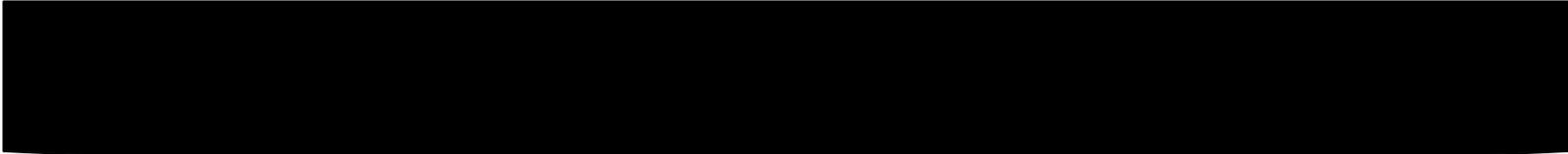


VAN FLEET ROOM

BRIEFER



501<sup>st</sup> MI CDR    1<sup>st</sup> SIG CDR    8<sup>th</sup> MP CDR    2ID CG    8<sup>th</sup> Army CSM    8<sup>th</sup> Army CofS    KORO Director    G1    18<sup>th</sup> MED CDR    USATC-K CDR

			501 <sup>st</sup> MI CSM	1 <sup>st</sup> SIG CSM	8 <sup>th</sup> MP CSM	2ID CSM	G1 Dep	KORO CSM	18 <sup>th</sup> MED CSM	USATC-K CSM				
Area I	Area II	Spouse	Spouse	Spouse	Spouse	Spouse	G1	G1	G1	G1	18 <sup>th</sup> MED	18 <sup>th</sup> MED	18 <sup>th</sup> MED	Dental
Area III	Area IV	G2	G9	G4	G3	G3	G1	PAO	KORO	KORO	KORO	KORO	KORO	KORO
DHRM	DHRM	CHRA	CHRA	DoDDS	ENGR	ENGR	G1	IG	G8	G8	175 <sup>th</sup> FMC	BOSS	DECA	AAFES
		Chaplain	Surgeon	CCK	PM	SGS	USO	SOFA	RSO	EEO	EO	G6		



Eight United States Army



**Well-Being Council of Colonels Meeting**

Red = OPR  
Blue = CDRs  
Green = CSMs

3 March 2006



# Agenda

<b>1300</b>	<b>1305</b>	<b>Opening Remarks</b>	<b>8<sup>th</sup> Army CofS</b>
<b>1305</b>	<b>1330</b>	<b>Well-Being Overview</b>	<b>ACofS G1</b>
<b>1330</b>	<b>1430</b>	<b>Eighth Army W-B Issues</b>	
		<b><u>2.3.3 Dental Services Support</u></b>	<b>618<sup>th</sup> DENTAL</b>
		<b><u>2.3.3.1 OCONUS Retiree Dental Care</u></b>	<b>618<sup>th</sup> DENTAL</b>
		<b><u>3.7.4.1 OCONUS Retiree &amp; Widow Postal Support</u></b>	<b>ACofS G1</b>
		<b><u>3.7.4.3 Command Sponsorship</u></b>	<b>ACofS G1</b>
		<b><u>2.4.1.1 Housing for Increased Families</u></b>	<b>KORO</b>
		<b><u>3.5.1.4 DoDDS for Increased Families</u></b>	<b>KORO</b>
		<b><u>4.6.1.2 Family Member Employment</u></b>	<b>CHRA</b>
<b>1430</b>	<b>1455</b>	<b>AFRAC Update</b>	<b>AFRAC</b>
<b>1455</b>	<b>1500</b>	<b>Closing Remarks</b>	<b>8<sup>th</sup> Army CofS</b>



