KATUSA PROGRAM

2-1 ADA BN

“Let’s Go Together”

PREPARED BY
AGENDA

• Introduction to KOREA
• KATUSA PROGRAM
• ROKA Staff Office
• EUSA Reg. 600-2
• Difficulties
• Q & A
Introduction to Korea

- HISTORY
- TERRAIN
- DEFENSE
- LOCATION
- CLIMATE
Kochosun (The first Korean nation)
Three era (Koguryo, Paekje, Shilla)
United Shilla Dynasty
Koryo Dynasty (Origin of ‘Korea’)
Chosun Dynasty (End of Korean kingdoms)
Republic of Korea

- 1948 : ROK government establishment
- 1950 - 1953 : Korean war
- 1988 : Olympic games
- 2002 : World Cup
- 2005 : APEC Economic Leaders Meeting
LOCATION

- Latitude: N.L. 33° ~ e 43°
- Longitude: E.L. 124° ~ 132°

Time difference:
- L. A.: - 17 hours
- Washington: - 14 hours
- London: - 9 hours
Area : 222,154 km²
(South Korea : 98,190 km²)

Width (East ~ West) : 500 km

Length (South ~ North) : 1,000 km

Characteristics
  o Higher in the east
  o 3 sides face the sea (Peninsula)

CIA (The World Factbook)
## CLIMATE

- **4 seasons clearly divided (Monsoon)**
  - Summer: hot & humid
  - Winter: cold & dry

**Details**

<table>
<thead>
<tr>
<th>Season</th>
<th>Summer</th>
<th>Winter</th>
<th>Spring / Autumn</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Month</strong></td>
<td>Jun - Aug</td>
<td>Dec - Feb</td>
<td>Mar - May / Sep - Nov</td>
</tr>
<tr>
<td><strong>Average Temp.</strong></td>
<td>79°F</td>
<td>27°F</td>
<td>52°F</td>
</tr>
<tr>
<td><strong>Average Precip.</strong></td>
<td>765mm</td>
<td>90mm</td>
<td>240mm</td>
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- **Defense status (’02)**

  - **Personnel**

    | Region | Total  | Army   | Navy  | Air Force | Reserve | Remark       |
    |--------|--------|--------|-------|-----------|---------|--------------|
    | South  | 3,070,000 | 560,000 | 70,000 | 60,000    | 2,380,000 | N. K : S. K = 25 : 1 |
    | North  | 7,700,000 | 1,000,000 | 50,000 | 100,000   | 6,550,000 |              |

  - **Equipment**

    | Region | Tank | Cannon | Battleship | Submarine | Plane | Remark       |
    |--------|------|--------|------------|-----------|-------|--------------|
    | South  | 4,400 | 4,800  | 220        | 7         | 1360  | N. K : S. K = 1.8 : 1 |
    | North  | 6,070 | 11,200 | 770        | 50        | 1670  |              |

- **Defense Cost : $11.5 billion (3.2% of GNP)**

- **Army recruiting system : Draft system (24 months)**
• Origin
  o Initiated in July 1950 by an informal agreement between ROK President Lee Seung Man and General McArthur.
  o It was originally to augment US forces during the early stages of the “Korean War”.

• Selection
  o Until 1982, the KATUSAs were selected from either the Army basic military training center or cadres of ROKA units.
  o From 1982, all of the KATUSAs were selected from civilian volunteers, and then from 1987, 50% from civilian volunteers.
Korean Augmentatio n To the United States Army
MISSION

TO AUGMENT EIGHTH U.S. ARMY WITH ROKA SOLDIERS IN ORDER TO INCREASE THE ROK/U.S. COMBINED DEFENSE CAPABILITY ON THE KOREAN PENINSULA

EUSA Reg. 600-2

The KATUSAs were among the finest troops....

They were indefatigable, disciplined, and quick to learn.  -Colin L. Powell-

From his memoir “My American Journey.”
MISSION

Although the United States Army has shared close professional working relationships with many other countries’ armed forces personnel, none come close to equaling the scope and unique relationship engendered within the KATUSA Program.

There is a definite value to having the KATUSA Program. Without it the liaison functions between the US and ROK forces would have to be augmented in some other way. Readiness could be affected in a negative way. The value of the KATUSA Program is primarily in the liaison function that the great young men serving their country bring to readiness and the upgrade to the defense posture that has successfully continued to deter aggression for over 50 years now.

