

# ENGINEER UPDATE

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## Family conference identifies six issues

**By Bernard Tate**  
*Headquarters*

Six important quality of life issues came out of the Army Family Action Plan (AFAP) Conference held June 14-17 at U.S. Army Corps of Engineers Headquarters. This was the third annual AFAP conference, attended by 47 people from throughout USACE.

Some issues will be resolved at the USACE level; others will be forwarded to Headquarters Department of the Army to be considered at the HQDA AFAP conference next January.

"AFAP has been around since 1983, and it is designed to alert the commander to quality of life issues that affect his Soldiers, family members and DA civilians (DACs)," said Karla Langland, AFAP program manager. "Identifying and resolving the issues is a long process that starts at the lowest level (in our case the district), and goes all the way up to HQDA. At each level the issues are vetted and discussed by delegates. The issues that can be solved at a given level remain there, and the ones that cannot are referred to higher levels."

The AFAP Conference started with 27 issues collected from the field. Three work groups vetted the issued and selected six for action. They were:

### **Short-term disability insurance (STDI) for DA civilians**

DACs are not offered STDI as part of the Federal Employee Health Benefits (FEHB) program. They must exhaust leave or take leave without pay during short-term disability, which could result in financial hardship. A STDI program would safeguard federal employees during their temporary inability to work because of non-work related disability.

**Recommendation** -- Establish short-term disability insurance coverage for DACs. *(This issue will be forwarded for*

*consideration in the HQDA AFAP conference in January.)*

### **"Self Plus One" health insurance option for federal employees**

The FEHB program has two options, Self Only or Self and Family. Due to the limited number of options, employees with only one family member (spouse or child) pay the same premium rates that a large family pays. Healthcare plan premiums do not decrease when families get smaller or when the family has only one dependent. The "Self Plus One" option, similar to that offered in the Federal Employee Dental and Vision Insurance Plan, will reflect the healthcare needs of the employees by offering lower premium rates.

**Recommendation** -- Provide "Self Plus One" as an additional FEHB enrollment. *(This issue will be forwarded for consideration in the HQDA AFAP conference in January.)*

### **Strong Bonds program for deployed DA civilians and family members**

DACs are not authorized to use the Strong Bonds program, even though they are deploying into combat zones. As a result, deployed DACs and their families undergo many of the same stresses and relationship issues related to long-term separations and difficult experiences that soldiers and their families' experience. Authorizing use of the Strong Bonds program will provide deployed DACs and their families the benefits of strong support groups.

**Recommendation** -- Authorize deployed DACs and their families to use the Strong Bonds program. *(This issue will be forwarded for consideration in the HQDA AFAP conference in January, and will also be retained for action at USACE Headquarters.)*

### **Compassionate reassignment for USACE civilians**

USACE civilians affected by life-altering events may need to move outside their geographical area to receive specialized medical care, or to care for their families. USACE currently does not have a standard compassionate reassignment policy for civilians. A standard policy would provide clear criteria for compassionate reassignments, promote job retention and enable civilians to care for their families.

**Recommendation** -- Create a standard USACE compassionate reassignment policy. *(This issue will be retained for action at USACE Headquarters.)*

### **Tax exemption for DA civilians serving in combat zones**

DACs are not exempt from federal taxes while serving in combat zones. But U.S. citizens employed by private contractors in combat zones *do* receive tax exemptions on their pay.

**Recommendation** -- Provide federal tax exemptions for DACs serving in a combat zone. *(This issue will be forwarded for consideration in the HQDA AFAP conference in January.)*

### **Relocation incentive education for USACE personnel assigned to difficult-to-fill locations**

USACE personnel may face higher housing cost when assigned to difficult-to-fill locations. Code of Federal Regulations Title 5 addresses incentives for employees relocating to difficult-to-fill locations. USACE employees unaware of these incentives may avoid applying for difficult-to-fill positions, or resist reassignment, because of financial hardships.

**Recommendation** -- Educate USACE

**Continued on page 3**

BUILDING STRONG.

*Insights*

# Loyalty important for any army

By Col. Hanson Boney  
Chaplain, U.S. Army Corps of Engineers

*(This is the seventh in a series of articles about the Army Values. Col. Hanson Boney has retired after 33 years as an Army chaplain, and will be the pastor of a church in Florida.)*

Loyalty is the first of the Army Values, and arguably the most important because so much depends upon "faithful allegiance to a person, nation, cause, ideal or custom," as the dictionary defines it.

Loyalty is an ancient value. Some of the best examples of loyalty in the Bible are between King David and his soldiers. David was a remarkable leader, and understood the importance of loyalty in the armed forces. Most important, he knew that loyalty works both ways — a commander must be loyal to his soldiers as surely as he demands loyalty from the ranks.

In 1 Samuel 30 we read about a raiding party of Amalekites that destroyed the village of Ziklag and took its people captive. David and a force of 600 men pursued the raiders. At Besor Ravine 200 of his men were too exhausted to continue, so David left them to guard the supplies while he and the remaining 400 pushed on.

David's force caught up with the Amalekites, and

after a 24-hour battle rescued the captives and recovered all the plunder that the raiders had taken.

When David and his soldiers returned to Besor, the 400 who had fought refused to share with the 200 who stayed behind (1 Samuel 30:21-26). But David said, "No my brothers, you must not do that... The share of the man who stayed with the supplies is to be the same as that of him who went down to the battle. All will share alike." David made that a standing order in the Israelite army from that day forward.

David's soldiers returned his loyalty in kind. There was a force of about 30 elite soldiers in David's army called the mighty men, the best fighters in the army. Their exploits are recorded in 2 Samuel and 1 Chronicles, men like Jashobeam who killed 300 enemies in one battle with his spear, and Eleazar who stood with David and defended a barley field against a force of Philistines when the rest of David's troops fled (1 Chronicles 11:11-14).

