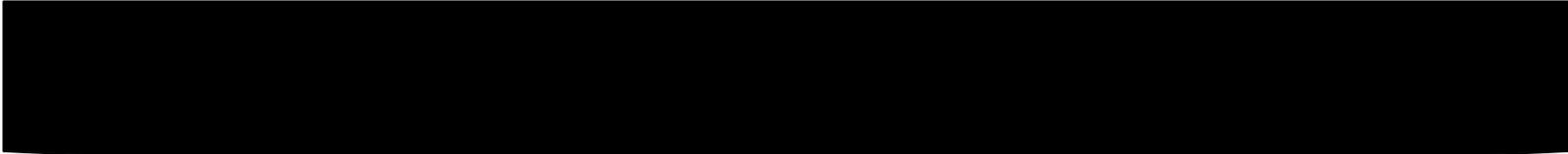


VAN FLEET ROOM

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 CofS    8<sup>th</sup> Army CG    8<sup>th</sup> Army CSM    KORO Director    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	TO GRV		KORO CSM	18 <sup>th</sup> MED CSM	USATC-K CSM			
Area I	Area II	Spouse	Spouse	Spouse	Spouse	Spouse	G1 Deputy	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		



Eighth United States Army



*Well-Being General Officers Steering Council Meeting*

Blue = CDRs  
Green = CSMs

6 March 2006



# Agenda

<b>0930</b>	<b>0935</b>	<b>Opening Remarks</b>	<b>8<sup>th</sup> Army CG</b>
<b>0935</b>	<b>1000</b>	<b>Well-Being Overview</b>	<b>ACofS G1</b>
<b>1000</b>	<b>1100</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>1100</b>	<b>1125</b>	<b>AFRAC Update</b>	<b>AFRAC</b>
<b>1125</b>	<b>1130</b>	<b>Closing Remarks</b>	<b>8<sup>th</sup> Army CG</b>



