



US Army Corps  
of Engineers®  
Far East District

# EAST GATE EDITION

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## Far East District participates in Key Resolve 2018

By Antwaun J. Parrish  
FED Public Affairs

**T**he United States Army, Corps of Engineers, Far East District (FED) participated in Key Resolve 2018 military exercise Apr. 22- May 3 in the Republic of Korea with components of both the US Army and Republic of Korea (ROK) military directly supporting our long-standing alliance. The Far East District participated in this year's exercise by supporting Forward Engineer Support Teams (FEST) currently deployed here.

"The Far East District's footprint and role on the peninsula is unique because it's responsible for much of the construction, but also has a responsibility to be ready to transition to a wartime organization," said Maj. Danny Kang, district operations officer.

The Forward Engineer Support Teams supported a wide range of engineering functions within the Far East District during the exercise. Having their expertise on display tackling these challenges, really showed their array of versatility and ability of all team members to work within a stressful environment.

"The District's participation in the exercise is important as it helps us



*The U.S. Army Corps of Engineers, Far East District, along with Pacific Ocean Division and other USACE elements, supported exercise Key Resolve 2018. Key Resolve is an annual joint-combined Command Post Exercise which demonstrates the U.S. commitment to the Republic of Korea-U.S. Alliance and enhances the combat readiness of ROK and U.S. supporting forces. (Photo by Yo Kyong-il)*

understand our role in the event of a contingency as well helps us mentally prepare," said Kang.

A successful exercise which encompasses the armed forces of the US/ROK alliance involves a multitude of planning to ensure proper execution. The staff of the district's operations is quite small, but makes a huge impact.

There's a lot of coordination prior

to the exercise which is led and executed by the district operations staff, said Kang. "The district's mission is dynamic as there is a combination of U.S. Army Soldiers working closely with civilian counterparts. Everyone who is assigned to FED contributes by bringing their own set of unique skills."



# Ground broken for Family Housing tower 3 at Camp Walker



*Far East District commander Col. Teresa Schlosser gave remarks and participates in the Family Housing Tower 3 ground breaking ceremony at Camp Walker April 20. This is the third of the four new family housing towers to be built on Camp Walker contributing to the quality of life for service members and their families. (Photo by Staff Sgt. Robert B. Brown IV)*



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# Camp Humphreys hosts new employees as relocation draws near

**By Antwaun J. Parrish**  
FED Public Affairs

**A**s the U.S. Army Corps of Engineers, Far East District (FED) prepares for its much anticipated move from Seoul to Camp Humphreys, many employees are beginning to migrate south.

New employees are now reporting directly to Camp Humphreys and working at the district's new vehicle maintenance facility alongside employees who decided to move there early. Jessie Lindor, a supply specialist, is one of those new employees who recently joined the FED at Camp Humphreys.

Lindor, a native of Miami, Florida, previously served as a supply specialist in the Army for 10 years.

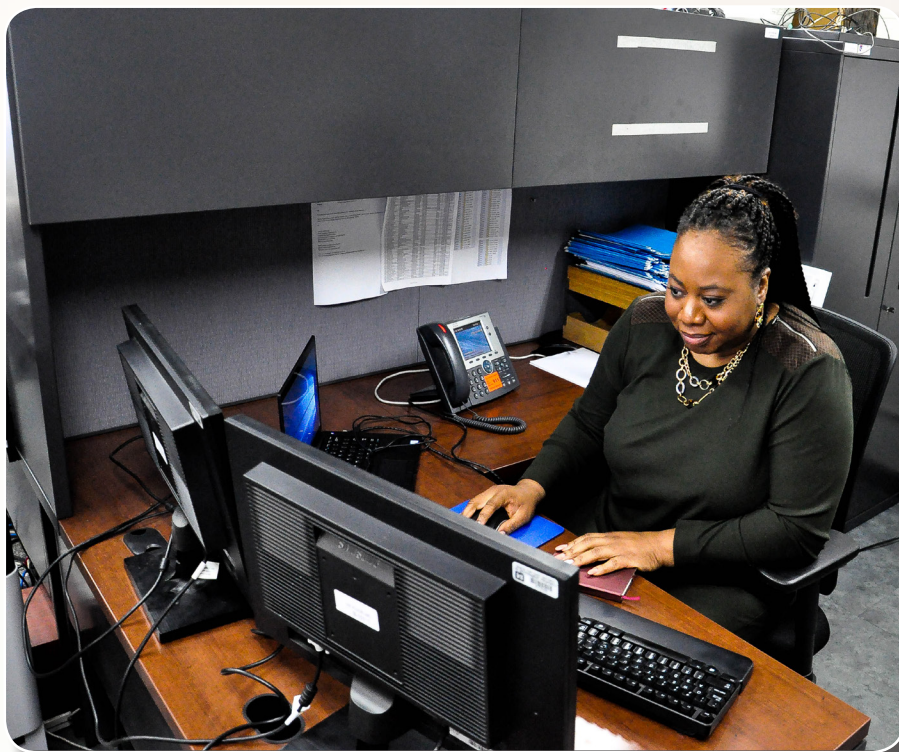
Since being a member of the district, Lindor has worked alongside employees from different sections in the temporary office set up to house early movers and new employees until the new FED headquarters is ready for occupation.