In 1 Chronicles 11:15-19 we read that a force of Philistines held the Valley of Rephaim, and occupied the village of Bethlehem. Three of the mighty men (their names are not recorded) visited David at his headquarters in the cave of Adullam. We can speculate that they and David were planning strategy for the campaign against the Philistines.

At one point, David got thirsty and said, "Oh, that someone would get me a drink from the well near the gate of Bethlehem!"

Apparently without David's knowledge, the three warriors left the cave, fought their way through the Philistine lines, drew water from the well, fought their way back and brought the water to David.

Some Bible commentators have written that David slyly goaded the three soldiers into an attack that would inspire the rest of his army, but David's reaction and words argue otherwise. He was so humbled by their act of heroism that he poured out the water as an offering to God.

The loyalty of subordinates to their leader, and of the leader to his subordinates, is as important today as it was in the day of King David. As a leader, are you like David? Do you treat your workers fairly? Do you take the time to thank them and reward them for their work?

Remember, the leaders who achieve the best results are the ones who value loyalty on both sides.

*(The opinions expressed in this article are those of the writer and do not reflect the official policy or position of the U.S. Army Corps of Engineers, the Department of the Army, the Department of Defense, or the U.S. government.)*

## USACE, Army medics save Iraq boy from rabies

By Mike Scheck  
Gulf Region District

The U.S. Army Corps of Engineers normally saves lives in Iraq by building hospitals and medical clinics. But a young boy from Nasiriyah is making a complete recovery from a disease all but eradicated in the U.S., thanks to the efforts of engineers from the Adder Resident Office.

The 11-year-old child was bitten by a rabid dog near one of the Adder office's project sites, and his family spent a week trying to find rabies vaccine in the Nasiriyah and Basra health departments to no avail.

A local doctor contacted Ali Al Dujailly, an Iraqi associate engineer at the Adder office, told him of the family's dilemma and said that the boy was exhibiting early symptoms of rabies.

Al Dujailly worked with John Morgan, a construction representative, and Maj. Justin Tyree, officer in charge of the Adder Resident Office, to contact the

Tactical Medical Center at Adder to see if they could provide the rabies serum.

The necessary approval was granted and the boy was treated at the U.S. Army Tactical Medical Center on Contingency Operating Base Tallil. Treatment for rabies consists of five shots administered in a two-week period.

Al Dujailly says the boy's family appreciated the quick response. "The medical staff made the process easy on the boy," he said. "Their accurate record keeping of the required immunizations will ensure he gets the proper treatment. They have saved his life."

Rabies is a much greater problem in Iraq than in the U.S. Iraq has a large population of feral dogs in both rural and urban areas. There are always stray dogs near construction sites, and dogs even lie in the center median of major roadways.

Most developed countries require dogs to be vaccinated against rabies, but Iraq is just in the early stages of a country-wide vaccination program.

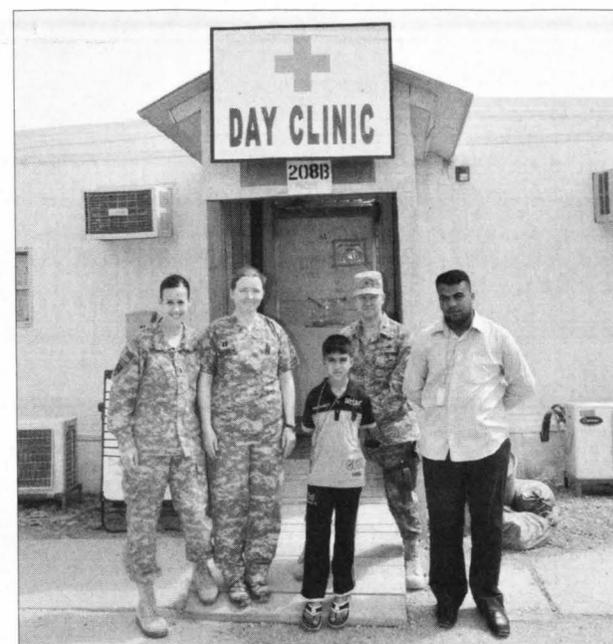


Photo courtesy of Gulf Region District

**Two Army nurses (left) pose with an Iraqi boy treated for rabies at the Tactical Medical Center in Tallil. At right are Maj. Justin Tyree, Adder Resident Office commander, and Ali Al Dujailly, an Iraqi associate engineer at the Adder Office. Both helped arrange treatment for the boy.**

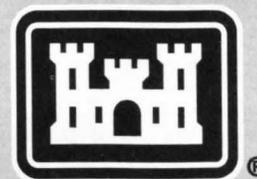
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# 'Brothers of the same mother'

By Michael Logue  
Albuquerque District

Almost 50 years ago, a Cochiti Pueblo leader vehemently protested when he learned that a large stone feature would be removed to build the proposed Cochiti Dam. When asked to justify his opposition, the leader simply replied, "I cannot tell you."

Unknown to the project manager, Cochiti beliefs forbid their discussing sacred sites with those in the dominant world, or even those of their own people they feel are not yet mature.

Fearing the worst, the Cochiti leader volunteered to be excommunicated from the Tribe so that he could discuss his reasons with the engineer. The Tribe denied his request and the engineers demolished a large portion of the site, placing a major barrier between not only the Cochiti and the U.S. Army Corps of Engineers, but also the other Tribes who held the Cochiti responsible for the damage to their collective sacred site.

Four decades later, the Cochiti accepted a public apology from USACE in a solemn ceremony that brought tears to the eyes of people on both sides.

## Cultural Immersion class

Albuquerque District is building a strong Native American collaborative program and now routinely partners with the Cochiti Pueblo to build a team with a common purpose on Cochiti lands, but the mistakes of the past had to be dealt with, as in any relationship.

In April, the district and the Cochiti Pueblo launched the ultimate experience to improve understanding and create a relationship that goes beyond government-to-government. Some say the four-day Cultural Immersion class almost connects USACE employees and the Cochiti as "brothers of the same mother."