# Opening Remarks

**CofS**  
***Eighth United States Army***





# Overview



# Korea W-B



- **Constituent Level**

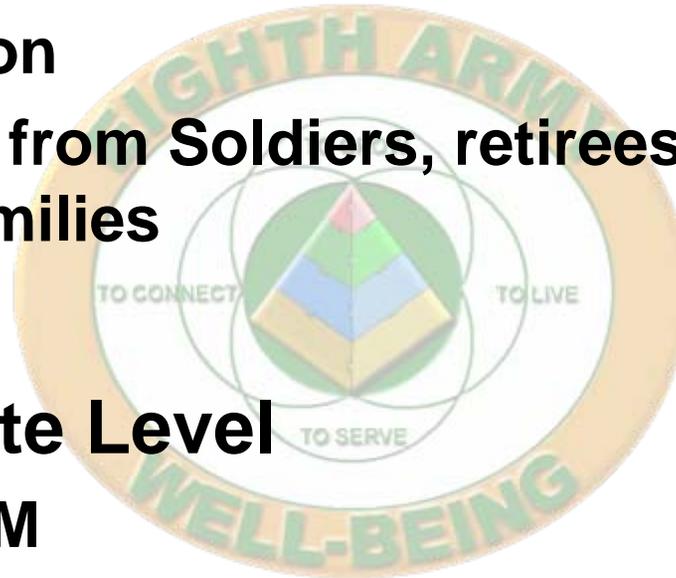


- Garrison
- Issues from Soldiers, retirees, civilians, and families

- **Corporate Level**

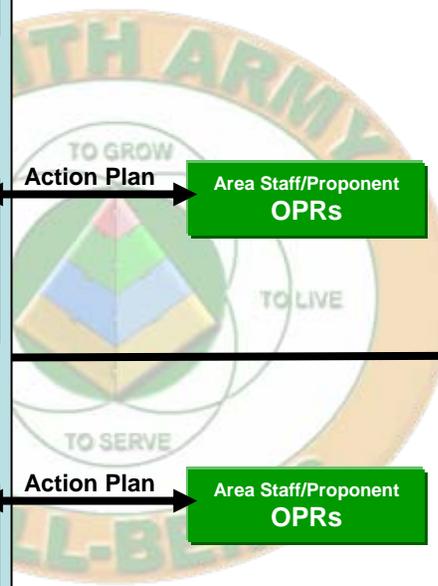
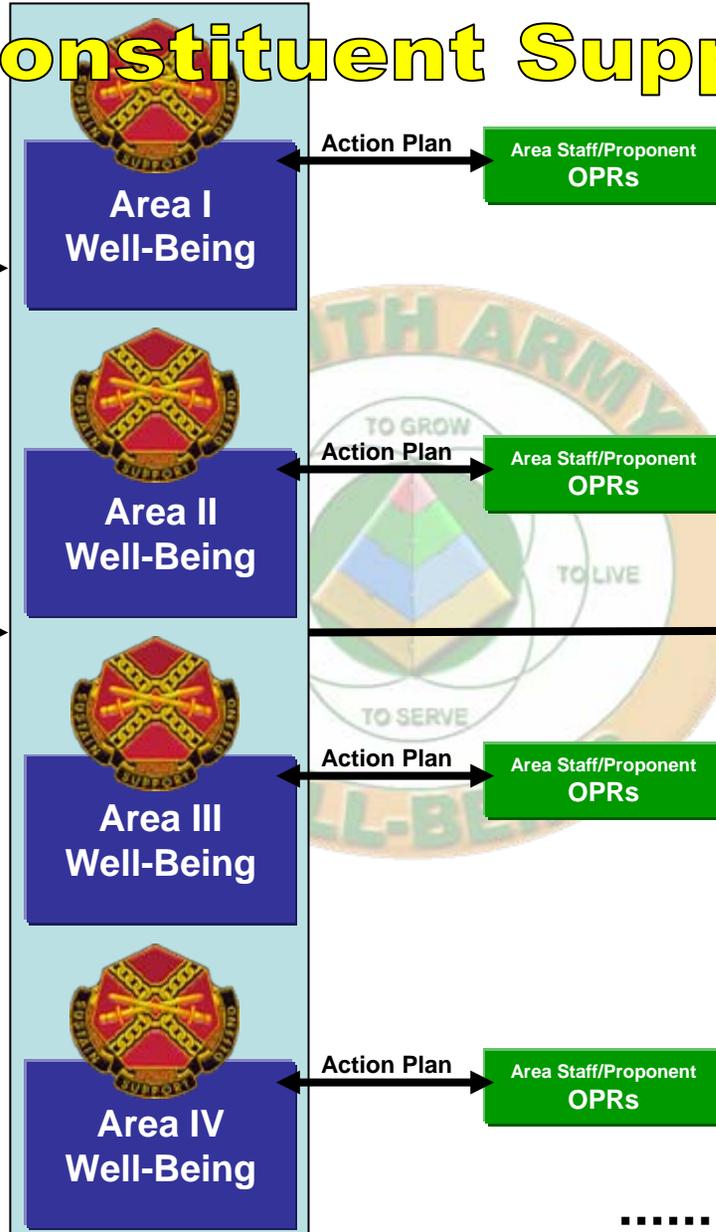
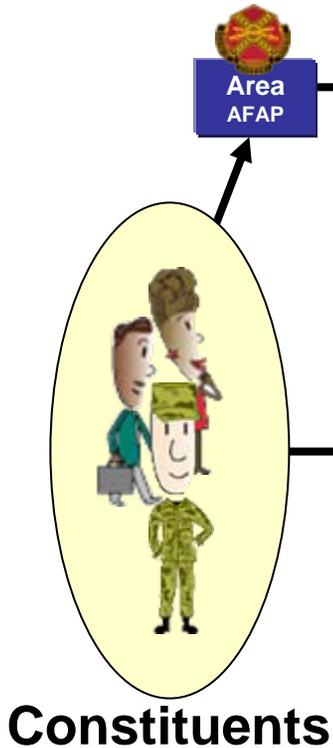


- MACOM
- Issues from MSC Commanders





# Area W-B Structure Constituent Support



..... = Coordination      —————> = Issues Flow



# MACOM W-B Purpose



- **Serves As The MACOM Steering Committee or “Clearinghouse” Ensuring W-B Programs, Initiatives & Resources Meet The Needs Of The Community**
- **Takes Action On Issues That Can Be Resolved Within Established Resourcing & Regulation Authority of 8<sup>th</sup> Army**
- **Addresses Outstanding Issues Or Concerns That Require A Change In Resourcing Or Attention**
- **Makes Recommendations To The CG, 8<sup>th</sup> Army**