"It's a great learning experience," said Lindor. "I get a chance to understand what everyone does and how they contribute to the FED."

Due to her prior service as a Soldier, Lindor had one expectation when arriving at the district and that was to work hard. Most of her colleagues are located in Seoul which adds a commuting element to her weekly schedule.

"I have been quite busy since arriving at the FED and learning my responsibilities," said Lindor. "At least twice a week I travel between Seoul and Camp Humphreys in order to work alongside my colleagues."

Lindor offered advice to others moving to the district. She stated that requesting a sponsor helps with the transi-



*Jessie Lindor, a supply specialist, poses for a photo at her desk at U. S. Army Garrison Humphreys. (Photo by Antwaun J. Parrish)*

tion, and it's important that the unit provides one whose life is somewhat parallel if possible. She also suggested that newcomers look up their new location to have an idea of where they're going and what to expect.

"I found an apartment relatively fast partly due to my research prior to arriving," said Lindor. "I contacted realtors before arriving to help narrow my search."

So far Lindor is pleased with her new job with the district and the Camp Humphreys location.

"I like the quietness about the area," said Lindor. "I appreciate the calmness of the place. I'm learning what's available near the post and things occurring in the community."

# ***Recruitment Retention Relocation (3Rs)***

**By Kimberly Turnage**  
FED Workforce Management

## **Recruitment**

The first appointment, regardless of tenure, as an employee of the Federal Government. An appointment of a former employee of the Federal Government following a break in service of at least 90 days. An Agency may pay a recruitment incentive to an employee who has not yet entered on duty if the individual has accepted a written offer of employment and has signed a service agreement. Up to 25 percent of an employee's annual rate of basic pay times the number of years in a service agreement (not to exceed four years or 100 percent of annual basic pay). Recruitment incentive must be approved before an employee enters on duty in the position for which recruited.

## **Retention**

A retention incentive is an incentive an agency may pay to a current employee. The agency determines that the unusually high or unique qualifications of the employee or a special need of the agency for the employee's services makes it essential to retain the employee and the employee would be likely to leave the Federal service in the absence of a retention incentive. An agency may pay a retention incentive to a current employee if the agency determines that the unusually high or unique qualifications of the employee or special need of the agency for the employee's services makes it essential to retain the employee and that the employee would be likely to leave the Federal service in the absence of a retention incentive. An agency has the authority to approve a retention incentive

for an individual employee up to 25 percent of the employee's rate of basic pay.

## **Relocation**

Before the employee enters on duty in the position for which recruited, or in the position in the new geographic area, the agency must determine that, in the absence of a recruitment or relocation incentive (as applicable), the agency would encounter difficulty in filling the position. An agency may determine that a position is likely to be difficult to fill if the agency is likely to have difficulty recruiting candidates with the competencies required for the position in the absence of a recruitment or relocation incentive based on the fact that OPM has approved the use of a direct-hire authority applicable to the position or on a consideration of the following factors:

- The availability and quality of candidates possessing the competencies required for the position, including the success of recent efforts to recruit candidates for similar positions using indicators such as offer acceptance rates, the proportion of positions filled, and the length of time required to fill similar positions.
- The salaries typically paid outside the Federal Government for similar positions.
- Recent turnover in similar positions.
- Employment trends and labor-market factors that may affect the agency's ability to recruit candidates for similar positions.
- Special or unique competencies required for the position.
- Agency efforts to use non-pay authorities, such as special training and work scheduling flexibilities, to resolve difficulties, alone

or in combination with a recruitment or relocation incentive.

- The desirability of the duties, work or organizational environment, or geographic location of the position.