So successful was the class that Albuquerque District and the Cochiti Pueblo are enthusiastically planning next year's class and seeking next year's students.

## Teachers

The four-day, graduate-level discussion forum was led by Dr. Henry Suina, former Cochiti Pueblo governor; Regis Pecos, Princeton graduate and Cochiti Pueblo attorney; and Jacob Pecos, head of the Cochiti Department of Environmental Resources.

They were supported by a large number of knowledgeable Cochiti Tribal



Photo courtesy of Albuquerque District

**Dr. Henry Suina (left), former governor of Cochiti Pueblo, interprets a sacred Cochiti site during the first Cultural Immersion class at the pueblo.**

members, including Tribal member Lee Suina who added a spiritual and cultural dimension.

The fast-track class begins with an in-depth, emotional perspective of the Cochiti life circle and the values that they have sought to preserve against intersections with the outside world.

"These are the values the Cochiti people lived by many centuries before there was a United States," Regis Pecos said.

## 'The Monster'

The coming of the Spanish was a huge intersection, larger than the coming of the Anglo-Europeans. Also on their timeline of historic impacts is the construction of Cochiti Dam, a structure many Cochiti still call "The Monster."

Tribal members recounted how changes to Native American landscapes can have dramatic, even tragic, consequences to their spiritual, social and economic life, unrecognized by those from the dominant world.

"When the dam was built, it not only covered many of our sacred sites and agricultural lands, but the groundwater rose downstream and made much of our remaining farmland unusable," Pecos said. He impressed the team with the major impacts these changes had on Tribal farming skills, related spiritual rituals and even the ability to practice their language.

"Our people born before the dam are fluent in our language," he said. "Those born after the dam struggle with it."

The Cochiti explained how USACE and the Tribe worked together, and are still working in partnership, to mitigate

the impact of the Cochiti Dam.

## Interpretation

The Cochiti Tribe then took the class across the reservation, interpreting ancient sites, sacred beliefs and rituals not explained earlier, a wide range of present-day topics such as Cochiti government, health issues and solutions, and key concepts in understanding the Cochiti decision-making process.

With dramatic scenic backdrops, the class was also educated in the history of the Cochiti from "the days of paradise" through the coming of the Spanish and then settlers from the east.

## Family

Continued from page 1

personnel about relocation incentives for difficult-to-fill locations. (*This issue will be retained for action at USACE Headquarters.*)

These six issues were briefed to Lt. Gen. Robert Van Antwerp, the chief of engineers, in a teleconference on June 17.

"The process does not end with the conference," Langland said. "All we have done so far is identify issues and recommend them to the commander for resolution. Now comes the hard part -- resolving the issues."

"At our level, a commander's steering group will create a forum to look at the issues that we can resolve," Langland said. "For the issues that are not within our purview, we'll send them to Head-

A healthy, transparent perspective on mistakes made in the past and lessons learned for the future help ensure a continued positive bond between the Cochiti and the U.S. Army Corps of Engineers.

## Openness

The Cochiti allowed students into their sacred sites and opened their homes for students to spend the night with a Cochiti family.

The class also represented the first time in 50 years that the Cochiti had opened their pueblo for videotaping. A video series featuring many of the classes will be available for USACE students, and for the Cochiti who will use them to train their people and future generations.

"We know a lot about the outside world because we have to," Suina said. "The people who are here don't have to learn about us, but they have come a long way to do so. That is a good thing."

## Opportunity

Regis Pecos sees the class' larger opportunity.

"Hopefully, this lesson from the little place of Cochiti Pueblo can be profound and powerful enough that it moves people to feel that offering dialog is the right thing to do if we are going to collectively define a future different from what we have known in the past."

(*Note: Albuquerque District is currently accepting students for next year's spring class. Contact Ron Kneebone, Albuquerque District's Tribal Liaison.*)

quarters DA. We hope the issues that we submit are well-written and important enough to be chosen for action at the DA AFAP Conference. They take only the top 16 issues because there is not enough time, energy, money and manpower to resolve them all.

"I think it's important to note that Lt. Gen. Van Antwerp called in from leave for this," Langland added. "I tried to get on his calendar and was told he would be out of town. So I found another general officer to take the AFAP briefing. But when Lt. Gen. Van Antwerp heard that AFAP conference would take place while he was on leave, he said he would take time to attend the briefing via teleconference. That shows how important AFAP is to him, and how much he cares about the quality of life for USACE employees and their families."

# St. Louis water safety program wins awards

By Alan Dooley  
St. Louis District

Safety is paramount in the U.S. Army Corps of Engineers, whether it is rappelling down a miter gate to inspect for stress fractures and metal fatigue, or protecting the public through flood protection projects.

Water safety is another opportunity to stress the importance of public safety. Through our lake projects and their community partners, USACE reaches out to the public and educates them about the importance of water safety and how they can safely enjoy water-related recreation activities at USACE facilities.

## NWCS awards

This spring, St. Louis District received several water safety awards from the National Water Safety Congress (NWSC) for their efforts in the St. Louis area. Each year NWSC presents awards at the annual International Boating and Water Safety Summit to individuals and organizations that made outstanding contributions to water safety during the previous year.

The Regional Water Safety Award was one of the awards that St. Louis District received.

"The regional award is a tough one to get; they don't have to award that one every year," said Lynda Nutt, manager of the National Operations Center for Water Safety. "I've been working with St. Louis District for several years and they've always engaged the public at every opportunity."

Wappapello Lake was also awarded first and second places for their public service announcements. One was titled "Winners Wear Life Jackets," while the other was called "It Only Takes 10 Seconds to Buckle Up."

They also took home second place for a tray liner entitled "Safety Rocks" through a partnership with a McDonalds in Poplar Bluff.