## MACOM W-B

# Responsibilities



**CG: Chair of the General Officer Steering Council**

**CofS: Chair of the Council of Colonels**

**ACofS, G-1: Executive Agent (scheduling & hosting)**  
**Integration of Well-Being programs**  
**Operation of Well-Being programs**  
**Conduct of meetings**

**KORO: Establish Area Well-Being Councils**

**Voting Members: Vote on Plan of Action**  
**Determine Responsibility**  
**Recommend Resource Allocation**

**Non-Voting Members: Subject Matter Experts**  
**Assist Voting Members**

**Commanders/Supervisors: Identify Issues**  
**Encourage program use**  
**Strive to improve**

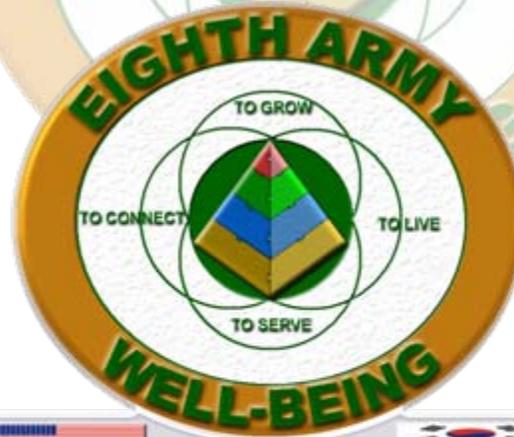


# MACOM W-B Administration



- Chaired By The 8th Army CG
- Meets Semi-Annually
- Approves CoC Actions
- Provides Guidance & Direction

**General Officer Steering Council**



- Chaired By The 8th Army CofS
- Meets Quarterly
- Works The Details
- Coordinates Staff/MSA Efforts

**Council of Colonels**

## Responsibilities

CG: Chair of the General Officer Steering Council

CofS: Chair of the Council of Colonels

ACofS, G-1: Executive Agent (scheduling & hosting)  
Integration of Well-Being programs  
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Conduct of meetings

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Assist Voting Members

Commanders/Supervisors: Identify Issues  
Encourage program use  
Strive to improve



# MACOM W-B

## Council Tasks



- **MACOM W-B Process Oversight**
- **Identify Requirements to Support W-B**
- **Establishing, Modifying, & Validating Standards**
- **Monitoring & Reporting Of Implementation Plan Progress & The Status Of Performance Measures**
- **Monitoring & Reporting W-B Readiness**
- **Prioritizing Resources**
- **Creating Strategies**

**Responsible to 8th Army leadership for recommending strategies, policies, plans & programs which adhere to the Army Well-Being philosophy:**

★ **To Serve**

★ **To Live**

★ **To Connect**

★ **To Grow**



# MACOM W-B Structure



## Corporate Support



**Focus to support MSC  
Commanders... issues  
identified.**

- Corporate/Voting members are MSC Commanders & CSMs (or Their Designated Representatives)
- Members are:
  - Eighth Army CoS
  - Eighth Army CSM
  - 2ID
  - 19<sup>th</sup> SC(E)
  - KORO
  - 1<sup>st</sup> SIG
  - 8<sup>th</sup> MP
  - 18<sup>th</sup> MEDCOM
  - 35<sup>th</sup> ADA
  - 501<sup>st</sup> MI
  - USATC-K



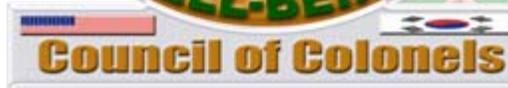
# MACOM W-B Structure



## Corporate Support



Issues are forwarded to the Council of Colonels



### FEEDBACK

- Function Specific
- Senior Commanders & Staff Assessment
- Performance & Importance Ratings For All Functions By Goal
- Prioritization Of Services Based On Unit Mission Support
- Organizational Specific Needs
- Issue ID Specific To Organizations

IMPORTANCE						Priority (1-5)	Goal 4 Enrich Personal Life	PERFORMANCE						
Most	Very	Generally	Somewhat	Not	Outstanding			Very Good	Satisfactory	Not Very Good	Poor			
							<b>4.1 Citizenship</b>							
							4.1.1 Religious Programs							
							4.1.2 Voting Assistance							
							4.1.3 Community Involvement							
							<b>4.2 Financial Readiness</b>							
							4.2.1 Personal Financial Management							
							4.2.2 Financial Training							
							<b>4.5 Educational Assistance</b>							
							4.5.1 Family member Continuing							
							4.5.2 Libraries							
							<b>4.6 Family Member Employment</b>							
							4.6.1 Spouse Employment (Public)							
							4.6.2 Spouse Employment (Private)							
							<b>4.7 Recreation</b>							
							4.7.1 Community Recreation							
							4.7.2 Sports and Fitness							
							4.7.3 Armed Forces Recreation Centers							
							4.7.4 Pet Services							
Organizational Level & Position														
Company								Division						
Battalion								Army						
Brigade								Other						
Comments/Recommendations (Required if NOT IMPORTANT, NOT VERY GOOD or POOR blocks checked):														

