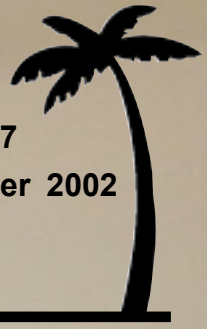




U.S. Army Corps
of Engineers
Honolulu District

The Pacific Connection

Vol. 36, Nr. 7
September/October 2002



Commander's Comments

“

I am looking forward to participating in small-group discussions with you to share ideas and insights.

”



By Lt. Col. David C. Press POH Commander

PMBP a priority for FY03

Thanks to everyone in the District for making our end of the fiscal year effort such a great success! Virtually every office I visited during September was a beehive of activity. I was impressed with the extra effort each of you put forth to ensure the contracts that are so important to our customers, and to the District, were awarded. Thanks to your technical expertise, professionalism and dedication to duty, 47 contracts worth \$81,052,934.84 were awarded in September.

Many of these projects will greatly improve the military readiness and quality of life of our servicemen and women and their families. Additionally, our success in meeting the needs of our customers is important to the Honolulu District's future, too. Our customers know they can count on us to deliver quality

projects, products and services. Their confidence in our abilities helps ensure we get the repeat business we need to remain a viable and solvent organization. To everyone involved, well done!

By the time you read this we will already be underway in fiscal year (FY) 2003, which started on October 1. This new FY promises to be busy, and one of the many challenges we face is completing the USACE Project Management Business Process (PMBP) curriculum.

The PMBP curriculum is a Corps-wide initiative and is a top priority throughout the Corps. Our Chief of Engineers, Lt. Gen. Flowers, says in the March 18, 2002 memo that accompanies the curriculum album that the PMBP curriculum is the key to the Corps' continued relevance to the Army and the nation. Actively participating is important for each District employee whether you are a construction rep or a contracting specialist, an architect or an admin support specialist, an engineer or an environmental specialist. That is because in the Corps of today and tomorrow we all must be active, effective team members.

In that same March 18 memo, the Chief notes that the PMBP curriculum focuses on enhancing our skills in teamwork, planning, and schedule accountability and it encompasses the philosophy, culture, processes and the vision of how we work. The curriculum focuses on working in teams, sharing knowledge with each other, encouraging and welcoming feedback and applying our experience to make sound decisions. The emphasis is on working together towards the collective success of team members in pursuit of common project goals and to avoid costly mistakes and delays. The PMBP includes our customers and other stakeholders, too, as valued team members. PMBP is for everyone!

By now, all District employees should have received the PMBP curriculum compact disk album and the first four CDs. If you have not received them, contact your supervisor.

The first four disks are:

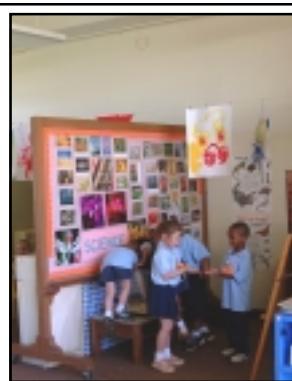
- "Introduction and Tour Guide"
- "Why PMBP?"
- "Teams and Me"
- "Public Service and Me"

The first phase of our PMBP curriculum training plan has a November 30 deadline. It calls for every employee to self study the four disks and then participate in small group discussions led by supervisors and leaders about the material. These discussions are the key to developing an essential, shared understanding of PMBP and should be cross-functional to maximize shared learning and the team environment. We have trained eight Honolulu District employees (Glen Takishita, Jody Muraoka, Gary Nip, Ed Yoshimura, Gerald Young, Sam Ng, Jim Hatashima and Leonard Furukawa) as facilitators to help us get the most out of these discussions.

I have completed the introduction and the first three

See "Commander's Comments," page 12

On the cover The Honolulu Engineer District, in conjunction with the Joint Venture Education Forum, provides planning, design and construction expertise to execute improvement projects at Hawaii schools having a high number of military-related students. Story, page 6. —Photo by Michelle Cain.



