마십시오. 소문은 소문일 뿐, 절대 생산적이지 않습니다. 확실한 정보가 있을 때까지 예측이나 과민 반응은 절제하시고, 제가 매달 이메일로 보내드릴 업데이트에서 정보를 얻으시기 바랍니다. 그리고, 여러분... 기대하십시오! 지금부터가 진짜입니다. 앞으로 우리에게 많은 흥미로운 일들이 일어날 것입니다. 지금 이 상황에 한국보다 더 흥미로운 곳은 세상 어디에도 없을 것입니다.

그럼 현장에서 뵈겠습니다.

코스익 대령

부사령관메세지



by LTC Paul D Cramer
Deputy Commander

한반도의 6~7월에는 어김없이 장마가 우리를 찾아옵니다. 특히 7월은 장마뿐만이 아닌 매년 8월에 치러지는 을지훈련에 대한 준비를 해야 하는 기간이기도 합니다. 이번 을지훈련 기간 동안에는 지금까지 보다 더 많은 Emergency Essential Civilians (EEC) 와 Mission Essential Civilians (MEC)의 참여와 노력이 필요할 것입니다. Security, Plans & Operations (SP&O) 사무실에서는 7월중 을지훈련에 관한 지침서를 발표 및 배포 할 것입니다.

그리고 이번 46회 Organization Day를 지원해 주시고 빛내주신 모든 분들에게 다시 한번 감사의 말씀을 드리고 싶습니다. 올해의 행사도 매우 성공적이었습니다. 이 모든 것은 무수한 자금 모금 행사에 자원해 주신 여러분의

참여에 의한 것이었다고 생각합니다. 저희 사령부는 다시 한번 여러분의 많은 참여와 관심에 감사를 드립니다.

FED 부대 시설의 변화가 계속되고 있습니다. 이번 달에도 추가 주차 공간과 간이 사무실을 만들 수 있는 공간을 만들기 위해 FED에 남아있는 3개의 창고 중 하나가 철거될 것입니다. 또한, 약 2년 전부터 추진되었던 프로젝트인 East Gate Club과 이어져있는 주차장에 아스팔트를 까는 작업이 드디어 7월부터 시작될 것입니다. 이와 함께 FED 내의 무허가 지정 주차 공간들이 없어질 것입니다.

FED의 여성 직원들에게 좋은 소식이 있습니다. 오랫동안 기다린 여성 전용 탈의실과 샤워 룬이 S-81 건물에 현실화됩니다.

뿐만 아니라, 여러 사무실의 부족한 사무공간을 해결하기 위한 계획 또한 벌써 실행되고 있습니다. 이로 인해 몇몇 사무실에는 다른 사무실의 공간 문제를 해결하기 위해 현재보다 적은 사무공간이 주어질 것입니다.

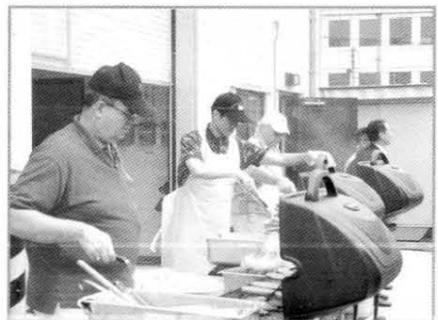
그리고 마지막으로 6월 26일 Northern Area Office가 그 문을 열었다는 좋은 소식을 전해드립니다.

보시다시피 우리의 시설을 개선하기 위한 끊임없는 투자는 계속되고 있습니다. 그리고 우리의 근무공간에 대한 질의 개선을 위한 이 노력은 내년에도 계속될 것입니다.

즐겁고 안전한 여름이 되시기 바랍니다.

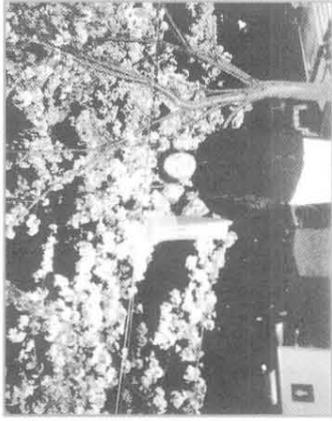


FED의 46회 생일을 맞아 직원들이 여러 게임과 이벤트를 즐기고 있다.