# Opening Remarks





# Overview



# Korea W-B



- **Constituent Level**

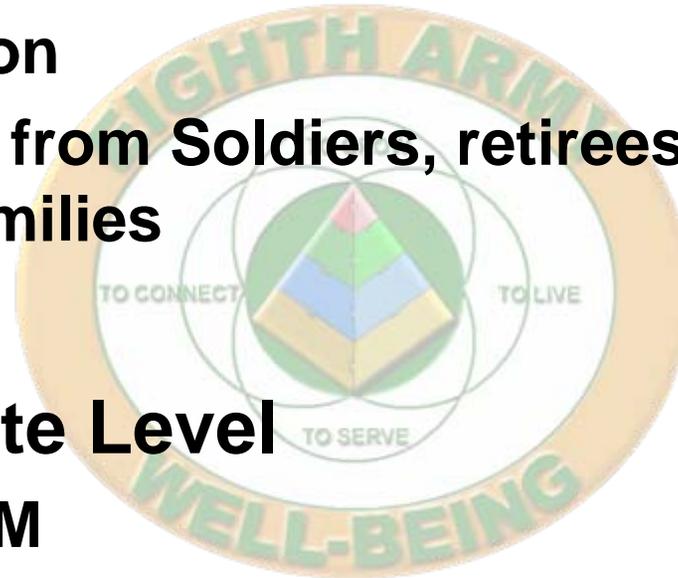


- Garrison
- Issues from Soldiers, retirees, civilians, and families

- **Corporate Level**

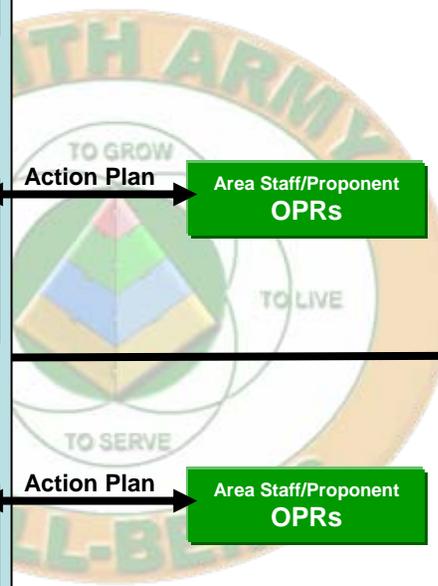
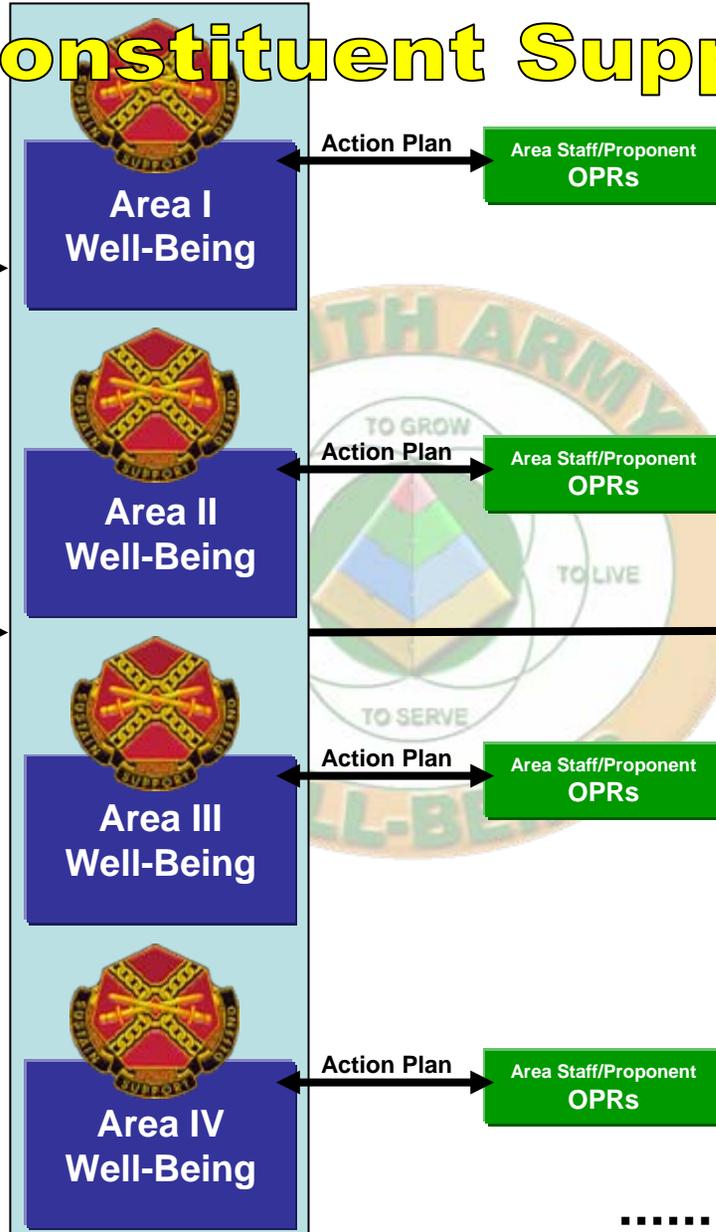
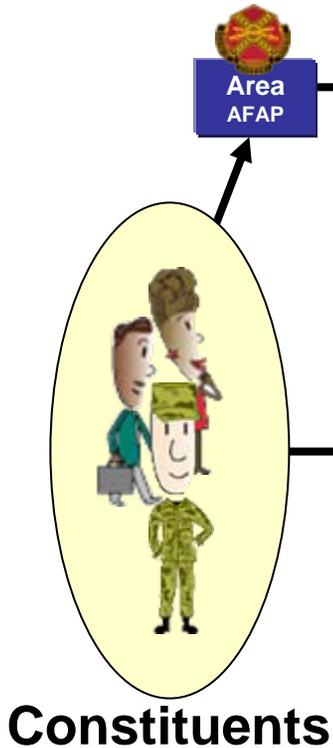