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Honolulu District Commander.....Lt. Col. David C. Press
Chief, Public AffairsDouglas S. MaKitten
Public Affairs Specialist.....Alexander Kufel
EditorMichelle Cain



This newspaper is printed on recycled paper.

HE CAME, HE SAW... HE COOKED

Chief of Engineers visits the Honolulu District

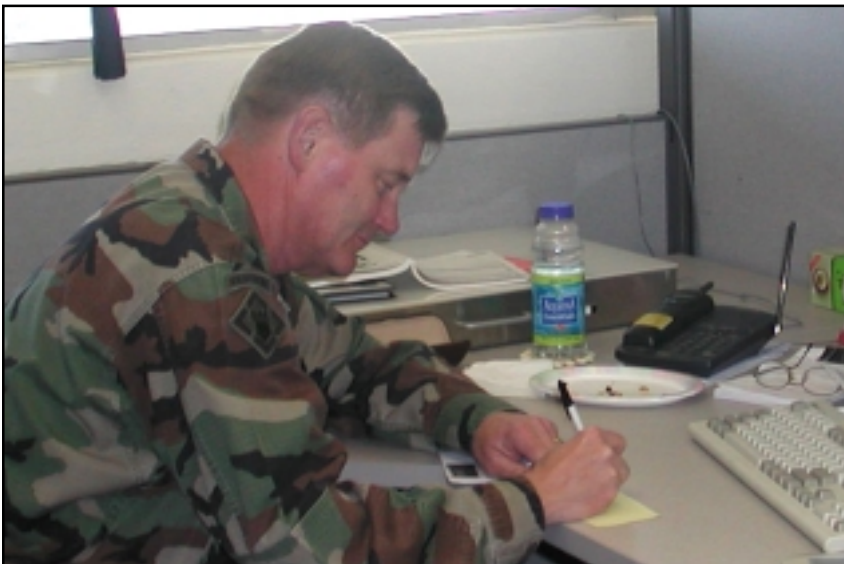
Dinner for everyone wasn't really on the menu, but the Chief-of-Engineers, Lt. Gen. Robert B. Flowers, seized the moment and joined in the fun at Honolulu District's "pau hana" end-of-workday event at Fort Shafter August 28th. Flowers' three day stopover in Hawaii came at the end of visits to engineer districts in Korea and Japan.

From August 27-30 he did what he seems to enjoy the most: visit Division and District offices to meet and talk with people. He found time for office calls, a town-hall meeting, a helicopter fly-by of Army training areas, a meeting with Air Force customers at Hickam Air Force Base, office walk-throughs, an early-morning run with soldiers of the 29th, 65th, 84th and 249th Engineer Battalions, working lunches, and dinners of both formal and casual variety. He met many people, asked for 30-second commercials, helped an employee with a telephone call, wrote a note to someone momentarily absent from their desk, asked myriad questions, and judging from comments heard in his aftermath, charmed everyone he came in contact with.

Flowers was accompanied by his wife, Lynda, to some of the events, but she had an itinerary of her own. She also met many Corps employees, and toured Tripler Army Medical Center, the Army Central Identification Laboratory, and Army and Navy housing.



(Above) Lt. Gen. Robert Flowers, Chief of Engineers, takes his turn at the grill at the District "pau hana" August 28. —Photo by Alexander Kufel



(Left) The Chief didn't let a little thing like an employee's absence stop him from saying hello — he just sat down at Jasmina Dobinchick's desk and wrote her a note. —Photo by Doug MaKitten

Gratitude: *As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them. —John F. Kennedy*

Spotlight on POH

Internal Review

*Spotlighting an office that is helping make the Honolulu Engineer District
"The Best Place for the Best People to Work."*

Interview by Michelle Cain

This month I talked with Ronnie Kirkland, POH's Chief of Internal Review, about his office and how it contributes to the mission of the Honolulu Engineer District.

Pacific Connection (PC): What is Internal Review (IR)?