전라남도 여행기

by Sharon Schiavoni



봄은...겨울을 여름으로 이어주는 계절입니다. 그리고 많은 사람들이 가장 좋아하는 계절이기도 합니다. 봄은 우리들을 흥분시킵니다 - 겨울 내내 잠들어 있던 우리의 감각을 다시 일깨워 주는 역할을 하는거죠. 봄이 오면 우리는 푸른색 옷을 입는 들판과 반짝이는 새싹들을 보며 자연의 아름다움과 위대함에 머리를 숙이게 됩니다. 그리고 어느새 해가 길어짐을 느끼게 되고 어두운 봄 밤하늘을 보며 더 활기차고 아름다운 내일을 기다리게 됩니다.

그리고 봄은 서울의 분주함을 떠나 자연의 아름다움과 신비를 온 몸으로 마음껏 느끼고 돌아오기에 아주 좋은 계절입니다. 지난 4월 5일은 한국의 식목일이자 공휴일이었습니다. 그래서 우리 부부는 다른 수천명 (아니 어쩔 수 없이 만명) 과 같은 생각을 하고 여행을 떠나게 되었습니다.

한국관광광사와 영암군에서는 매 해 열리는 왕인박사축제에 외국인들을 초대하였습니다. 이 축제는 왕인선생의 탄생을 축하하고 도일 업적을 기리기 위해 왕인의 고향인 전라남도 영암군에서 벌이는 향토 축제입니다. 고려시대 (918-1392 A.D.)에 영암은 한국, 중국, 그리고 일본간 무역의 중심지였습니다. 왕인선생은 그 시대쯤 태어났으며 천자문을 일본 오진 천황의 태자에게 가르쳐 일본에 한문학을 일으키게한 인물로 알려져 있습니다. 그때 그는 논어 10권과 천자문 1권을 가지고 일본으로 건너 갔다고 합니다. 그리고 추가되는 지역은 많은 도예가와 직공들이 1600년 도 백제시대에 일본으로 건너갔으며 그들의 기술이 일본의 아스카 문화에 많은

영향을 미쳤다고 합니다.

아침...우리는 서울역에서 만나 두 그룹으로 나누어 버스를 타고 영암으로 출발했습니다. 우리 부

부가 탄 버스에 세계 곳곳에서 온 외국인들이 탑승하고 있었습니다 - 몽골에서 온 가족, 러시아와 독일에서 온 대학생들, 뉴질랜드, 호주, 캐나다, 미국에서 온 영어 선생님들, 대만과 일본에서 온 기자들, 핀란드와 노르웨이에서 온 항공사 직원들, 그리고 말레이시아와 필리핀에서 출장 온 회사원들도 있었습니다. 약 9시 30분경 우리는 한국에 대해 더 많은 것을 보고 배울수 있다는 생각에 흥분된 마음을 안고 출발했습니다.

우리는 버스여행을 약 4시간 반정도로 예상하고 목직지와 가까운 휴게소에서 점심을 먹을 계획을 하고 있었습니다. 서울역을 떠나고 얼마 안되 저는 잠이 들었고 약 3시간 후 배고픔을 느껴 깨어나 밖을 내다 본 순간 경악을 금치 못했습니다. 버스는 아직도 서울 근방에서 벗어나지 못하고 있었던 것이었습니다. 추석과 구정에 고속도로가 마비가 되고 움직이지 않는 주차장으로 변한다는 얘기를 들어본 적은 있지만 사실이 날 전까지는 상상도 해보지 못했던 장면이 눈앞에서 일어나고 있었던 것 같았습니다. 버스는 거여가다피 하였고 우리의 여행 목적지에 도착하기까지는 약 10시간이라는... 상상을 초월하는 시간이 걸렸습니다. 그날 오후로 예정되었던 일정들은 모두 취소되고 우리는 계획 B를 택할 수밖에 없었습니다.

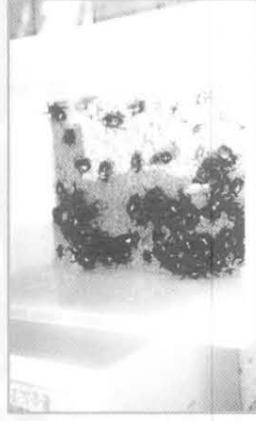
그 날 저녁, 어느 식당에서 저녁 식사를 한 우리 일행은 축제장소에 도착해 약 두시간 동안 구경을 할 수 있었습니다. 축제장소는 미국의 장터 또는 동네 축제와 비슷 했습니다 - 여기 저기에 널려있는 머거리, 인형이나 장난감, 그리고 화려한 장식구들을 상품으로 내 건 게임들, 최신 유행 스포츠 패션을 파는 상인, 거대한 검은 투구형함을 애완동물로 파는 상인, 그리고 모두를 중심으로 돌아갈 수 있도록 해주는 풍선 아저씨도 있었습니다. 뿐만 아니라 만병통치약이라고 하는 한약재, 과일, 식물, 그리고 도예품들도 볼 수 있었습니다. 그 중 가장 기억에 남는 상인은 버너위에 냄비 가득히 죽어 보이는 마른 개구리를 넣고 끓이고 있었던 상인입니다. 그 가게에 온 한 손님은 작은 간이