..... = Coordination      —————> = Issues Flow



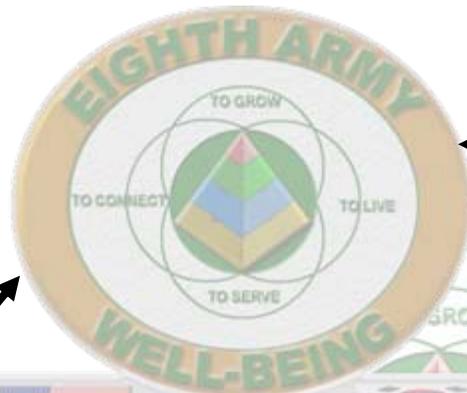
# MACOM W-B Structure

## Corporate Support



8<sup>th</sup> Army Staff/MSO  
**OPRs**

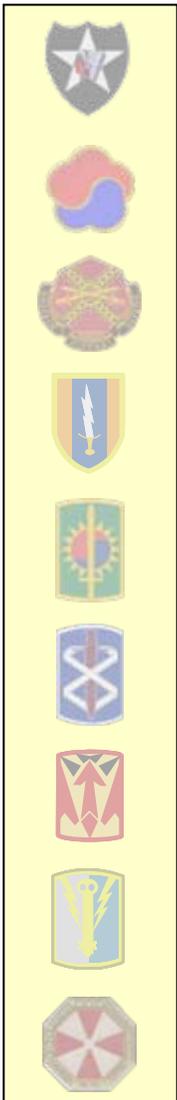
Action Plan



Council of Colonels

- OPRs/Issue Managers/SMEs Represent the W-B Functions & Assist Council as Required.
- Representatives are: G1, G3, G4, G8, G9, ENG, EO, EEO, Provost Marshall, Command Chaplain, Boss, SJA, IG, AAFES, DECA, DoDDS & Selected Senior Spouses

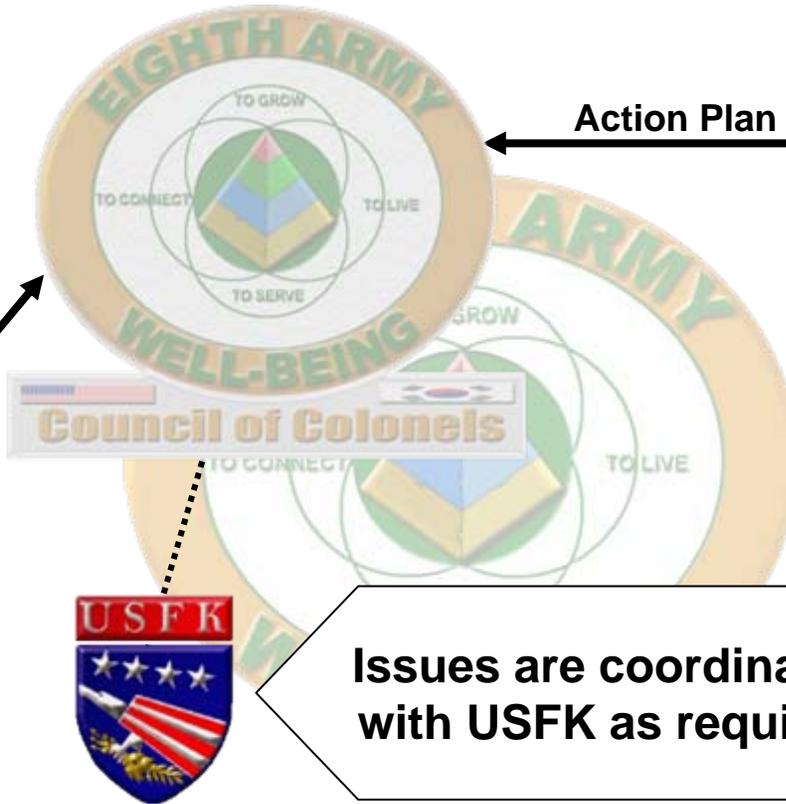
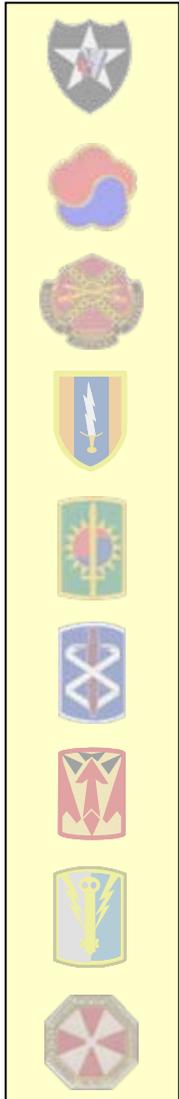
Managers are tasked for an issue action plan & brief back to the CoC