Ronnie Kirkland (RK): The Internal Review and Audit Compliance (IRAC) Office is an independent audit organization that reports directly to the commander or deputy commander. The mission of IR is to provide Honolulu District with independent, objective, reliable, and timely auditing service in order to improve programs and operations and ensure compliance with laws, regulations, and policies.

(PC): What are IR's duties and responsibilities?

(RK): Specific duties and responsibilities include developing and executing the annual audit program, performing follow-up reviews and monitoring compliance, providing advice and assistance on management control issues, providing liaison service to external audit and investigative agencies, and providing audit support for emergency management operations.

(PC): Who does IR deal with outside of POH?

(RK): IR is the District's liaison for basically all external audit and investigative activity. IR works directly with auditors from other districts and divisions within USACE as well as with Corps' Headquarters. IR also deals with auditors and inspectors from other Army IR and IG Offices, the U.S. Army Audit Agency (USAAA), Department of Defense Inspector General (DODIG), and the General Accounting Office (GAO).

(PC): How do IR services impact/affect the rest of the organization?

(RK): Positively, I hope. Recommendations made by IR may affect just one organization or function or may involve everyone. The impact depends on the objectives and scope of the specific audit engagement.

(PC): How does IR contribute to the District's mission and its customers?

(RK): Having an on-site audit capability is a valuable and important resource for the commander. IR's goal is to provide the commander and managers with value added products and services that ultimately translate into improved customer service and cost savings to our customers and to the taxpayers. Examples are potential monetary benefits and cost avoidance (funds put to better use); improvements to readiness, safety, systems, business processes, and management controls; reliable and timely data for decision makers; and compliance with laws, regulations, and policies. Internal auditing services include full scope audits (comprehensive audits addressing multiple objectives), quick response audits (time-sensitive, limited scope audits), consulting and advisory services (non-traditional work such as participating on PAT teams),



Ernie Gregory, Principal Deputy Assistant Secretary of the Army for Financial Management and Comptroller; Nayer Mahmoud, Chief, Internal Review Office, Pacific Ocean Division; Ronnie Kirkland, Chief, Internal Review, Honolulu District; and Gene Reardon, Auditor General of the Army. —U.S. Army photo

See "Spotlight," page 8

Opportunities: *Great opportunities to help others seldom come, but small ones surround us every day. —Sally Koch*

Corps lends logistics support to FEMA's recovery effort

By Alexander Kufel

July's Typhoon Chataan was Tropical Storm Chataan first. As such, it dumped enormous quantities of rainfall on Chuuk State, Federated States of Micronesia, causing extensive collapsing of water-laden hillsides. Final reports from the area indicate that mudslides contributed to the loss of 45 lives and hundreds of homes in the area.

Chuuk was named a Federal Disaster Area July 11th as the extent of the damages became known. Pre-positioned assistance from Guam was sent to help in response and recovery efforts. Logistics support included food, water and medical supplies and continued until mid-September.

Walt Goode, POD Director of Logistics, said, "It was really gratifying to be a part of the mission at Chuuk. Even though logistics personnel worked under austere conditions, it felt great issuing food and equipment to the people in need of assistance. There were some real logistics challenges, but the people of Chuuk State seemed to appreciate our efforts. We received and distributed approximately two C-130 cargo planes of goods per day for about ten days."



Small water crafts, contracted by the U.S. Forest Service, are ready to be used for transport of food as needed.

Extensive power outages had an impact on waste water pumping stations in the more populated areas such as Weno, which contains about 16,000 of Chuuk's 53,000 population, and were a FEMA (Federal Emergency Management Agency) deployment priority. Early efforts to deploy a 150-kilowatt generator were severely hampered by weather conditions.

Initially, the Corps of Engineers Pacific Ocean Division (POD) deployed a team of 11 emergency workers to help with emergency power and water supply, technical assistance for debris removal, and assessments of the continuing risk of mudslides. At one point the Corps had more than 50 military and civilian engineers in Chuuk.