- MACOM
- Issues from MSC Commanders





# 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**

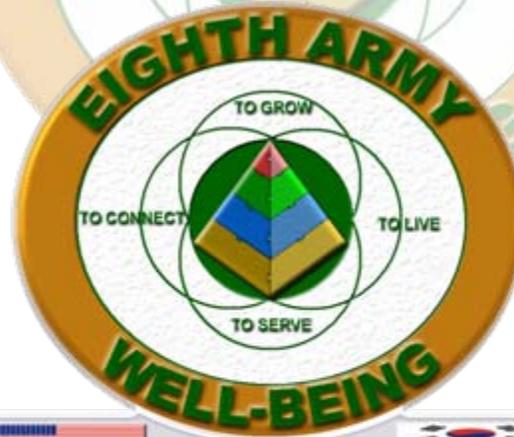
**Commanders/Supervisors: Identify Issues**  
**Encourage program use**  
**Strive to improve**

# MACOM W-B Administration



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

**General Officer Steering Council**



**Council of Colonels**

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

## 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

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Determine Responsibility  
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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



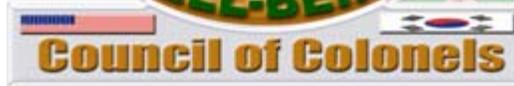
# MACOM W-B Structure



## 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

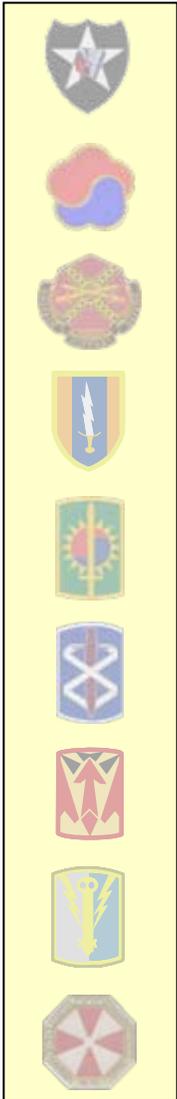
Action Plan



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

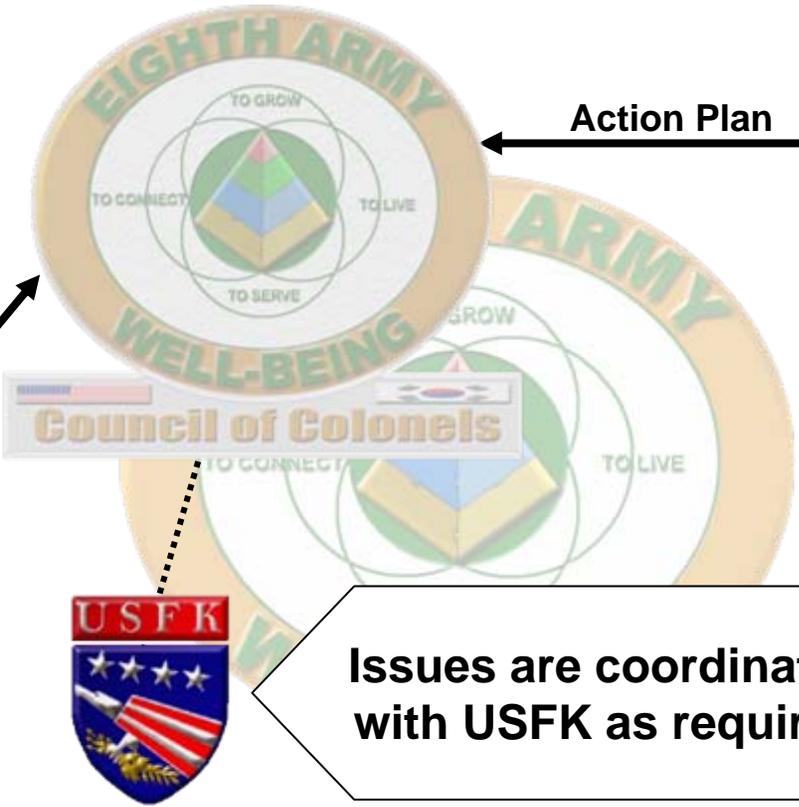
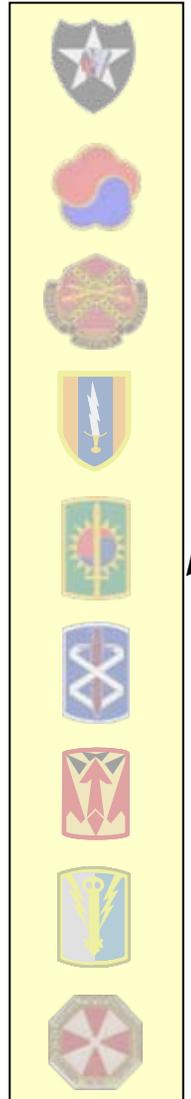
Managers are tasked for an issue action plan & brief back to the CoC