# MACOM W-B Structure

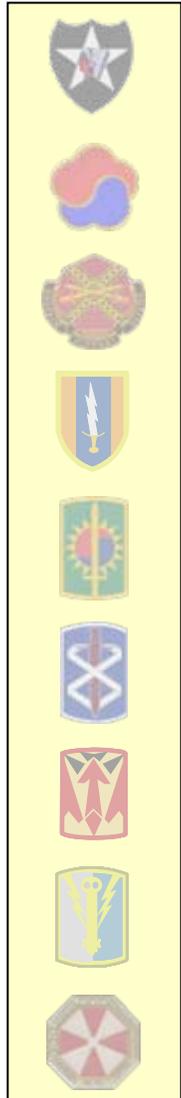
## Corporate Support





# MACOM W-B Structure

## Corporate Support



8th Army Staff/MSO  
OPRs

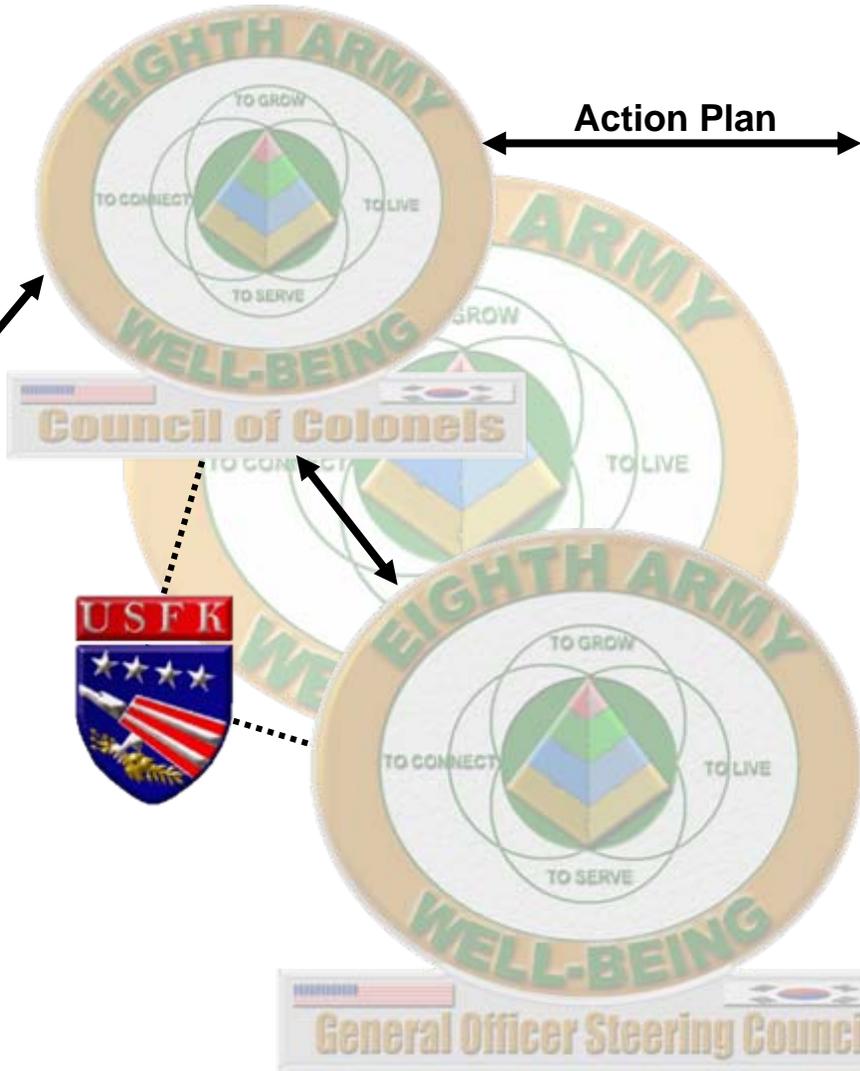
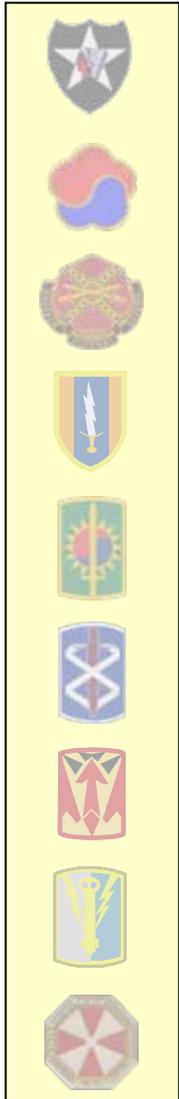
Progress is briefed to the GOSC for final disposition & guidance