Workers help load food supplies onto small water craft to be taken to outer islands. The U.S. Forest Service contracted the boats for this use. —Photos by Rich Taylor, FEMA



U.S. Army medical personnel tend to a child caught in a landslide, prior to transporting him to Guam and Hawaii.

Miracles: *Making miracles is hard work; most people give up before they happen. —Sheryl Crow*

Honolulu District involved in unique partnership

Joint Venture Education Forum makes life better for Hawaii's military students

**Story and photos by
Michelle Cain**

A unique partnership between Hawaii's military community and its public schools has helped to improve many of the educational facilities in the state. The Honolulu Engineer District has played an important role in executing the much-needed projects.

The Joint Venture Education Forum (JVEF) was formed in 1999 to facilitate interaction between the military community and the Department of Education. In

the program's first year, the Department of Defense allocated \$5 million for the repair, maintenance and renovation of 23 schools with a high percentage of students from military families.

Currently, nearly 16% of Oahu's student population is comprised of military dependents.

Each year since then, the nearly \$5 million appropriation has resulted in the development of more than 20 repair, maintenance and renovation projects to Hawaii schools.

The Honolulu Engineer District provides the planning, design and construction expertise to execute these

projects. Completed projects include renovation of restrooms, classrooms, libraries, administrative offices, cafeterias, playgrounds and computer labs.

"Dollar-wise, our projects at the local schools aren't large, but the feeling of accomplishment is significant," said Gordon Kuioka, POH project manager. "Administrators at each school have expressed their appreciation for what we're doing.

"Our goals continue to be the expansion of the program and establishing POH as the organization of choice when the state needs help on school projects."



New windows and screens at Nimitz Elementary School provide added ventilation and security.



New carpeting with thick padding was installed in this Nimitz Elementary School classroom.



New windows and doors at Mokapu Elementary School make classrooms safer and cooler.



Old doors have been replaced at Mokapu Elementary School, helping to provide better security.

Spotlight

Continued from page 4

follow-up audits (providing reasonable assurance that reported problems have been resolved), and audit liaison (focal point for external audit and investigative activity).

(PC): What are some of the challenges that IR faces?

(RK): A one person audit office can only do so much. Balancing audit and administrative requirements with workdays available is a constant challenge. The audit focus has to constantly be on areas that provide the highest payback in order to achieve a positive return on investment. The auditing profession requires the auditor to formulate independent, objective findings and recommendations in a manner that does not create an adversarial relationship between him and the clients that he serves. Identifying the true root cause of a condition is sometimes difficult to do, but is necessary in order to make viable recommendations to help fix the problem noted.

(PC): How does IR measure its customer service?

(RK): I send out a customer survey after each major audit engagement. The questionnaire asks the auditee to provide feedback on several areas to include quality, timeliness, and value of the audit product. The results of my work are also measured and reflected in my performance appraisal.

(PC): How has IR been recognized for outstanding performance?

(RK): Formal recognition during my employment with POH has included a performance award and a Lokahi Award. Also, I was recently nominated by the commander for the Army IR Award of Excellence Program in the category of offices with three or less employees and was selected as the Award of Merit winner (runner-up). Informal recognition occurs with just a note from the commander or staff member that simply says "job well-done." Previous awards as an auditor include the Achievement Medal for Civilian Service and the Commander's Award for Civilian Service.

(PC): Any final comments?

(RK): I enjoy my job, at least most of the time, and appreciate the opportunity to be a part of this great organization. My goal is to make a difference by understanding the auditing needs of the District, marketing my services, and helping the District perform its mission.

We want your *Suggestions*

Contact your suggestion coordinator, Bev Ledesma, at 438-2758 or email

Beverly.L.Ledesma@poh01.usace.army.mil Information paper and flowchart can be found on the POH Bulletin Board <https://pohinfo/Bboard/bboardmainindex.html>

July



Stan Boc

Nomination reads: Stan Boc is the Senior Coastal Engineer for Civil Works Technical Branch and has become a regional technical expert in the fields of coastal engineering and navigation.