# MACOM W-B Structure

## Corporate Support

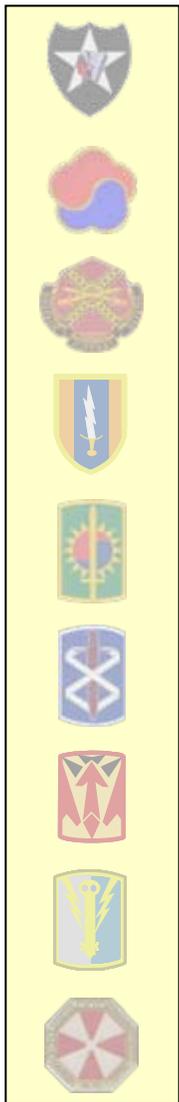


Issues are coordinated with USFK as required



# MACOM W-B Structure

## Corporate Support



8th Army Staff/MSC  
OPRs

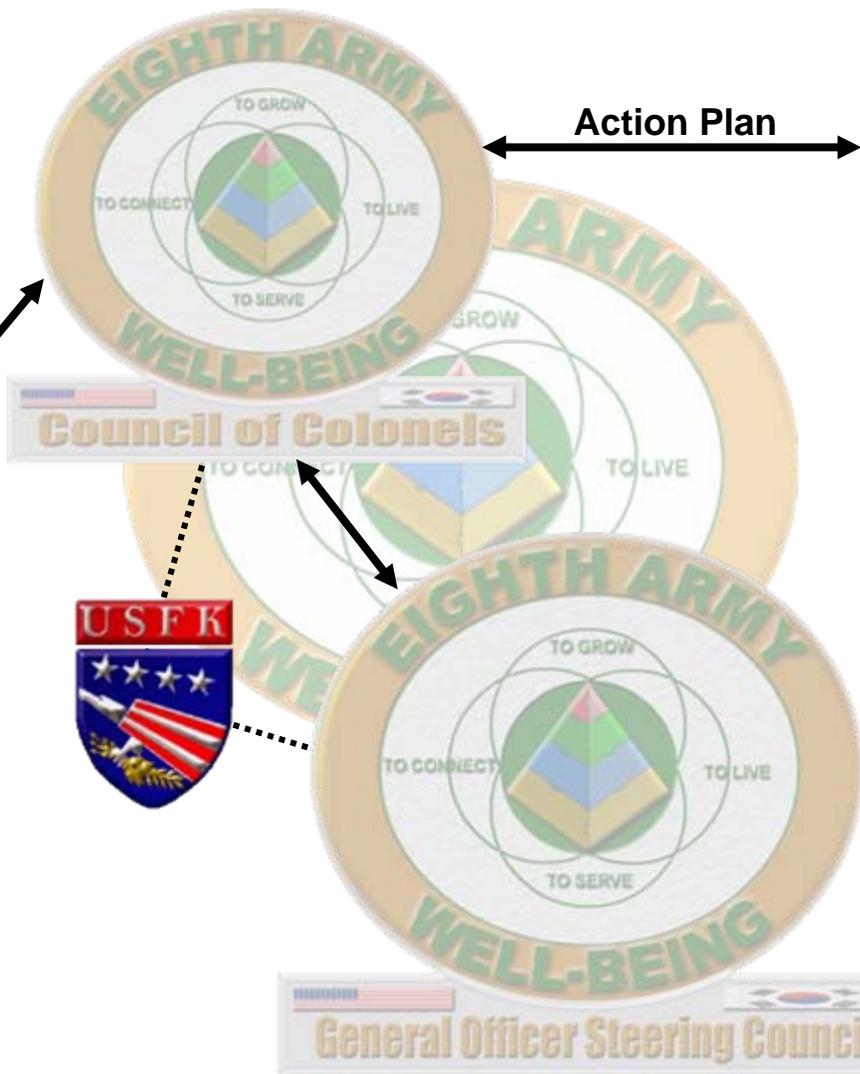
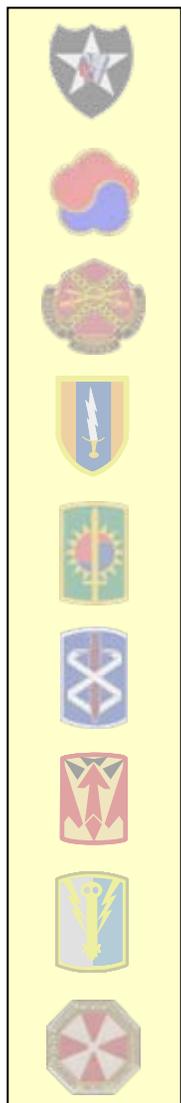
Progress is  
briefed to the  
GOSC for final  
disposition &  
guidance