..... = Coordination    —————> = Issues Flow



# MACOM W-B Structure

## Corporate Support



8th Army Staff/MSC  
OPRs

MACOM issues  
are forwarded to  
DA as required



- DA Staff
- DA Proponent
- DA W-B CoC
- DA W-B GOSC

..... = Coordination      —————> = Issues Flow

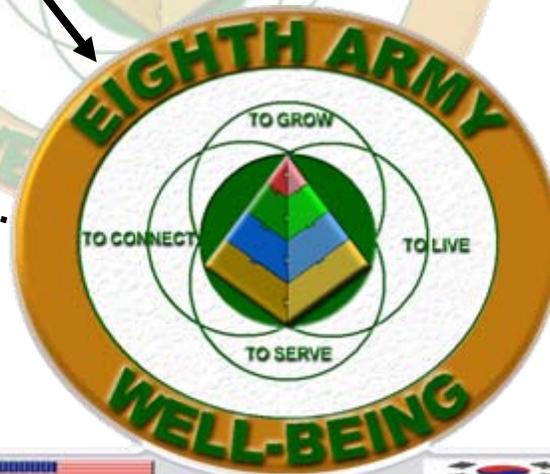


# MACOM W-B Structure

## Corporate Support



Action Plan



- DA Staff
- DA Proponent
- DA W-B CoC
- DA W-B GOSC



..... = Coordination      —————> = Issues Flow



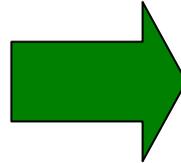
# Six-Step W-B Issue Process



## 1. Identification

*Nominated by*

- MSCs
- Proponents
- Leadership



## 2. Screening

*ACofS G1 validates the issue:*

- Is it already a W-B issue?
- Identification of MACOM issue Manager.
- What should be done to move it forward?

## 4. Validating

*The issue Manager identifies:*

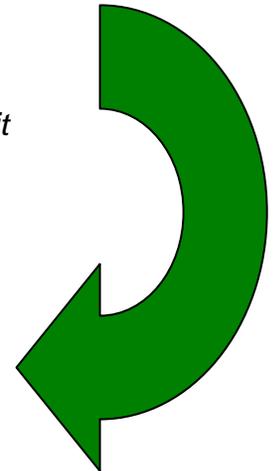
- Validates the issue.
- How (ways) the issue can be resolved.
- What is required (means) to resolve the issue.
- Prepares recommendations for the CoC.



## 3. Packaging

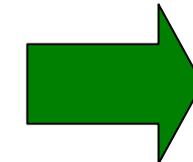
*ACofS G1 provides the issue Manager with issue objectives (ends):*

- Issue Identification
- Discussion
- End state



## 5. Prioritizing & Recommending

*Council of Colonels  
Recommends action and directs resources*



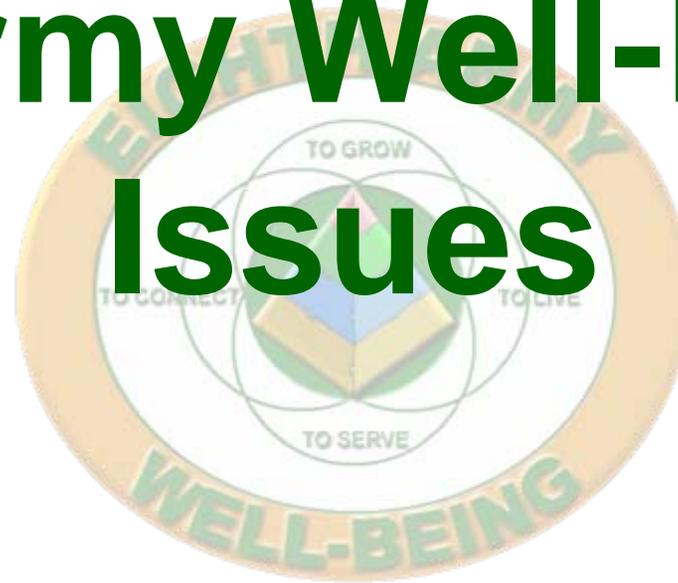
## 6. Deciding

*GOSC considers CoC recommendations, provides guidance, and validates actions*





# 8<sup>th</sup> Army Well-Being Issues





# Dental Services Support

**Issue.** There is insufficient dental care for non active-duty beneficiaries. The staffing of personnel is based on the active-duty population rather than the USFK population.

**Origin.** Eighth Army AFAP Conference - 13-14 MAY 02

**End State.** Provide eligible personnel with required dental treatment equaling or exceeding professional benchmarks.

## Status.

### **A** ➤ History:

- 23 JAN 04 – CofS directed “18<sup>th</sup> MEDCOM will be provided additional authorizations”
- 30 APR 04 – CofS directed “18<sup>th</sup> MEDCOM work with RM and G3 concerning 12 additional KN positions”
- 12 JUL 04 – 18<sup>th</sup> MEDCOM decreased 12 KGS authorizations to 3
- 29 OCT 04 – CofS directed “3 additional personnel be moved to support dental...”
- ✓ Only 1 Benefit Advisor has been hired (Area II) (Funded by 18<sup>th</sup> MEDCOM)
- ✓ Hiring 2 more (1 ea Area III & IV) will facilitate the use of TDP
- **STAFF RECOMMENDATION: Finalize KGS transfer as positions are required.**

**Resource Impact.** None.

**1180 Off-Post Visits (94 in 06) & Overall Satisfaction = 94.7% Positive**

**G**reen – On track & achieves the intended purpose

**A**mbler – On track with some difficulties & marginally achieves the intended purpose

**R**ed – Does not achieve the intended purpose

**B**lack – Does not achieve the intended purpose, significant problems in most areas



# OCONUS Retiree Dental Care

**Issue.** Retirees are unable to receive routine dental services at overseas military installations. Federally sponsored dental insurance is not available outside of U.S. and its territories and possessions. Retirees and families therefore, must absorb 100% of the dental cost.