LTG Campbell, Charles C.
KATUSA is not a US soldier but a ROKA soldier.

KATUSA is a group of ROK Army soldiers under the US chain of command.

KATUSA is controlled by the US Army except management on personnel and administration affairs that are controlled by ROKA Staff NCO based on EUSA Reg. 600-2.

KATUSA is drafted soldiers who are paid the same as the ROKA soldiers.

The overall regulations for the KATUSA system is stated in EUSA Reg. 600-2 that is jointly signed by ROKA and EUSA.
KATUSAs make up for 20% of total 8th U.S. Army manpower in Korea and approximately 4,800 KATUSAs are serving side-by-side with US soldiers

Increase US & ROK combined defense capability and combat readiness on the Korean Peninsula

Symbolize US & ROK friendship and mutual support system

Provide job continuity in the U.S. Army
• All KATUSA soldiers volunteered.

• KATUSA soldiers have completed high level of education.
  - 100% of KATUSA soldiers have or are close to receiving their college degrees (in 2-1 ADA BN)
  - 10% of KATUSA soldiers have lived in English-speaking countries (3 KATUSAs in 2-1 ADA BN)

• Former KATUSA soldiers serve in important positions throughout society.
ASSIGN PROCESS

Selection from Civilian Candidates scoring 700 points or higher on TOEIC Test

ROKA Basic Military Training (5Weeks)
In Basic Training Center

KATUSA Training Academy (3Weeks)
In Cp. Jackson

Unit Assignment
**PROMOTION & PAY**

- **System**
  - Chronological Promotion

- **Authority**
  - Cdr. ROKA Support Group

- **Basis**
  - ROKA Promotion Policy

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*US ARMY E5 MAKES ABOUT $55 PER DAY*
Leave, Pass & Holiday

- **Leave**: follow the ROKA regulations
  - Ordinary: 3 times, total of 30 days (PFC, CPL, SGT)
  - Reward: 10 days max
  - Compassionate: 20 days max (Death, Marriage, etc)

  # Leave period is negotiable with U.S. Command but ultimate authority is with the ROKA staff.
  (U.S. Commander can request to change leave periods for operational purposes.)

- **Pass**
  - In the same way as US Army personnel

  # The main authority of pass is with U.S. command but ROKA staff can limit pass
KATUSA DISCIPLINE

- **Award**
  - KATUSAs can receive awards from the US Army according to the same standards as other US soldiers.
  - KATUSAs can receive awards when they are considered an outstanding soldier from both ROK & US Army.

- **Punishment**
  - Punishment may be suggested by the US commanders, but the final decisions & executions are determined by the ROK Army.
    - Confinement in jail
    - Restriction on leave
    - Disciplinary training
• ORGANIZATION
• AUTHORITY
• SENIOR KATUSA
• KATUSA Management
• ROKA Directed Training
• English Language Training (ELT)
• US/ROK FRIENDSHIP ACTIVITY
ORGANIZATION (Cont.)

• DISTRIBUTION MAP

AREA I
18 CAMPS
32 ROKA STAFF OFFICES

AREA III
4 CAMPS
12 ROKA STAFF OFFICES

TOTAL
• 32 CAMPS
• 5 REGIONAL ROKA SG
• 88 ROKA STAFF OFFICES
• 59 DETACHMENT OFFICES

AREA I
1 CAMP
1 ROKA STAFF OFFICE

AREA II
6 CAMPS
28 ROKA STAFF OFFICER

AREA IV
3 CAMPS
15 ROKA STAFF OFFICES

JSA

Area I
Area II
Area III
Area IV

AREA II

AREA IV

JSA
Mission

- Advice for KATUSA management
- US / ROK liaison work
- Report the status of KATUSAs
- Coordinate with US sections

Duty

- Assist ROKA Staff Officer / NCO
- Unit KATUSA soldier EOR
- Senior KATUSA is not a member
Except for FTX or training period, if there is a request from ROKA staff for counseling soldier, PLT should provide the soldier:

- Education
- Humanity / Personality
- Accident Prevention
ROKA Directed Training