A position is considered to be in a different geographic area if the work site of the new position is 50 or more miles from the work site of the position held immediately before the move. If the work site of the new position is less than 50 miles from the work site of the position held immediately before the move, but the employee must relocate (i.e., establish a new residence) to accept the position, an authorized agency official may waive the 50-mile requirement and pay the employee a relocation incentive. An authorized agency official who is at least one level higher than the employee's supervisor must review and approve each determination to pay a recruitment or relocation incentive, unless there is no official at a higher level in the agency. A relocation incentive is an incentive an agency may pay to a current employee who must relocate to a position in a different geographic area that is likely to be difficult to fill in the absence of such an incentive. In return, the employee must sign an agreement to fulfill a period of service of not more than four years with the agency. In addition, the employee must establish a residence in the new geographic area prior to payment.



**Far East District commander Col. Teresa Schlosser and Deputy district engineer Richard Byrd visited Kunsan resident office April 26. During their visit they were given a tour of the ongoing construction projects at Kunsan. (Photos by Yo Kyong-il)**



**Col. Teresa Schlosser, Far East District commander, Col. Garrett Cottrell, Deputy Military Chief, United States Army Corps of Engineers Far East District and Jamie Hagio, Area Engineer, Humphreys Area Office participate in a special measures agreement tour at Camp Humphreys, Korea April 10. (Photos by SPC Sydney Johnson)**



# Congratulations!



**Col. Teresa Schlosser, U.S. Army Corps of Engineers, Far East District commander, promotes Capt. Christopher Larocque (right), district relocation officer, at the district's headquarters, Seoul, South Korea, April 26. (Photo by Antwaun Parrish)**



**Brig. Gen. Thomas J. Tickner, Commander and Division Engineer, U.S. Army Corps of Engineers, Pacific Ocean Division promotes Capt. Jae H. You (right), Project Engineer, at the Central Resident Office located on Osan Air Base, May 1. (Photo by Lt. Col. Richard Collins)**



**Brig. Gen. Thomas J. Tickner, Commander and Division Engineer, U.S. Army Corps of Engineers Pacific Ocean Division, hosts a town hall for all Far East District employees at the district's East Gate Club, Seoul, South Korea, May 3. (Photo by Antwaun Parrish)**



# EEO Corner

## 2018 Asian American/Pacific Islander Heritage Month

**By Valerie Bradley**

FED Equal Employment Opportunities Officer

**T**he Department of Defense 2018 Asian American/Pacific Islander Heritage Month Poster depicts a background of multiple shades of teal color. The commemoration title in red typeface, "Asian American Pacific Islander Heritage" and month, "May 2018" are located in the top right corner. Beginning in the top left quadrant are multiple gears of various shapes and sizes. These gears flow across the poster down to the lower right quadrant. The gears form the general shape of Asia, the Pacific Islands, and Australia; they are superimposed over a faint background silhouette of the continents/main islands.

The commemoration theme, "Unite Our Vision by Working Together" is in the center of the poster. The first three words of the theme are arced over the top of a large gear. The last three words of the theme are arced

below the same large gear. The large gear and theme form an open eye with the large gear as the pupil.

On the bottom left side is the phrase, "The cogs represent the diverse ethnic groups from Asia and the Pacific Islands and are arranged to form the nations of this region."

Below the phrase and horizontally in consecutive order are gears encompassing the Service seals for the Army, Marines, Navy, USAF, Coast Guard, and the Department of Defense. Immediately below the Service Seals is the Defense Equal Opportunity Management Institute Seal and a quick response code to the DEOMI website and in small typeset the words, Designed by



DEOMI - Defense Equal Opportunity Management Institute.

Across the bottom of the poster is a scalloped border representing ocean waves.

## BASIC UNDERSTANDING OF THE SPECIAL EMPHASIS PROGRAMS

**U**SACE FED is a diverse, more inclusive, and higher-performing organization with equity of opportunity for all employees and customers.

Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values, and beliefs as assets the groups and organizations with which they interact.

The Office of Personnel Management defines workforce diversity as a collection of individual attributes that together help agencies pursue organizational objectives efficiently and

effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from and where they have lived and their differences of thought and life experiences.

*Continued on Page 8*

# THE SPECIAL EMPHASIS PROGRAMS

*Continued from Page 7*

Inclusion is defined as a culture that connects each employee to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential.