**Origin.** Eighth Army AFAP Conference – 26-28 APR 04

**End State.** Expand TRICARE Retiree Dental Plan (TRDP) to overseas locations.

## Status.

**R**

- 16 NOV 04 Accepted into the DA AFAP
- Federal Services division of Delta Dental Plan of California administers the TRDP - offered in 50 United States, District of Columbia, Puerto Rico, Guam, U.S. Virgin Islands, American Samoa, the Commonwealth of the Northern Mariana Islands and Canada.
- Korea has approx. 1,500 retirees w/ 70% serving in GS or contractor positions
- The current TRDP contract goes until 2008. The contract re-compete process (the time when things can be changed or added) will begin in 2007.
- TMA is the DOD venue for requesting changes - input can be provided any time
- Dental Command is coordinating with OTSG (COL Moss, David) for a way-ahead.
- OTSG Bottom Line: There is nothing we can do before the re-compete period. Nothing will change until the new contract begins.
- **STAFF RECOMMENDATION: CG memo to OTSG &/or Delta Dental**

**Resource Impact.** UNK

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# OCONUS Retiree Widow Postal Support

**Issue.** The 16 oz. MPS restriction placed on OCONUS military retirees and widows causes undue hardship and does not demonstrate the Army's commitment to life-long support for faithful service. The last decision was based on flawed data, therefore the restriction should be lifted.

**Origin.** RSO – DEC 05

**End State.** Provide OCONUS military retirees and widows, use of the MPS, up to 5 pounds.

## Status.

- R** ➤ There are roughly 1,500 retirees and 200 widows from all services in Korea.
- Approximately 70% employed in GS or contractor positions – auth full MPS services.
- There are an estimated 510 retirees and widows impacted by this policy in Korea.
- An increase in postal mailing volumes is not expected.
- GEN Bell (as CDR USAREUR) sent a memo to the DA G1 requesting an increase to the weight restriction on overseas retiree mail to 5 pounds on 26 OCT 05.
- 8<sup>th</sup> Army G1 is drafting a memorandum for the CG to DA G1 requesting the same increase.
- **STAFF RECOMMENDATION:** CG letter to DA G1 modeled after USAREUR letter.

**Resource Impact.** Up to \$265,200 annually for Korea (USFK-wide)

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# Command Sponsorship

**Issue.** Increase Korea Command Sponsored Positions (CSP) to 3,000 Army Positions

**Origin.** Eighth Army AFAP Conference – 13-14 MAY 02.

**End State.** 3,000 total Army Command Sponsored Positions (CSP) in Korea.

## Status.

- A** ➤ CG memo to VCSA (24 FEB 06) - Korea plan to increase the Command Sponsored authorizations to 3,000 (Army) and assistance to change the Korea assignment policy to 3-years accompanied/1-year unaccompanied.
- Implementation tied to AFH or NLT FY10.
  - Current projections are for 1,962 housing units no earlier than FY08, and culminating with 3,074 units no earlier than FY09.
  - Future assignment policy will be used as the basis for both housing and support facility requirements in the theater and installation master plans.
  - **Do we authorize CSP to E-5 and below?**
  - **STAFF RECOMMENDATION: E-5s allocated CSPs.**

**Resource Impact.** TBD.



# Housing for Increased Families

**Issue.** Build-To-Lease – supports plan to increase in Army accompanied tours in Korea

**Origin.** Eighth Army AFAP Conference – 26-28 APR 04

**End State.** A total of **3,074** AFH units (**2,430** BTL) Korea-wide at end-state.

## Status.

- A** ➤ Requires Camp Humphreys site development; restoration of KORO AFHO funding FY08-13; and adjustment of high lease cap policy
- Plan to increase the Command Sponsored discussed in CG memo to VCSA (24 FEB 06) is tied directly to the construction of AFH and depends on Military Construction, Army (MCA) and Build-to-Lease programming, funding, and execution.
- Waiting for VCSA response.
- **STAFF RECOMMENDATION:**  
Continue funding strategy for BTL.

**Resource Impact.** AFHO funding cuts will result in AFH BTL unit reductions unless restored

Installation	Units	Occupancy
Walker	180	2008
Humphreys	270	2008
Walker	180	2009
Humphreys	990	2009
Humphreys	810	2010

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# DoDDS for Increased Families

**Issue.** The number of families in Korea is increasing and DoDDS must increase its ability to continue support all families.

**Origin.** ACofS G1

**End State.** There is sufficient DoDDS facilities and teachers space to support 3,000 Army families Korea-wide at re-stationing end-state.

## Status.

- A**
- Humphreys Hub: Plan to construct 2 Elementary Schools, 1 Middle School, & 1 High School
  - Daegu Master Plan efforts will start this year and complete in the fall. Tentatively plan is to build a new High School at Walker and convert the Camp George school to a K to 8 school.
  - **STAFF RECOMMENDATION: Continue funding strategy.**

## Student Enrollment

Schools	FY06	FY11
Yongsan	2450	0
Humphreys	309 <sup>note1</sup>	3720
Walker/Carroll	674 <sup>note2</sup>	1503
Hialeah	96 <sup>note3</sup>	0
<p><i>Note 1: 99 Students bused to Osan</i>  <i>Note 2: No school @ Carroll</i>  <i>Note 3: Closes June 2006</i></p>		