At the water safety summit, Lake Shelbyville's water safety task force received the Award of Merit for their water safety efforts and partnerships. Initiatives that led to this award include water safety hopscotch messages on sidewalks at beaches, life jacket "Wear It" vehicle magnets and a billboard campaign with Illinois Department of Natural Resources and Outdoor Illinois Advertisers.

## Local awards

Locally, the district's water safety team also beat out an Air National Guard unit and other government entities for the Greater St. Louis Federal Executive Board's Public Safety Award for Team Excellence.

"This was truly a team effort, not just the efforts of one or two of our projects," said Dennis Fenske, assistant chief of the district's Operations Division. "From one end of the district to the other, our water safety team continues to take the lead with unique and effective initiatives."

For example, Mark Twain Lake formed a partnership with G.C. Potterfield Trucking to transmit their water safety message. On the sides of 40 of their 53-foot trailers are large blue decals delivering a simple message: "Life Jacket... Good. Drowning... Bad. Mark Twain Lake." Potterfield covers territory from the Rocky Mountains to the East Coast.

Elsewhere, Carlyle Lake used their "I Got Caught" campaign to educate and reward lake patrons for wearing their life vests. During the campaign that runs from Memorial Day through Labor Day, park rangers

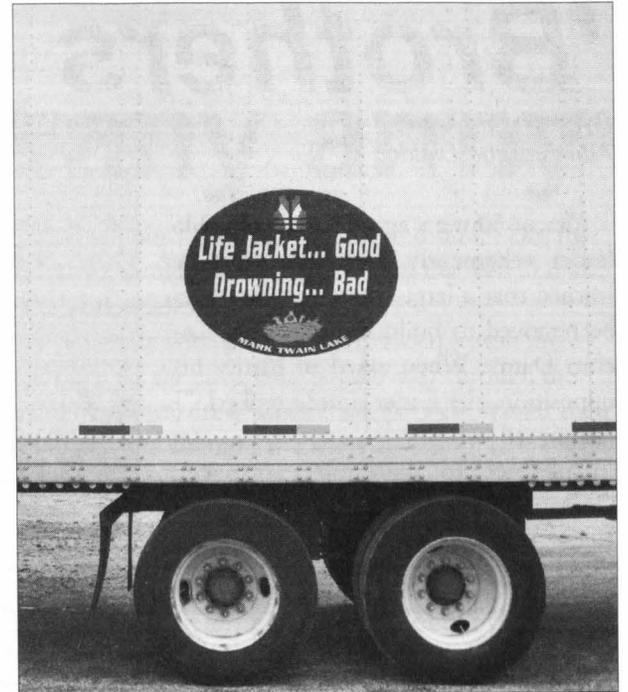


Photo by Alan Dooley, St. Louis District

**These decals displayed on the side of 18-wheelers is one of St. Louis District's water safety messages.**

promote wearing life jackets by handing out T-shirts that say "I Got Caught Wearing My Life Jacket," plus a coupon for a treat at the local Dairy Queen.

In addition to normal water safety initiatives, the outreach team at Rend Lake in southern Illinois partnered with a local hospital to provide water safety training to employees and their families, and provide water safety games at a family picnic for the hospital.

St. Louis District's Rivers Project Office at the Migratory Bird Sanctuary in West Alton, Mo., partners with other federal and state agencies and local non-profit organizations of the Mississippi River Water Trail to promote water safety on the nation's largest river.

Park rangers also visit schools and participate in community events to deliver their water safety message. One such tool that is always a hit with the younger crowd is Fisher, the robotic pelican that rides on a personal watercraft and talks to children.

# Disaster response

## Special teams manage USACE missions

*(This is the first in a series of articles about the Corps' disaster response teams.)*

Each year, the U.S. Army Corps of Engineers sends hundreds of people to disasters around the world. In 2009, USACE responded to 17 disaster declarations from Hawaii to Maine and from North Dakota to Mississippi. In 2008, nearly 900 USACE employees were engaged in hurricane emergency support missions.

Under the National Response Framework, USACE is the primary agency for Emergency Support Function #3 – Public Works and Engineering. In that role, USACE assists the Federal Emergency Management Agency (FEMA) by coordinating federal public works and engineering-related support, as well as providing technical assistance, engineering expertise, and construction management to prevent, prepare for, respond to and/or recover from domestic incidents.

USACE has more than 40 specially trained response

teams ready to perform a wide range of missions assigned by FEMA. These missions include:

**Emergency temporary power** – Providing emergency electric power to critical public facilities.

**Packaged ice and bottled water missions** – Management and emergency contracting to support public health and safety, such as providing potable drinking water and ice.

**Debris management** – Emergency debris clearance, and removal and disposal management of debris from public property.

**Emergency infrastructure assessments** – Manage structural safety assessments of commercial and residential structures, as well as assess infrastructure systems such as water and wastewater treatment facilities.

**Urban search and rescue** – Structural specialists support FEMA urban search and rescue forces and/or state and local jurisdictions and other structural engineering

assessment and technical assistance as requested.

**Critical public facility restoration** – Temporary replacement of critical public facilities, such as classrooms, health clinics, fire and emergency medical service stations and other public service facilities as requested by FEMA.

**Temporary roofing** – Missions range from providing technical assistance to managing and contracting installation of blue plastic sheeting onto the roofs of damaged homes or public structures.

**Housing** – Temporary housing missions can be wide-ranging and may include technical assistance to FEMA and/or their contractors, placing pre-fabricated units on private property or existing mobile home parks, as well as design and construction of new mobile home sites, including infrastructure and placement of units.

For more information about these and other USACE missions, visit [www.enlink.usace.army.mil](http://www.enlink.usace.army.mil)

# 54 years and still going strong!

By Courtney Brodbeck  
Galveston District

For more than 50 years, Fern Kirkley, a civil engineer technician with Galveston District, has worked for the federal government. But the road to success has been challenging; she had to triumph over trials and tribulations to get where she is today.