As mandated by legislation, 29 CFR Part 1614, the Civil Rights Act of 1968, the National Federal Women's Program Manager, National Hispanic Emphasis Program Manager (NHEPM), and the Disabled Emphasis Program Manager (DEPM) are full-time positions.

The National Black, American Indian/Alaska Native, Asian American/Pacific Islander, Veterans, special emphasis program managers are collateral positions. The collateral SEPMS spend 20 percent of their time managing the program.

Most of the SEPMS spend 20 percent of their time in their collateral position, but it is up to their EEO Officer to make that determination.

Special Emphasis Programs (SEP) are an integral part of USACE Far East District EEO/Diversity program. The overall goal of the SEP is to improve employment and advancement opportunities for women, minorities, and people with disabilities. Three programs are required by regulation: The Federal Women's Program (FWP), The Hispanic Employment Program (HEP), and the Program for People with Disabilities.

The programs that have been planned are designed to increase awareness and work towards increasing representation levels for these groups.

## **SEP OBJECTIVES**

- Act as a channel for communication between the workforce and management, seeking to create a climate of understanding and cooperation.
- Analyze statistical data concerning the composition of the workforce by organization, type and grade of positions, in order to identify those areas in which minorities, women and the disabled are significantly underrepresented.
- Study issues involved in complaints of discrimination in order to identify patterns of practices, attitudes, and other problem areas which result in the denial of equal employment opportunity for minorities, women and the disabled in employment, promotion, training, awards, and recognition.
- Provide leadership to assure equal employment opportunity for persons regardless of race, color, religion, sex, national origin, mental or physical handicap, or age.
- Bring to the Commander's attention attitudes, policies and

practices creating artificial barriers for minorities', women's and disabled employee's entry into certain occupations.

- Assist in the development and the carrying out of affirmative action goals and feasible timetables for accomplishment of those goals.
- Provide a means of informing applicants and employees on where assistance may be obtained on career counseling, training, complaint processing, and civilian human resource management procedures.
- Provide an avenue for an effective communication network between minorities, women, the disabled, and the installation and local community.

## **Programs**

Asian/Pacific American Employment Program  
Black Employment Program  
Federal Women Program  
Hispanic Employment Program  
Native American/Alaskan Native Employment Program  
Programs for Individuals with Disabilities  
Minority College Relations Program

## **There are seven Special Emphasis Programs recognized and celebrated at FED**

Third Monday in January: Martin Luther King, Jr. Birthday (Observance)

February: African American Heritage Month

March: Women's History Month

May: Asian Pacific American Heritage Month

September 15 - October 15: Hispanic Heritage Month

October: National Disability Employment Awareness Month

November: National American Indian Heritage Month

## **FED EEO MISSION**

Promote an inclusive work environment that ensures equal employment opportunity, fosters a culture that values diversity and empowers individuals to participate constructively to their fullest potential in support of USACE FED's mission. The USACE FED EEO Officer serves as the principle advisor to the USACE FED Commander on all EEO related issues and concerns.

*Continued on Page 9*



## THE SPECIAL EMPHASIS PROGRAMS

*Continued from Page 8*

Have an EEO question? Access via EEO website  
Link: <http://www.pof.usace.army.mil/EEO/> or  
[Valerie.s.bradley@usace.army.mil](mailto:Valerie.s.bradley@usace.army.mil)

### **FREQUENTLY ASK QUESTIONS REGARDING EEO COMPLAINTS**

Q. Doesn't the EEO complaints favor management?

A. The EEO complaint system is designed to favor neither management nor complainant, but rather to make it possible for the facts to be established and equitable solutions reached. Beyond legal obligations to implement EEOC laws and regulations, the USACE FED has vested interest in maintaining high moral and productivity, both of which are adversely affected by discrimination. The various level of appeal in the system work to ensure against possible abuse.

Q. What can I do if my supervisor decides to make things difficult for me because I filed a complaint?

A. EEOC regulations prohibit reprisal against employees who have file, or have been associated with EEO complaints. The employees may file a new complaint of discrimination based on reprisal.

Q. Isn't EEO complaint system basically for minorities?

A. EEOC laws and regulations prohibit discrimination based on race, color, religion, sex, national origin, age, physical or mental disability or GINA (genetic information). This means that "non-minorities" have the same rights as "minorities" in the complaint system, and are equally protected against discrimination.