..... = 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

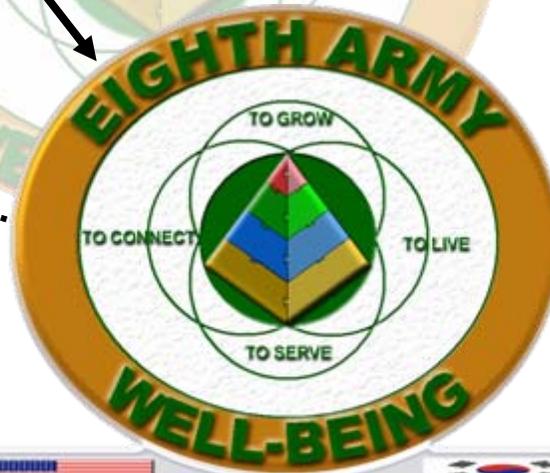


# MACOM W-B Structure

## 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
- Areas (Constituents – Soldiers (BOSS), Civilians, Retirees, Families)
- Leadership
- Proponents

Input

Feedback

## 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?

Feedback

## 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.

Feedback

Input

## 3. Packaging

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

- Issue Identification
- Discussion
- End state

Coordination

## 5. Prioritizing & Recommending

Council of Colonels  
Recommends action and directs resources

Recommendation

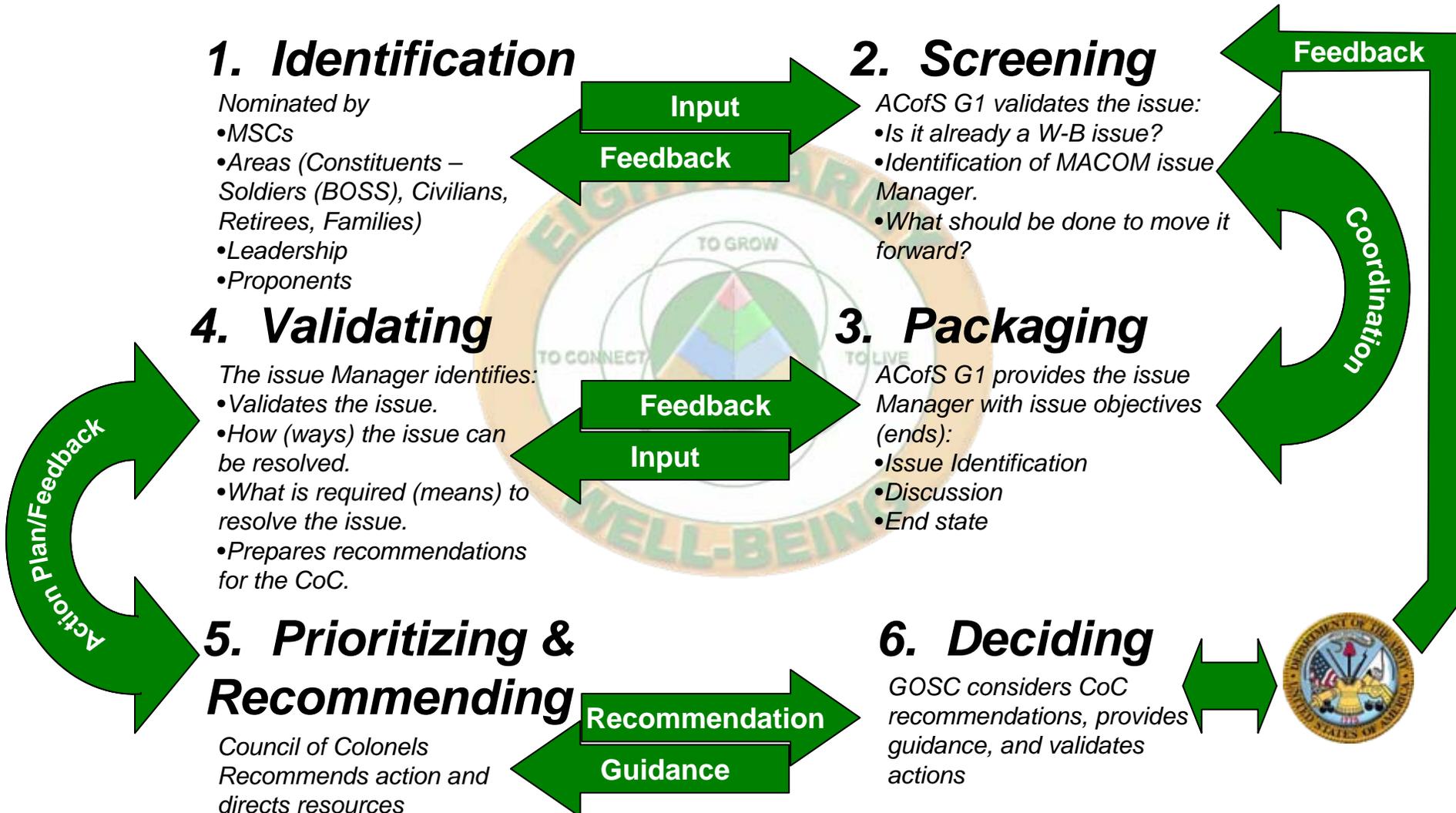