의자에 앉아 있었고 그 가게 주인은 짙은 색의 냅새가 지독한 약을 손님의 다친 발가락에 발라주고 있었습니다. 정말...희한하죠?

다음날인 일요일이 왔습니다. 아침 일찍 우리는 영암 월출산 국립공원으로 출발을 하였고 전 날의 고속도로에 비하면 일요일 아침 월출산까지의 버스 여행은 시원시원 했습니다. 깨끗한 공기 와 아름다운 풍경은 그동안의 고생의 보람을 느끼게 해 주었습니다. 그리고는 갑자기 앞에 펼쳐진 길 이 연분홍색으로 덮히는 것을 볼 수 있었고 그것은 바로 길가 양쪽으로 만발한 벚꽃이었습니다. 어느 부분에서는 양쪽의 벚꽃나무가 서로를 덮으면서 크고 아름다운 꽃이치문을 만들기도 했습니다. 이 아름다운 광경은 몇 킬로미터 동안 계속되었고 저는 그 아름다움에 숨을 죽였습니다. 정말 멋있었습니다. 공원에 도착한 후 우리는 왕인과 연관된 역사적 유물을 보러 짧은 등산길에 올랐습니다. 평안한 아침의 숲에는 짹짹거리는 새들의 소리와 근방의 개울에서 들리는 물소리 뿐이었습니다. 얼굴을 찌푸리게 하는 경적소리나 사람들의 소리에서 벗어날 수 있었다는 것이 정말 좋았습니다.

국립공원의 관광을 마친 후 들 어오기 전 까지의 시간은 축제에서 보낼 수 있었습니다. 옛 백제시대의 옷을 입어 볼 수도 있었고, 한국군의 줄다리기, 그리고 한국의 춤과 노래도 구경 할 수 있었습니다.

그리고는 다시 버스에 올라 서 울로 돌아올 시간이 되었습니다. 첫 한 시간 정도는 꽤 막히는 곳 없이 올라올 수 있었는데, 어느 한 순간부터 앞의 모든 색이 앞 차의 브레이크에서 보내는 빨간색으로 변하면서 우리는 다시 현실로 돌아 올 수밖에 없었습니다. 약 10시간 후 서울에 도착한 우리는 자정이 다 되어서야 집에 도착 할 수 있었지만 전라남도에서 본 아름다운 자연의 모습과 친절하고 정다운 사람들을 떠올리며 피곤함과 교통체증에서 오는 짜증을 이길 수 있었습니다.





FED의 새식구



이창훈씨가 서울 프로젝트 사무실의 새식구가 되었다. 이창훈씨는 동아대학교에서 건축공학을 전공한 후 미국의 유타 주립대학에서 구조공학석사학위를 받았다. 부산이 고향인 그는 김희경씨와 결혼하여 슬하에 아들, 승준을 두고 있다. 그는 영화감상과 야구경기 관람을 즐기며 이번이 미국정부와 맺는 첫 인연이라고 한다. FED의 식구가 되기 전, 이창훈씨는 범양건설회사에서 근무하며 용산의 Family Housing project와 K-16의 ARI Barracks project 등의 FED 프로젝트에 참여한 경험이 있다.

합사령부에서 FED의 PPMD로 신학수 중령께서 파견 나왔다. 부산이 고향인 그는 육군사관학교 졸업 후 연세대학교에서 행정학 석사학위를 받았으며 모든 스포츠를 즐기고, 특히 유도 5단의 실력을 가지고 있다. 박영미씨와 결혼하여 슬하에 현강, 현영의 두 아들과 딸, 희명을 두고 있다. 신중령은 2002년 MND Exchange Training Program에도 참여한 바 있다.



박기홍씨가 Geotech Branch의 새식구가 되었다. 그의 고향은 대구이며 서울대학교

에서 토목공학 석사학위를 받았다. 취미로는 컴퓨터게임과 축구를 즐기며 아직 미혼이라고 한다. 이번이 미정부와 첫 인연이며 이전에는 외부의 한국회사에서 근무했다고 한다.