- Time: 0900 - 1130, every Wednesday
  *Mandatory

  - Delivery of Instructions & Orders from ROKA
  - Significance of US / ROK Combined Defense System
  - Ideology Education (North Korea)
  - Accident Prevention Class (Suicide, Driving)
  - Cultural Activity
  - ROKA Regulation / Law and Military

(EUSA Reg 600-2 Para 5-5)
English Training

- **Time**: 1300-1700, every Wednesday
- **Standard**: This training is implemented to provide English language skill, so that KATUSA soldiers can fight effectively as part of the U.S. Army team. (Ref. EUSA Reg 600-2 Para 5-6. d.)
- **12 hours of informal training a month in each unit.**
  - At this training, Guest instructors in U.S. Army can give a class
  - TOFEL (Test Of English as a Foreign Language).
  - TOEIC (Test Of English for International Communication).
  - Using Educational Aids (Slides, Movies, Handouts, Tapes)
US/ROK Friendship Activity

- **Personal / Group activity**
  - Inviting US personnel to Korean Homes
  - Group Touring Events (historic places, tourist resorts, industrial facilities)

- **KATUSA and U.S. Soldier Friendship Week (1st Week of May)**
  - Purpose: Promote friendship between ROK & US
  - Contents: Group tour, Sports games, Celebration party
  - U.S. Army takes charge of Friendship Week supported by ROKA staff.

- **Han-gul Class**
  - Purpose: Better understanding about Korean culture
  - Basic principles of Han-gul, Practical use, Introduction of Korean culture
EUSA Reg. 600-2

(The unique legal basis)

• PERSONNEL MANAGEMENT
• PERSONNEL SERVICES
• LOGISTICAL MANAGEMENT

[ https://www-eusa-4.korea.army.mil/Eusaprm/regulation ]
Difficulties

• Insufficient English Proficiency
• Promotion in rank structure
• Absence of MOS training
• Cultural Differences
• Take interest in ROKA directed English classes
  - Need for qualified instructors / organization of classes according to level
  - Assign teaching time and provide motivation
  - Activate more U.S & KATUSA combined physical Activity
• Recognition of rank despite different promotion systems
  - Assignment of duties appropriate to rank and stabilization of atmosphere of mutual respect
  - Inform U.S. soldiers of the different promotion system
  - KATUSAs are admitted to NCO regardless of WLC fulfillment after get CPL
  - In case of conduct out of line and disrespectful of rank take strong measure such as consulting the EO advisor

Disregard for promotion system is negligence of order
MOS TRAINING

- Need for reassessed MOS Training standards
  - KATUSAs receive no MOS Training prior to assignment
  - Analyze required MOS training for authorized job
  - Strengthen required MOS training in performing duty
  - Need for JOB BOOK for each position / OJT thoroughness
  - Alternative employment of expertised civilian manpower in special areas

Limited mission accomplishment of specialized duties due to insufficient MOS training remains a risk
Culture Difference

- Insufficient education on culture and program
  - Extensive Newcomers’ Brief on culture and general Korean habits necessary
  - Enforce basic courtesy education on barracks’ life
  - Strengthen education concerning the KATUSA program and EO
  - Regular talks between ROK-US needed to facilitate adjustment to Army life and resolve conflicts

Lack of understanding and respect for both cultures
MISUNDERSTANDABLE KOREAN CULTURE
Koreans tend to stand close together when they talk or walk and they might act pushy in public.

The misunderstanding arises because Koreans don’t realize well they are invading the personal space of others. Koreans think this is evitable and tend to think It’s O.K unless the contact hurts.
When Koreans offer you something, if you say, "No thank you.”, they won’t be likely to give up that easily because they may think you’re just being
It is quite normal for Koreans to ask someone his or her age, marital status, or similar questions to become more familiar with each other. However, most foreigners would consider this impolite. Koreans are generally very curious about people from other countries.
Koreans often laugh or giggle out of embarrassment when they feel sorry for their mistakes instead of acting seriously apologetic. This is often misunderstood by Americans who usually expect a person to look contrite.
Koreans, traditionally hold a visitor in high esteem. It is considered appropriate that the treatment of visitors shows the politeness of the host. For example, it is very
Americans are shocked when they see Koreans walking holding hands or dancing with the same sex. To Americans these actions are considered to be homosexual. However, in Korea, it simply shows good friendship and
American parents get a little nervous when strangers touch or hug their children. You should not be frightened by this behavior in Korea, because it’s simply a way of showing that your child is cute.
Koreans are considered 1 year old when they are born and become 2 years old when the birth year ends. Normally, Koreans are one or two years older than Americans even though their birthdays may be on the same date.
MISUNDERSTANDABLE AMERICAN CULTURE
Koreans use their index finger only when beckoning animals, not to call a person.