Born and raised on Galveston Island, Kirkley came into the world in 1927, two years before the stock market crashed on Oct. 29, 1929, which led to the 10-year economic slump that affected all of the Western nations. During the Great Depression, Kirkley and her family learned how to live with minimal resources.

"My family had a meager livelihood, which taught us to care for our possessions, family and friends," Kirkley said. "Times were hard but everyone was in the same boat, so we didn't know we were poor."

To make ends meet at home, Kirkley quit school at 14 years old and entered the workplace. In 1956, she joined Galveston District as a bookkeeping machine operator for the Cost Section.

"I needed money and they needed a bookkeeper," Kirkley remembers.

Two years later, she left the district for the local selective service system as a clerk. Kirkley returned to the district in 1967 as a clerk in the Drafting Section for Engineering Division. After 21 years of service, Kirkley was working her way up, but a co-worker advised her to aim even higher.

"I was told by Mrs. Hughton, the Women's Program coordinator, that if I did not get my general education degree, I would not have any chance for advancement," Kirkley said.

So in 1978, she took an Army correspondence course for high school equivalency and got her GED from Ball High School in Galveston, Texas. She furthered her education by obtaining her associates degree from Galveston College and attending classes at night from the University of Houston-Clear Lake.

## New runway built for Marines in Japan

By Grant Sattler  
Japan Engineer District

The new runway commissioned May 29 at Marine Corps Air Station Iwakuni in Japan was a pinnacle event for the Iwakuni Runway Relocation Project (IRRP), the largest military construction effort in Japan.

IRRP expanded the only U.S. deepwater port and heavy lift airfield in Asia by reclaiming 533 acres from the Seto Inland Sea. Japan Engineer District's Iwakuni Resident Office provided construction surveillance.

The runway opening marked the second milestone of the \$2.6 billion IRRP airfield complex, which is funded by the Government of Japan. The first milestone was opening the port area in 2005 with its general-purpose wharf, fuel pier, seaplane ramp and ammunition barge pier.

The third milestone will be two more taxiway projects, a perimeter road and demolishing the existing ordnance area. These will be completed by next March



Photos courtesy of Galveston District

**Fern Kirkley, 83, has worked for the federal government for 54 years. At right is an early photo of Kirkley with Al Harbich, a former printer in Galveston District, at Harbich's printing press.**

During this time, women in the workplace faced strict, professional guidelines working in a predominantly male environment.

"There was no sick leave for family," Kirkley said. "If the children got sick you had to take leave, just long enough to find care for them because you were expected to be at your desk. We also had white glove inspections once a month, usually at an unexpected time. Everything had to be clean, filed correctly, neat and dust-free."

Although the work environment was strict, Kirkley continued to excel at the district. In the early 1980s, she was reassigned from the Drafting Section to the General Engineering Section as a secretary writing specifications. Kirkley stayed there until late 1988, and then transferred to the Contracting Division for four months, hoping for a chance to advance. She also continued to write specifications at night and on weekends for the General Engineering Section.

In 1998, advancement came and Kirkley was promoted by the chief of the Engineering Division to civil engineer technician. Another promotion came in 2002

when she was promoted to a GS-12, lead specification writer.

Along the way, Kirkley raised five daughters, and received a bachelor's degree in 1990 in business management without any financial assistance. Today, she has 12 grandchildren, eight great-grandchildren and one great-great grandchild.

"I encourage women today to pay attention to details," Kirkley said. "Education is very important. One thing women should understand at an early age is that looks do not last forever, but brains do."

Three of Kirkley's daughters pursued careers in the government, two working for USACE and one working for NASA. She is proud of all of her daughters and their accomplishments, and glad that they are able to have equal opportunities in the workplace.

"My daughters were educated in Catholic school and are intelligent and successful women," Kirkley said.

Although times have changed at Galveston District, Kirkley says that USACE is a great place to work and enjoys her job very much. When asked about retiring, the 83-year-old responded, "I'll let God decide that."

to wrap up the IRRP.

The purpose behind the Iwakuni Runway Relocation Project is improved flight safety and reduction of air noise for Iwakuni City. IRRP was announced in 1992 and designed to enhance safety of operations and decrease aircraft noise in the densely-populated communities surrounding the air station.

Construction began in 1997 with surveys and seabed improvement. The project eventually moved about 20.9 million cubic meters of land from nearby Atago Mountain to the construction site via a 3.4 kilometer (2.1 mile) conveyor system and 4 kilometers (2.4 mile) by barge.

The joint U.S. Marine Corps and Japan Maritime Self Defense Force base on southern Honshu is situated on a delta between the outflows of Mosen and Imazu rivers. The project expanded the base into the Seto Inland Sea.

The Government of Japan employed sand pile system technology that improves load-bearing capacity,

reduces initial settlement time and prevents liquefaction during earthquakes. More than 350,000 sand piles of two types were installed. Sand compaction piles 2 meters (6.5 feet) in diameter with depths of 15 to 45 meters (50 to 150 feet) were placed in the seabed at locations of the quay walls and seawalls.

Sand drain piles of 40 centimeters (15.7 inches) in diameter and up to 30 meters (98 feet) deep were installed in reclamation soil beneath the runway and taxiways.

IRRP construction ended March 31. On May 21 MCAS Iwakuni received the new 8,000 feet concrete runway, which also has 1,000 feet of hardened overrun on each end. The U.S. government completed equipment installation and testing a week later.

The new runway is aligned exactly 1 kilometer (.62 mile) east of the old 2-south 20-north runway centerline. The new position will no longer require aircraft to bank sharply on approach or departure to avoid flying over industrial areas.

# Electronic library available on-line

By Hilary Markin  
Rock Island District

Since 2006, Rock Island District's Technical Library has coordinated the centralized purchase of online knowledge resources for districts throughout the U.S. Army Corps of Engineers. This initiative started with six districts contributing funds for online research material, and has blossomed into 36 USACE locations using the estimated 3,000 journals and 2,000 online reference materials available in the USACE Electronic Library.