Stan serves as a project engineer, team leader, and regional expert in the formulation of coastal engineering and navigation projects. He represents the Honolulu Engineer District as a member of the Field Review Group for the Coastal Research and Development Program, the Field Data Collection Program, and the Monitoring of Completed Navigation Projects Program.

In addition to his work under the Corps Civil Works program, Stan also supports federal highways in American Samoa by providing planning and design guidance for shore protection projects.

Stan recently received a perfect scorecard from the U.S. Fish and Wildlife Service for his design and project management work on the Tern Island Shore Protection Project.

Effort: *If you want something you've never had, you better be willing to do something you've never done. —Anonymous*

Employees of the Month

August



Kent Tamai

Nomination reads: Kent Tamai, Contract Specialist in Services and Support Branch, Contracting Division, is commended for his dedicated efforts in executing the contract administration function for the command-interest remedial ordnance and vegetation removal project at Bellows AFS, during the period Jun. 5 to Aug. 6, 2002.

Mr. Tamai's tireless efforts and perseverance as the contracting officer contributed significantly to the successful completion of this project within the time limits mandated by the court consent decree. Mr. Tamai established a professional working relationship with the contractor and was extremely responsive to issues raised by our Contracting Officer Representatives (CORs), performing Quality Assurance inspections at the site. He initiated numerous meetings with the PDT to discuss and resolve these issues and provided timely guidance to the CORs.

Mr. Tamai's actions reflected his commitment to successful project completion and taking care of our people in the field.



Curtis Yokoyama

Nomination reads: Curtis Yokoyama, Design Branch, has earned respect from his peers and customers for his dedication to produce quality designs of challenging jobs.

He consistently exceeds all of his performance goals and will always go the extra mile to insure a quality end product. When AT/FP was initially implemented and the requirements were vague, he took the challenge and sacrificed his own time to become the section expert regarding structural and siting requirements. Because of his deep concern for maintaining POH's reputation for quality work, he is always thinking ahead and advises PPM of potential design problems before they become show-stoppers. He finds solutions to problems and finds ways to get the job done to accomplish cost effectiveness in doing our business.

This month, the scope of work for the renovation of Bldg. 3004, Schofield Barracks, was finalized just three weeks prior to his scheduled one week of training, yet he completed the structural design before the training, one week before the suspense, to ensure that this critical project remains on track for year-end award. Curtis readily accepts the challenge of technically complex designs.

Enthusiasm: *There is real magic in enthusiasm. It spells the difference between mediocrity and accomplishment. — Norman Vincent Peale*



Building a strong and healthy workforce

POH HealthWatch

Strengthen your heart with exercise

**Courtesy of the
American Heart Association**

The heart is the strongest muscle in your body and pumps 3,600 gallons of blood every day. Even low-intensity activities, when done for as little as 30 minutes a day, can bring health benefits. It's also a good idea to do 20 to 30 minutes of aerobic exercise three or four times a week. Aerobic exercise brings in oxygen, which strengthens the heart and increases the number of blood cells, so the blood can carry even more oxygen.

Take a few minutes for pleasure walking, gardening, yard work, moderate-to-heavy housework, dancing or home exercise.

At the office

Most of us have sedentary jobs. Work takes up a significant part of the day. What can you do to increase your physical activity during the workday?

- Brainstorm project ideas with a co-worker while taking a walk.
- Stand while talking on the telephone.
- Walk down the hall to speak with someone rather than using the telephone.
- Take the stairs instead of the elevator. Or get off a few floors early and take the stairs the rest of the way.
- Walk while waiting for the plane at the airport.
- Stay at hotels with fitness centers or swimming pools - and use them - while on business trips.
- Take along a jump rope in your suitcase when you travel. Jump and do calisthenics in your hotel room.
- Participate in or start a recreation league at your workplace.
- Form a sports team to raise money for charity events.
- Join a fitness center near your work. Work out before or after work to avoid rush-hour traffic, or drop by for a noon workout.
- Schedule exercise time on your business calendar and treat it as any other important appointment.
- Get off the bus a few blocks early and walk the rest of the

way to work or home.