Koreans are offended when they are beckoned in this manner although it is a common gesture used in America to ask someone to come closer.

In Korea, you should instead use an open palm to gesture in another person’s direction.
LISTEN TO LOUD MUSIC, ESPECIALLY IN BARRACKS

This behavior may result from the right that lies at the heart of the American Constitution: freedom. It seems to be common for U.S soldiers to listen to music at high volume. In Korea, loud music is confined to clubs. Even private homes are very conservative with regard to the volume of music, for they are quite conscious of their neighbor’s feeling and their own family’s image with
Americans are used to shoes inside a home, but in Korea shoes are never worn in the home, restaurants where patrons sit on the floor, Korean motels and even in some offices. In offices and motels, slippers are provided instead.
Sometimes Koreans complain that Americans are finicky about what they eat. Korean food features a huge variety of dishes. Even what some Americans have come to refer to as the "infamous Kimchi" comes in hundreds of variations. While Koreans do eat some things that seem strange to an American’s way of thinking, visitors may be pleasantly surprised if they just taste some of the novel dishes available in Korea.
Americans and Koreans like to give the impression that they are competent and in control of things. Americans do it with an air of relaxation and a sense of humor; Koreans by a sense of alertness and quick activity. Koreans may feel that Americans are “not serious” about their work, Americans may think that Korean workers are too “upright”
Why KATUSAs need to go on pass so often?

1. KATUSAs are not career soldiers. So, we need to keep in touch with social activities to prepare for civilian life after our ETS.

2. Most KATUSA soldiers are supported by their parents, because KATUSA soldiers have low monthly wages.

3. Going on pass doesn't only mean going home always. If we don't have a pass form, curfew hours are still 2200 although it’s a weekend.
1. We all have graduated from same basic training camp and have similar backgrounds and environment.

2. Junior KATUSAs are charged by senior KATUSAs for about 3 week in order to adapt to the new circumstances.

3. It is comfortable and easier to communicate in Korean than in English. The reason why U.S. soldiers go together.

4. But KATUSAs are also eager to make friends and have good relationship with U.S soldiers.
1. This is a way of showing discipline in the ROK Army and that he is no longer a civilian but a soldier. If he is a ROK Army soldier, he should be looks tensed much more.

2. Not because of the pressure from a senior KATUSA but because new soldiers lock up by themselves.

3. The rank systems of the U.S Army and ROKA are different. KATUSA soldiers are regulated to show respect to their seniors even though they are not NCOs or above.

4. All forms of abuse and harassment have stopped, but minimum punishing procedures remain to maintain discipline and order. (counseling, revoke pass)
Why KATUSAs do not take initiative?

1. ROK soldiers are accustomed to following instructions from supervisors. This attitude needs to be changed.

2. Korean culture is based upon Confucianism. According to Confucianism, “Speech is silver, Silence is golden”/ This old saying is not always true but that saying is still in our minds.

3. Sometimes it’s because of a language problem.

4. Some KATUSAs can’t express what they really want to say.
SUMMARY

• Introduction to Korea
• KATUSA Program
• ROKA Staff Officer
• EUSA Reg. 600-2
• Difficulties
• FAQ
• 2-1 ADA BN ROKA STAFF OFFICER
  PV2 LEE, KYOO SUNG
  - DSN : 765-7250
  - E-mail : kyoosung.lee@korea.army.mil

• 2-1 ADA BN Senior KATUSA
  SGT Kim, Ji Soo
  - DSN : 764-4611
  - E-mail : darkness.kim@korea.army.mil
WE GO TOGETHER

- Strengthened Combat Power
- Stronger ROK-U.S alliance Based on Mutual Respect and Understanding
- Continuous Bilateral Endeavors for Prosperity
- Supporters of U.S Army After ETS
THE END
THANK YOU