**Resource Impact.** TBD



# Family Member Employment

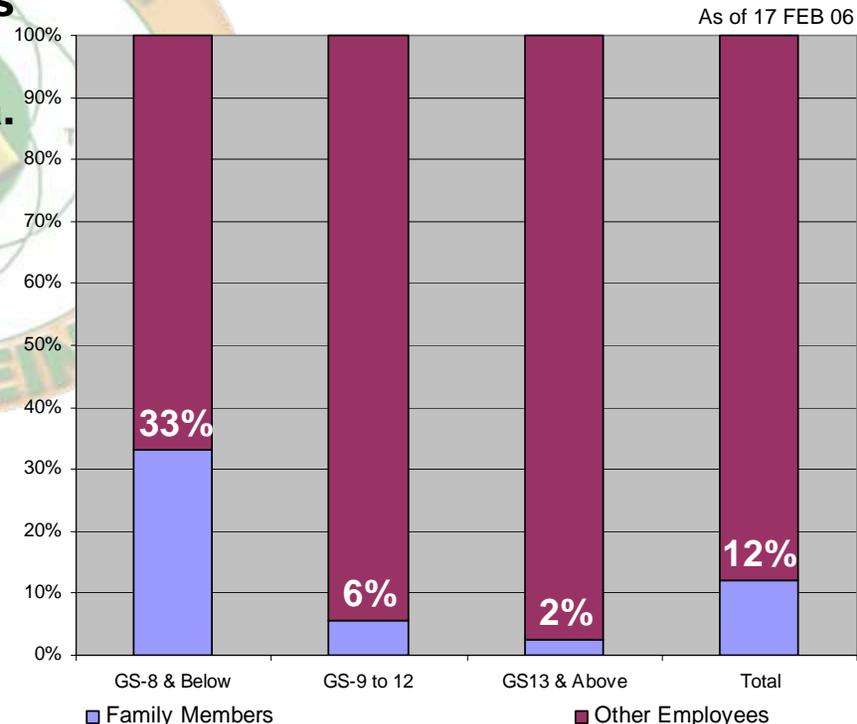
**Issue.** Lack of information on employment opportunities and application processes act as a barrier to family members gaining employment in Korea. Family members lack the training or experience to successfully navigate the job application process (i.e. RESUMIX).

**Origin.** Eighth Army AFAP Conference – 26-28 APR 04

**End State.** Increase employment opportunities information and application processes for family members seeking employment in Korea.

**Status.**

- G** ➤ 5% GS-9s & Above are Family Members
- LQA Savings = Approx **\$3.2M** Annually
- Area II CPAC RESUMIX Workshops:
  - Last: 23 FEB 06
  - Future: 16 MAR 06; 12 APR 06; 22 MAY 06; 14 JUN 06; 20 JUL 06; 16 AUG 06
- **STAFF RECOMMENDATION:**  
Close issue – End state complete.



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# **Army Family Readiness Advisory Council (AFRAC)**



# AFRAC Update



**“Reaching out to CDRs, Soldiers, and Families!”**

- **FRG Rally**
  - When: October 2006
  - Where: Across Korea (Areas I thru IV)
- **CDR & FRG Leader Partnership Guide “Quick Start”**
  - Definitions
  - Responsibilities
  - Links
- **Waiting Families & IOP (In & Out Processing)**
  - Link nearest support ACS to families CONUS



**FRGs are alive  
&  
well in Korea**



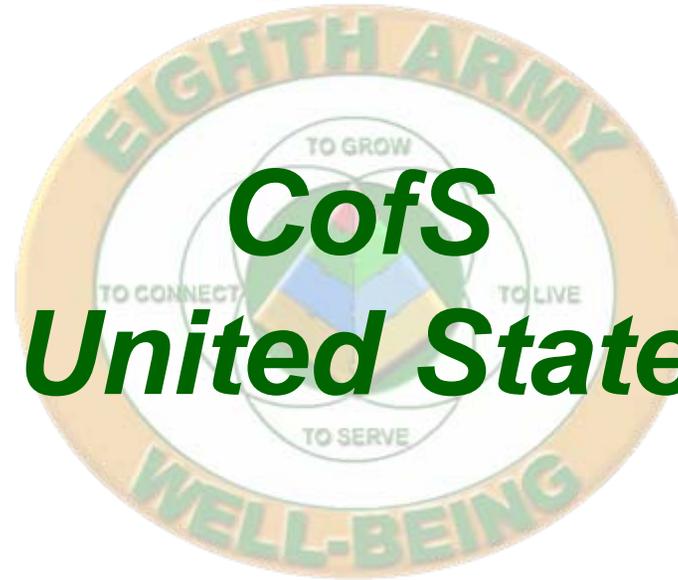
# New Business?





# Closing Remarks

**CofS**  
***Eighth United States Army***





# **Eighth United States Army**

## ***Well-Being Council of Colonels Meeting***

**Next W-B GOSC : 0930 to 1130, 6 March 2006**

**Next W-B COC : 1000 to 1200, 28 April 2006**



Visit the 8<sup>th</sup> Army Well-Being web Page located at

**<http://8tharmy.korea.army.mil/G1/Well-Being/Start.htm>**