Paul J. Ancog씨가 동두천 사무실의 construction representative로

왔다. 미국 하와이주의 호놀룰루가 고향인 그는 조깅, 배구, 그리고 기타 치는 것을 즐긴다고 한다. 이번이 미공병단과의 첫 인연이며 지난 22년간 미해군에서 일했다고 한다.



전원호씨가 PPMD의 새식구가 되었다. 미국 콜로라도 스프링스가 고향인 그는 알래스카 주립대학에서 기계공학을 전공하였으며 취미로는 골프, 스키 및 여행을 좋아한다고 한다. 그는 전기정씨와 결혼하여 슬하에 아들 민성을 두고 있으며 이번이 FED와 두번째 인연이다. 1999년부터 2002년까지 Project Engineer로 근무하였으며 2002년부터 2003년까지는 오마하디스트릭에서 근무하였다고 한다.



한국 육군 공병과 FED가 맺은 교환 장교 파견프로그램의 첫 교환 장교로 용산의 한/미 연



도덕에 대한 질문

by Song Kim, OC



출장 중에 휴가를 같이 써도 되나요?

네, 그럴 수 있습니다. 하지만, 출장허가에 포함해서, 아니면 따로 미리 허가를 받아야 합니다. 이를 허가하는 사람은 이 출장이 절대 필요하며 이와 연결된 휴가는 부수적인 것임을 반드시 확인하여야 합니다. 출장 중 하루에 4시간 이상 휴가를 쓰는 날에는 출장비(per diem)를 받을 수 없으며, 또한 주말과 같은 근무 외 날이 출장 시작 날짜 이전 또는 출장 마지막 날자 이후와 연결시 그 추가 숙박이 직원의 편의를 위해 이루어 지는 것이라면 출장비를 받을 수 없습니다. 따라서 연방 정부의 예산을 개인의 이득을 위해 쓰는 일을 피하기 위한 노력이 절대 필요합니다. 또한, 미국 본토에서 휴가를 쓰는 미국 직원들 (DAC)은 출국전 서울 CPAC에 연락하시기를 권합니다. 그 이유는 미국에서 휴가를 하는 동안에는 그 날자만큼 Post Differential (PD)을 받지 못하기 때문입니다.



저는 하와이에 자주 출장을 갑니다.

출장 동안 저의 부모님들께서 자비를 들여 하와이에 오시겠다고 하는데요, 저에게 제공된 정부 차량이 있으니 그 차량으로 부모님을 모시러 공항을 가고 식사와 영화 관람을 가도 될까요?

안됩니다. 출장 기간동안 정부 차량은 공식 업무와 관련된 일을 이행하기 위해서만 사용되어야 합니다 (정부 차량은 대중교통 사용이 불가능 또는 비실용적일 경우 출장 숙소와 출장 장소 사이, 식당, 약국, 미용실, 교회 등 종교 시설, 혹은 청소 또는 청결과 관련된 시설, 즉 직원이 생산적인 업무 이행을 하는 데 필요한 편의와 건강에 관련된 시설 사이를 오가는 데에만 쓰일 수 있다). JFTR U3200. 그러므로, 정부 차량으로 나의 친인척들을 수송 할 수는 없습니다. 또한, DOD 4500.36-R, 2-5d에서는 정부차량으로 유흥 또는 여가 시설에 출입하는 것을 엄격히 금하고 있습니다.



만일 정부 제공 차량 대신 렌트카를 했다면? 위의 답이 달라지나요?

네. 정부의 크레딧 카드로 정부 직원이 렌트한 차량을 사용하는 경우라면 그 차량을 렌트한 것이 정부 직원이지 정부 자체가 아니기 때문에 괜찮습니다. 하지만 렌트 차량 사용 금액에 관해서는 정부 공식 업무와 관련된 것에 한해서만 환불이 가능합니다. 그 외의 비공식적 사용으로 인해 발생한 금액 (예: 연료, 주행 거리 요금, 손해배상, 그리고 정부에서 공식 지급하는 렌트비를 초과했을 경우 그 차액에 대해서는 직원이 지불해야 합니다. 따라서, 렌트카로 직원의 식구를 공항에서 픽업해 식사와 영화관람을 할 수는 있지만 그에 따른 차량 사용으로 발생하는 모든 비용은 직원 개인이 부담해야 합니다.