- Walk around your building for a break during the workday or during lunch.

Tips for exercise success

If you've been sedentary for a long time, are overweight, have a high risk of coronary heart disease or some other chronic health problem, see your doctor for a medical evaluation before beginning a physical activity program.

- Choose activities that are fun, not exhausting.
- Add variety. Develop a repertoire of several activities that you can enjoy. That way, exercise will never seem boring or routine.
- Wear comfortable, properly fitted footwear and comfortable, loose-fitting clothing appropriate for the weather and the activity.
- Find a convenient time and place to do activities. Try to make it a habit, but be flexible. If you miss an exercise opportunity, work activity into your day another way.
- Use music to keep you entertained.
- Surround yourself with supportive people. Decide what kind of support you need. Do you want them to remind you to exercise? Ask about your progress? Participate with you regularly or occasionally? Allow you time to exercise by yourself? Go with you to a special event, such as a 10K walk/run? Understand when you get up early to exercise? Spend time with the children while you exercise? Try not to ask you to change your exercise routine?
- Share your activity time with others. Make a date with a family member, friend or co-worker. Be an active role model for your children.
- Don't overdo it. Do low-to-moderate-level activities, especially at first. You can slowly increase the duration and intensity of your activities as you become more fit. Over time, work up to exercising three or four times per week for 30-60 minutes.
- Keep a record of your activities. Reward yourself at special milestones.
- Remember, nothing motivates like success.

Pioneering: *Do not follow where the path may lead. Go instead where there is no path and leave a trail. —George Bernard Shaw*

News You Can Use .

Items of interest to federal employees from around the globe



Site offers free online courses for federal workers

By **Brian Friel**
GovExec.com

Federal workers can take free online courses on approximately 30 subjects ranging from project management to coping with stress through a government-sponsored Web site that debuted July 16.

At a press briefing in Washington, officials from the Office of Personnel Management and Office of Management and Budget unveiled the Gov Online Learning Center at www.golearn.gov.

Federal employees can take the courses, which take from two to eight hours to complete, at no charge to themselves or their agencies.

The launch of the Web site is the first step in the Bush administration's plan to make the Gov Online Learning Center a "one-stop" shop for e-training in the federal government. The learning center is one of the 24 major initiatives that the Bush administration is sponsoring as part of its e-government strategy.

Mark Forman, associate director for information technology and e-government at OMB, said the site would eliminate redundant online learning systems in various agencies, lowering the cost of courses through economies of scale. But Forman and officials from OPM did not divulge the cost of the learning center so far.

OPM and the Transportation Administrative Services Center run the site. The administrative center, which is a fee-for-service operation at the Transportation Department, awarded a contract for a learning management system to GeoLearning, a West Des Moines, Iowa-based firm. The learning management system serves as the backbone of the site, handling student registration, course management and tracking.

Three companies will provide the courses. They are Nashua, N.H.-based SkillSoft, Naperville, Ill.-based NegG and San Antonio-based Karta Technologies.

While the site will offer a limited number of free courses, OPM and the Transportation center will start charging agencies for additional courses and services later this year.

Many other agencies have already set up online universities and e-learning sites. The National Security Agency and the Treasury Department's Franchise Business Activity, for example, run an e-learning site called FasTrac that 56 agencies use to access courses from the same three companies that the OPM and Transportation site uses.

Forman said that several agencies have begun to develop migration plans for moving from their own online learning programs to the Gov Online Learning Center site. Other agencies have resisted the effort, he said.

The Bush administration is not requiring agencies to drop their existing training programs, however, and officials say that the Gov Online Learning Center will complement many programs, while eliminating redundant efforts.

Free courses available on the new site include "Emotional Intelligence at Work," "Foundations of Grammar," "Management Skills for the Diverse Workforce," "Leading Through Change," and "MS Word 2000 Fundamentals."