***Twenty Far East District employees participate in the Electrical Quality Verification training at the district's new Vehicle Maintenance Facility on U.S. Army Garrison Humphreys, April 17. The course provides participants with requirements and techniques of electrical quality assurance to comply with contract requirements. Jim Lowe, Fred McNeely, and Charise Byers are the instructors for the course. (Photo by Yi Yong-un)***



# Building *Safety* Strong

## ARMY SAFE IS ARMY STRONG



### *Electric Safety*

According to the Electrical Safety Foundation International (ESI), approximately 420 electrical injuries occurred in the construction industry in 2016 and 53% percent of fatalities also occurred in the construction. Younger workers ages 18-19 were 2.3 times more likely to experience a fatal electrical injury than other age groups. Workers 45 and older are at or below the average frequency for electrical injury. The most common non-compliance issue or OSHA violations occur with lockout/tagout (LOTO) and electrical wiring methods.

#### *How to Control Hazardous Energy at the job site:*

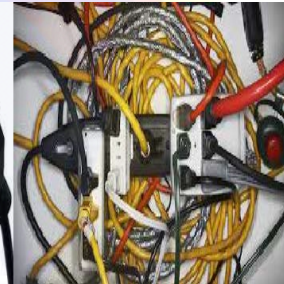
Maintaining an adequate LOTO program provide safety measures to protect workers and the general public from unintentional releases of energy as well as preventing access to energized panels, boxes & parts.

- ◆ It is important to know your project sites energy control procedure(s) especially procedures that prohibit against attempting to restart or reenergize machines or other equipment that has been locked or tagged out.
- ◆ All employees should be retrained to maintain proficiency in existing or new or changed control methods.
- ◆ Employees who are authorized to lock and tag out equipment/machines must be trained to recognize hazards energy sources as well as the type and magnitude of energy found in the workplace.



#### *Common improper electrical wiring methods at job sites:*

- ◆ Incorrect splicing and use of extension cords.
- ◆ No continuous grounding wire or broken grounding wire.
- ◆ Converting three-prong plug into a two prong plug by breaking or removing the grounding pin.
- ◆ Improper grounding of equipment
- ◆ Improper wiring of power tools



#### *Electrical Do's and Do not's in the Workplace:*

- ◆ Do not connect appliances such as microwave, portable heaters, toaster, etc. into power strips
- ◆ or extension cords.
- ◆ Appliances should be plugged directly into wall socket NOT power strips.
- ◆ Do not connect power strips to one another. (Daisy chain)
- ◆ Do not overload power strips.
- ◆ Do no plug into sockets that do not have protective wall covering.



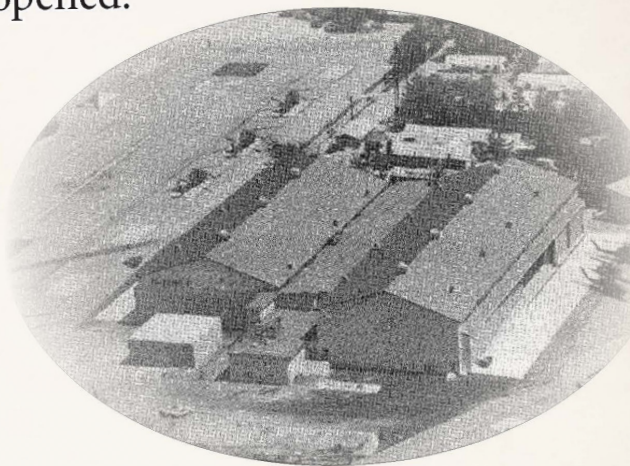
#### *OSHA Fact Sheet*

[https://www.osha.gov/OshDoc/data\\_General\\_Facts/factsheet-lockout-tagout.pdf](https://www.osha.gov/OshDoc/data_General_Facts/factsheet-lockout-tagout.pdf)



## *This month in FED History*

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



New Aircraft Maintenance Facility opened at Camp Stanley, 2006.



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

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





# YOUR LIFE, OUR LOSS

May is **Motorcycle Safety Month**, and it's the perfect time to evaluate your personal risk for the year ahead. The U.S. Army Combat Readiness Center has loss prevention tools and information to keep you and your Soldiers safe, both on and off duty.

When a Soldier dies or is injured in a preventable accident, it has a detrimental effect on the morale, welfare and readiness of the unit. That Soldier's absence, however, extends far beyond the Army because often they also leave behind a heartbroken family, friends and colleagues.

Remember, **IT'S YOUR LIFE, BUT OUR LOSS.**



<https://safety.army.mil>