The USACE Electronic Library provides up-to-date and reliable information to users, supplies resources to districts without professional library support, provides greater distribution of research material at a significantly reduced cost, joins contemporaries schooled at universities where online access is the norm, and helps standardize the procurement of library resources.

This tool has saved USACE millions of dollars by sharing resources throughout the organization and providing a centralized access point. According to



Photo courtesy of Rock Island District

**Bob Romic, the librarian of Rock Island District, accesses the USACE Electronic Library.**

the Corps' library science experts, each download represents a savings of \$30, compared to the cost of purchasing the material through an outside vendor, and an additional \$100 in savings with time and labor of the employee.

The electronic library has also gained

in popularity as more employees accessed and used the more than 5,000 resources. During fiscal year 2008, the number of material downloads doubled compared to 2007 (44,000 vs. 19,000).

The USACE Electronic Library contains knowledge resources from diverse

sources, including the Sanborn Fire Insurance Map collection, the KNOVEL Research Library, structural and geotechnical engineering reference manuals, and the Lexis congressional serial set. Other topics include biodiversity, construction, ecological modeling, hydrology, leadership, restoration, management, soils and sediments and wetlands.

"The online resources cross a variety of research, ranging from equal employment opportunity and engineering to the environment and human resources," said Bob Romic, district librarian.

The USACE Electronic Library is available to USACE employees at [www.usace.army.mil/Library](http://www.usace.army.mil/Library). Once there, go to the left side of the page, click "Library Program," and then "Services for the Corps." There, select "Online Resources," enter your CAC authorization number, and enter the USACE Library Program Intranet website. On the left-hand side, employees can access the more than 5,000 resources by selecting "Electronic Journals." The library site also has a variety of useful tools and resources.

For more information about the electronic library, call 309-794-5576.

## HR Corner

# How to volunteer for Iraq, Afghanistan

What do about 800 U.S. Army Corps of Engineers civilian employees have in common? They are currently serving in Afghanistan or Iraq. Since 2003, about 9,000 USACE employees have volunteered to serve in those countries.

USACE has an ongoing mission, unprecedented in scope, to assist rebuilding Afghanistan's and Iraq's infrastructures in support of the overseas contingency operation (OCO) mission. Civilian employees are vital to the success of this mission.

Employees who volunteer for an OCO assignment in Iraq or Afghanistan may sign up for an initial six-month or 12-month tour and will be released for deployment by their management unless there is a significant negative impact on the employee's organization. Decisions to deny deployments must be forwarded with the justification, through the Human Resources Directorate at Headquarters, to the Chief of Engineers for review.

USACE civilians who deploy to OCO missions also will *not* be denied consideration for promotion or other career-enhancing opportunities while deployed. Employees may be selected for new opportunities while deployed, and have a delayed effective date so that they can complete their deployment. In addition, the USACE employees are granted the right to return to the positions they held before deployment, or to a position of similar grade, level and responsibility within the same organization.

Employees may opt to be placed in a temporary duty (TDY) or temporary change of station (TCS) status. Many of the pay and entitlement benefits are the same for TDY and TCS deployments, but there are also a number of key differences. Employees who are on TDY are normally temporarily reassigned from their home stations to a USACE OCO district. Since their duty stations remain the same, base pay and locality pay are not affected.

On the other hand, the duty station for employees who opt for a TCS changes to Afghanistan or Iraq. As a result, they do not receive locality pay for time they are on their OCO assignment, and will receive only the basic pay for the position as determined by the Office of Personnel Management. They are, however, eligible to receive a separate maintenance allowance.

Employees serving on TDY and TCS currently receive 35 percent post differential and 35 percent danger pay. (These entitlements are set by the Department of State and are subject to change without notice.) All employees are also compensated for time worked outside of their regular shift and this can include overtime, night differential and holiday pay.

For information about pay and allowance benefits for OCO assignments, see the Human Resource Directorate's website at [www.usace.army.mil/CEHR/Pages/USACEOverseasContingencyOperation.aspx](http://www.usace.army.mil/CEHR/Pages/USACEOverseasContingencyOperation.aspx)

All civilian employees who serve six months or more are eligible for rest and recuperation (R&R) breaks.

Those serving at least six months but less than 12 months are eligible for one R&R trip. Employees who sign up for 12 consecutive months are eligible for three R&R trips during the 12-month period.

In addition, employees are now eligible to use up to 10 workdays of excused absence for each R&R break (not to exceed a total of 20 workdays) during any 12 consecutive months. An employee may use these excused workdays in lieu of leave during his or her travel time to and from his or her duty station and/or while at their R&R break location.

USACE has also recently established a civilian reintegration policy, which includes granting five days off without charge to leave or loss of pay to facilitate the reintegration process for those who have successfully completed an OCO deployment tour of at least six consecutive months. Details about the Corps' civilian reintegration program can be found in OCO Policy Memorandum 09-002 (Rev), issued Aug. 10, 2009.

Employees interested in volunteering for an assignment in Afghanistan or Iraq should talk to their supervisor first. Employees should then contact their district's or division's deployment coordination administrator. The DCAs will coordinate with the OCO districts to facilitate placement in a vacant position.

In addition to looking at the pay and entitlements website, another excellent source of detailed deployment information is the USACE Deployment Center's website at [www.tam.usace.army.mil/UDC/](http://www.tam.usace.army.mil/UDC/)

# AROUND THE CORPS

## Maj. Gen. Riley retires

Maj. Gen. Don Riley, the deputy commander of USACE, retired on June 4 in a ceremony at USACE Headquarters in Washington, D.C. For his exceptional service, Riley received the Distinguished Service Medal during the ceremony. He has served in the Army for 37 years. A total of seven years were served in USACE, including the commander of Mississippi Valley Division, director of civil works, and deputy chief of engineers/deputy commander.