Experts say TSP okay, despite market woes

Courtesy of **MilitaryReport.com**

Despite a significant dip in the stock market, financial planners are telling enrollees of the federal government's retirement Thrift Savings Plan to hold tight — unless you're about to retire.

It is suggested that retirees leave already invested money alone, and redirect new contributions to the two "safer" G and F bond funds.

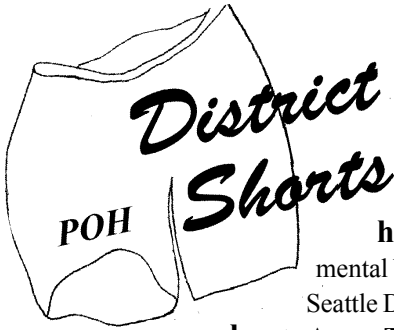
The first-ever open TSP season, which ran Nov. 15 through Jan. 31, netted a 10-percent enrollment of eligible service members, said Army Lt. Col. Tom Emswiler, executive director of the Armed Forces Tax Council.

The current open enrollment closed July 31. The next session runs from Oct. 15 through Dec. 31.

TSP has placed investment information, plan options, enrollment information, and a savings calculator on their Web site at <http://www.tsp.gov>.



Perseverance: *Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no hope at all. —Dale Carnegie*



Aloha means hello to Florence Nii, contracting division, who returns to POH as a part-time contract employee, after her retirement from from civil service last year. Welcome back, Flo! **Aloha means hello** to Cindy Barger, environmental branch, who joins POH from the Seattle District. **Aloha means good-bye** to Aaron Tashiro, EC-S, as he leaves POH to join POJ. **Aloha means good-bye** to Sherri Lee, HR,

who has accepted a position with the Navy. **Congratulations** to Derek Chow on his promotion to Senior Project Manager, GS-13, in PPM's civil and public works branch. **Congratulations** to Ronnie Kirkland, IR, for his selection as the Award of Merit winner in the Army Internal Review Award of Excellence Program. **Congratulations** to Lorayne "Nani" Bennett, hydraulic engineer in the civil works branch, on her marriage to David Shimabuku in a ceremony at Kamehameha Schools' Bishop Memorial Chapel on Sept. 21. David is a civil engineer in the private sector. **Congratulations** to Bob Inouye and Allyn Tabata on their selection as Deputy Resident Engineers for the Ft. Shafter and Schofield Barracks Resident Offices, respectively.

Lights... Camera ... Action!

Will someone please tell the airplanes taking off over Sand Island that it's "all quiet on the set?" A Referentia Systems, Inc. video crew, led by Larry Lieberman, is here using the harbor view of Honolulu as a segment backdrop for a video being prepared for the Honolulu District's Pacific Regional Visitor Center at Fort DeRussy. Michael W. Perry (center) demonstrates that he's the consummate professional as he pauses in his narration, without skipping a beat, every three minutes or so to let another plane go by. —*Photo by Alexander Kufel*



Commander's Comments

Continued from page 2

courses and believe it was time well spent. I am looking forward to participating in small-group discussions with you to share ideas and insights.

The remaining PMBP curriculum disks will be distributed as they are completed during the next year.

Included will be courses titled:

- "The Organization, Teams and Me"
- "Quality and the Project Delivery Team"

- "Working in the PDT"
- "Success, the PDT and Me"

I understand that you are all busy and that completing the courses takes a considerable amount of time. However, I urge you to make that commitment, because the long-term gain will definitely outweigh any short-term pain.

Completing the PMBP curriculum and applying the principles you learn in your daily work will move the District along the road to where we want and need to be for continued success. The time you devote to learning and implementing the PMBP curriculum will pay dividends in the future.

U.S. Army Engineer District, Honolulu
 ATTN: Public Affairs Office
 Building 230
 Fort Shafter, HI 96858-5440

Dreams: *Dreams come a size too big so that we can grow into them. —Josie Bisset*