Guidance

## 6. Deciding

GOSC considers CoC recommendations, provides guidance, and validates actions

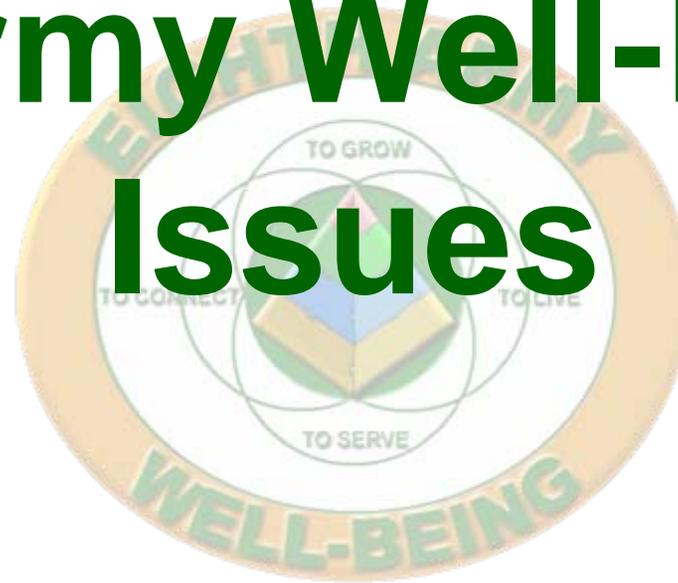


Action Plan/Feedback





# 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** ➤ 1 ea Area II Benefit Advisor hired (Funded by 18<sup>th</sup> MEDCOM)
  - Hiring 2 ea Area III & 1 ea Area IV will improve TDP
  - Way Ahead:
    - Execute a marketing plan
    - Identify future requirements... particularly those at Areas III and IV.
    - The G1 will coordinate with G3 FM and G8 on identification and movement of KGS resources to meet the identified need.
- **STAFF RECOMMENDATION:** Finalize 3 KGS Benefit Advisor positions for Areas III & IV.