**Maj. Gen. Don Riley retired June 4 with 37 years of service in the Army.**

"He has had a career full of achievements for which our nation is grateful," said Lt. Gen. Robert Van Antwerp, chief of engineers. "Maj. Gen. Riley knows what it means to serve."

The Headquarters staff honored Riley with a retirement luncheon on June 3 at the Officers Club at Fort Meyer, Va. His actual retirement date is Sept. 1.



**Susan Oliveri, wife of Maj. Gen. Michael Walsh, commander of Mississippi Valley Division, holds up her husband's new two-star rank during the promotion ceremony.**

## Maj. Gen. Walsh promoted

Maj. Gen. Michael Walsh, commander of Mississippi Valley Division, was promoted to his present rank June 2 in USACE Headquarters. Lt. Gen. Robert Van Antwerp, chief of engineers, hosted the ceremony.

"If you are around Mike for any length of time, you know that he is passionate about what he does," Van Antwerp said. "He's an enormously talented person, but it's that element of passion that not only makes him a great father and husband, but also makes him a great leader. I always tell people that just 'liking it' doesn't inspire. You have to love it, and Mike loves it."

"This promotion reflects well on my family, and on my role models in my extended military family," Walsh said. "This is a reflection of what you were able to do with me."

## Correction

Fifty-six kilometers equals 34.7 miles. ("Zakho Emergency Hospital, page 7, May *Engineer Update*.)

## New branch library

After almost 11 years, USACE Headquarters in Washington, D.C., got its own library again when the Library Information Center Branch of the HECSA Library opened June 2.

"About 10 years ago, several library collections in Headquarters were consolidated at the Humphreys Engineer Center Support Activity (HECSA) in Alexandria, Va.," said Connie Wiley, HECSA librarian. "Moving the library to the suburbs saved space, but HQ personnel could no longer access the staff and collection. We've had a full-time library liaison in Headquarters since moving to Alexandria, but she was located on the sixth floor, making her 'out of sight, out of mind.'"

"In 2006, when librarians started working in the Headquarters on a regular basis, we realized that being on the sixth floor kept staff from interacting as we like with customers," Wylie said. "We now have three embedded librarians who work closely with customers, so we needed a center of activity closer to them."

The branch library is in room 3T33A. It has a small collection of books, including groups titled "The Chief Recommends," "Staff Picks" and "Understanding Afghanistan." There is also a selection of newspapers including the "Washington Post," "New York Times" and "Wall Street Journal," and periodicals including "Time," "Long Range Planning" and "Scientific American."

"This is only a tiny fraction of what we have in the HECSA Library," Wiley said. "We have more than 200,000 books, many more periodicals and access to 35 on-line databases."

The Headquarters branch library is always open, and everything is available for check-out, "but we ask that people not check out the current issue of a magazine," Wiley said.

For more information about the branch library, contact the library liaison, at 202-761-0043.

## USMA '85 reunion

Nine current USACE commanders were all classmates in the U.S. Military Academy at West Point. On July 1, 1981, more than 1,500 new cadets reported to West Point. About 1,000 graduated on May 22, 1985. Of that group, about 100 would be Army engineers. Many of them departed the service or retired in the past 25 years, but nine of the original 100 remain, and are now commanders in USACE. They are:

Col. John Kem, European District commander.

Col. Bob Petersen, Huntington District commander.



**Nine members of the West Point class of 1985 are now commanders in USACE. From left to right are Col. John Kem, Col. Bob Peterson, Col. Anthony Funkhouser, Col. Tom Feir, Col. Tom Magness, Col. Jeff Ryscavage, and Col. Keith Landry. Not pictured are Col. Nello Tortora and Col. Jeff Eckstein.**

Col. Anthony Funkhouser, Tulsa District commander.

Col. Tom Feir, New England District commander. He has also commanded San Francisco District.

Col. Nello Tortora, Huntsville Center commander. He has also commanded New York District.

Col. Tom Magness, Los Angeles District commander. He has also commanded Detroit District.

Col. Jeff Ryscavage, Wilmington District commander.

Col. Jeff Eckstein, Vicksburg District commander.

Col. Keith Landry, Louisville District commander.

## Serbia disaster exercise

Serbia's Ministry of the Interior, Sector for Emergency Situations and Ministry of Defense, participated in a disaster response workshop and tabletop exercise May 10-14, led by a delegation from DoD's Civil-Military Emergency Preparedness (CMEP) program.

CMEP is a DoD program that helps former Warsaw Pact nations plan for disasters. USACE is the CMEP lead agency. The CMEP delegation included people from USACE, the U.S. European Command, and the Federal Emergency Management Agency. They provided expertise in emergency management, geographic information systems (GIS) and public information.

On Dec. 29, Serbia created the Sector for Emergency Situations with five departments -- fire units, rescue units, risk management, civil protection and the National Training Centre for Emergency Situations. The exercise included about 75 Serbian government members, including representatives from the five new departments. The scenario centered on a flood, but the objective was to improve preparedness and response for all forms of emergencies.

An objective for all CMEP workshops is to increase the use of GIS technology.

"The exercise brought together those who work with GIS in the Sector for Emergency Situations," said Douglas Swanson, a USACE GIS specialist. "The goal was to learn from each other and improve GIS skills."

## Great Wonders of USACE

# Airmen get new dorms in Korea

By Patrick Bray  
Far East District

Kunsan Air Base is an isolated U.S. Air Force installation in South Korea about 150 miles south of Seoul. It is almost completely surrounded by rice paddies except for a seawall along the west boundary. The off-post shopping, recreation, and entertainment districts that are common outside of U.S. military installations worldwide never materialized at this base. The closest major city is not much more than a large village, and it's far from the base.

So Kunsan Air Base is one of the most secluded of all U.S. installations in Korea, and is one of the longest-standing remote assignments in the Air Force.

"I've been stationed at Osan Air Base, Camp Humphreys, and now I'm stationed down here and you can see the difference," said Master Sgt. Marc Walton of the Kunsan Housing Office, which manages housing services for everybody on the base, from the wing commander down.

At this base, unlike other places in U.S. Forces Korea (USFK), all personnel are required to live on-post. "There's not a lot of infrastructure around here to support this base," Walton said.

During the 1990s and in 2005 the base was under consideration for closure by the Base Realignment and Closure Commission. It is now off the BRAC list, but not a lot of money has been invested in Kunsan during the past decade. Now a major Air Force objective is to make the base an assignment of choice by giving airmen a better quality of life.

Part of that objective will become reality later this year with the addition of two modern dormitories built by Far East District (FED) for unaccompanied airmen.

**New dorms.** The larger of the two new dormitories will also be the largest housing facility in USFK when it is completed in November. Many members of FED's Kunsan Resident Office call it "the hotel" because of its size and amenities. In fact, it has been compared to the Dragon Hill Lodge, an Armed Forces Recreation Center in Seoul.

The other dormitory under construction on the same campus is a 160-bedroom, five-story facility with modern Air Force standard living modules. It has an estimated completion date for September.

Once completed, both dormitories will become part of a campus joining two other high-rise dormitories completed in 2007 and 2008. All together, the campus will have 1,360 modern bedrooms for airmen.

The two new dormitories are a culmination of an FED design and construction quality project that incorporated best industry practices.

"A lot of lessons learned during years of designing and building Air Force dormitories were implemented in the new projects," said Andy Hirano, formerly FED's project manager for the dormitories, and now Air Force program manager at Pacific Ocean Division. "Far East District ensured that their contractors were set up for success by incorporating continuous im-



Photo by Marc Barnes, Far East District

**When complete, this 528-room, seven-story dormitory will improve the comfort and security of airmen at Kunsan air Base.**

provements into the process."

Lessons learned and suggestions for improvement from previous dormitory projects were passed on to contractors, who then increased efficiency, raised construction quality and avoided pitfalls.

**Improved design.** "The Corps of Engineers' designers paid particular attention to detail in the interior and exterior features, such as better soundproofing to keep out jet engine noise, and granite building wainscots to prevent accumulation of dirt and mud on the building skirt," Hirano said. "These types of features make dormitories pleasant to live in and a welcome place to return after a hard day's work."

Under the construction contract awarded to Lotte Construction and Engineering, older dormitories will be demolished. These older facilities do not meet current standards of four-plus-one style modules where each airman has a bedroom and a private bathroom.

"With about 100 percent annual turnover in personnel, there is accelerated wear and tear on old living conditions at Kunsan," said Kim, who is familiar with the products that the Air Force wants. "Some facilities are more than 20 years old and do not provide individuals with privacy essential for proper rest and relaxation."

**Thrilled.** Air Force enlisted personnel are thrilled about the addition of these new dormitories, which are expected to advance quality of life at the base by leaps and bounds.

Walton also serves as chief of the Capital Asset Management Element at the Kunsan Housing Office and is familiar with how airmen feel about their current housing. As part of his responsibilities, Walton supervises dormitory managers to facilitate needs of airmen living in the dormitories.

"When you talk about the dormitories, the new quad configuration, those airmen are satisfied, but it's the older dormitories that we're having issues with, and that's due to the infrastructure," Walton said. "With the new dormitories coming online, I think a lot of discontent would be eliminated."

According to Walton, about 2,000 airmen at the base are authorized to live in the quad-type housing under construction. With the additional 688 bed-

rooms soon to be available and existing modern standard dorm rooms, only a small percentage of airmen will still live in older dormitories.

"Some older dormitories have been renovated to a certain standard, but not all of them," Walton said. "The older constructs go back to the old two-plus-two style where it was two rooms that would house two individuals each, and they all shared a bathroom. We have the one-plus-one style with two individual bedrooms, each housing one airman, and they share a kitchenette and a single bathroom."

**Double-up.** Unfortunately, many airmen currently stationed at Kunsan Air Base will not benefit from the new dormitories because they will rotate back to the U.S. before the 160-room dormitory opens in September, and the 528-room dormitory in late fall. Until then, housing at the base is at 104 percent capacity, which means that some airmen share bedrooms that are outside current Air Force standards.

"We got a waiver until we get the new buildings online," Walton said. "We can double-up up to E-5, but we haven't had to. E-4 and below are the only ones being doubled-up currently."

The living quarters that are doubled-up are the ones slated to move into the new dormitories once they open.

"All of the airmen will be in the newer dormitories and some of the noncommissioned officers, but everyone else will be single occupied," Walton said. "If it is a room where it is a shared bathroom, then there will be only one individual in each room."

**Safety.** In addition to comfort and privacy, safety is another important objective in quality of life. Each floor has reinforced concrete foundations, floor slabs and walls, as well as fire alarms, sprinklers with fire detectors and antiterrorism protection measures.

Kunsan Air Base's anti-terrorism/force protection officer has determined that the project complies with current AT/FP criteria, which are mandatory for all Air Force dormitory projects funded in 2004 and later.

**Build green.** The environment also played a major factor in the project. It is Air Force policy to "build green" on all projects. FED built the dormitories with energy efficient systems and used low volatile organic chemical paints, finishes, carpets and wood.

FED also required good indoor air quality during construction, used regional materials, reduced potable water consumption and diverted demolition products from the landfill.

As a result of FED's "green" efforts, these new dormitories will be Leadership in Energy and Environmental Design certifiable.

FED used safe construction practices in both projects. Work on the 528-room dormitory began Feb. 15, 2008 and work on the 160-bedroom dormitory began Nov. 3, 2008. Since work began on both projects, zero accidents have been reported and no lost time due to accidents.