**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** ➤ DA AFAP - 16 NOV 04
- Korea has approx. 1,500 retirees w/ 70% being GS or contractor
- TRDP contract goes until 2008. Re-compete process starts in 2007
- 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: USFK CDR memo to OTSG**

**Resource Impact.** UNK



# 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** ➤ Estimated 510 retirees and widows impacted in Korea
- Increase in postal mailing volumes 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 DA G1 requesting the same increase
- **STAFF RECOMMENDATION: USFK CDR letter to DA G1 modeled after USAREUR letter**

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



# Future Policy to Support USFK Strategy to Stabilize Korea



- Letter sent to VCSA 24 FEB 06
- Increase Soldier accompanied rate to at least 3,000 families NLT FY10
- Change Korea tour lengths to 3-years for accompanied and remain 1-year for unaccompanied
- A critical element of Korea's strategic plan intended to:
  - Better supports unit rotations
  - Saves money and reduces OPTEMPO
  - Improves Korea QOL
- Increasing the Soldier accompanied rate is tied directly to the construction of Army Family Housing units
  - Increases depend on both MCA and BTL programming, funding, and execution
  - Current projections = 1,962 housing NET FY08 culminating with 3,074 units NET FY09
  - Future policy serves as the catalyst for developing both housing and support facility requirements



# 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 formalized increase as part of Korea's strategic plan
- Implementation tied to AFH and infrastructure increases 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
- **Way Ahead:** G1 will establish a work group to further evaluate the impacts of recent changes in Korea (AIP, COLA, OHA/BAH, etc.)

**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 - 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 <i>note1</i>	3720
Walker/Carroll	674 <i>note2</i>	1503
Hialeah	96 <i>note3</i>	0
<i>Note 1: 99 Students bused to Osan</i>		
<i>Note 2: No school @ Carroll</i>		
<i>Note 3: Closes June 2006</i>		

**Resource Impact.** TBD



# Family Member Employment

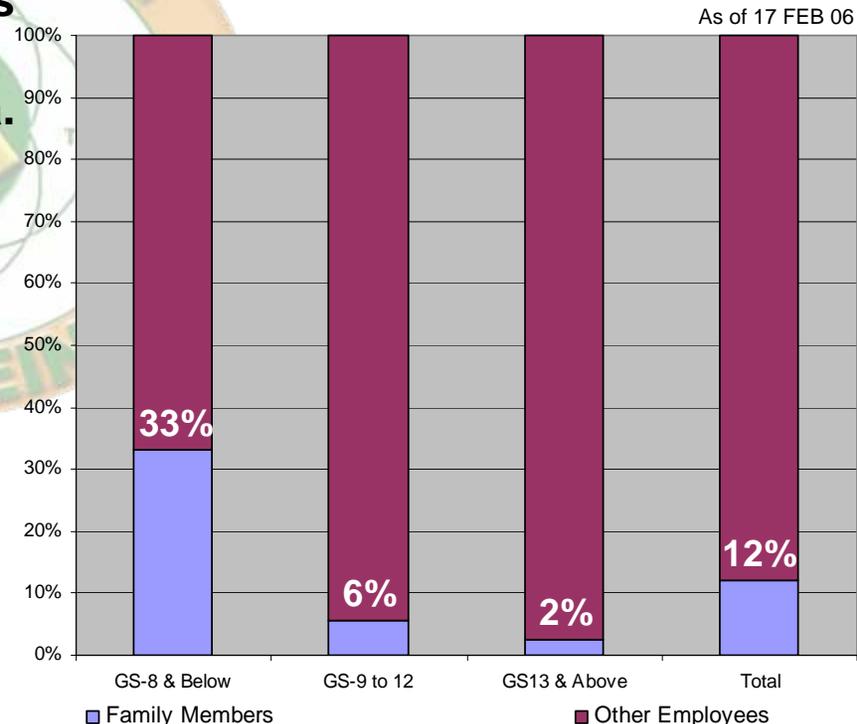
**Issue.** Lack of information on employment opportunities and application processes act as a barrier to family members gaining employment in Korea. Family members lack the training or experience to successfully navigate the job application process (i.e. RESUMIX).

**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





# **Eighth United States Army**

## ***Well-Being General Officer Steering Council Meeting***

**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>