

VAN FLEET ROOM

BRIEFER

501st MI CDR Rep 1st SIG CDR Rep 8th MP CDR Rep 6th CAV CDR Rep 2ID CDR Rep 8th Army CSM 8th Army CofS 19th TSC CDR Rep KORO Director Rep 17th AVN CDR Rep 8th PERSCOM CDR Rep USATC-K CDR Rep

<u>Area I</u>	<u>Area II</u>	<u>501st MI CSM Rep</u>	<u>1st SIG CSM Rep</u>	<u>8th MP CSM Rep</u>	<u>6th CAV CSM Rep</u>	<u>2ID CSM Rep</u>	<u>G1V</u>	<u>18th MED CDR Rep</u>	<u>18th MED CSM Rep</u>	<u>19th TSC CSM Rep</u>	<u>KORO CSM Rep</u>	<u>17th AV CSM Rep</u>	<u>8th PERSCOM CSM Rep</u>	<u>USATC-K CSM Rep</u>
<u>Area III</u>	<u>Area IV</u>	<u>Spouse</u>	<u>Spouse</u>	<u>Spouse</u>	<u>Spouse</u>	<u>Spouse</u>	<u>G1 Deputy</u>	<u>G1</u>	<u>J1</u>	<u>8th PERSCOM</u>	<u>18th MED</u>	<u>18th MED</u>	<u>18th MED</u>	<u>18th MED</u>
<u>Surgeon</u>	<u>Chaplain</u>	<u>G5</u>	<u>G4</u>	<u>G3</u>	<u>G3</u>	<u>G3</u>	<u>G1 CPD</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>G1</u>
<u>CHRA</u>	<u>CHRA</u>	<u>DoDDS</u>	<u>ENGR</u>	<u>ENGR</u>	<u>PAO</u>	<u>PAO</u>	<u>RM</u>	<u>RM</u>	<u>175th FINCOM</u>	<u>175th FINCOM</u>	<u>EO</u>	<u>EEO</u>	<u>EO</u>	<u>KORO</u>
<u>BOSS</u>	<u>AAFES</u>	<u>DECA</u>	<u>CCK</u>	<u>PM</u>	<u>SGS</u>	<u>DoDDS</u>	<u>SOFA</u>	<u>TRANSCOM</u>	<u>TRANSCOM</u>	<u>TRANSCOM</u>	<u>TRANSCOM</u>	<u>TRANSCOM</u>	<u>TRANSCOM</u>	<u>KORO</u>



Eighth United States Army



Well-Being Council of Colonels Meeting

Red = OPR
 Blue = CDRs
 Green = CSMs

30 April 2004



Agenda



0900-0905

Opening Remarks – CofS 8th Army

0905-1120

8th Army W-B Issue Updates

➤ 2.3.2.6

Civilian Medical Care – **18th MEDCOM**

➤ 2.4.1.1

Family Housing

➤ Build to Lease- Korea (BTL-K) – **KORO**

➤ Rental Housing Program – **KORO**

➤ 2.4.2.1

Barracks Modernization Program – **KORO**

➤ 3.7.3.2

Sponsorship – **ACofS G1**

➤ 3.7.3.3

SITES Improvement – **KORO**

➤ 3.7.4.3

Command Sponsorship – **ACofS G1**

➤ 3.7.4.4

Language Barriers in Customer Service Areas – **ACofS G1**

1120-1150

Korea Army Family W-B Advisory Update – MAJ Spann

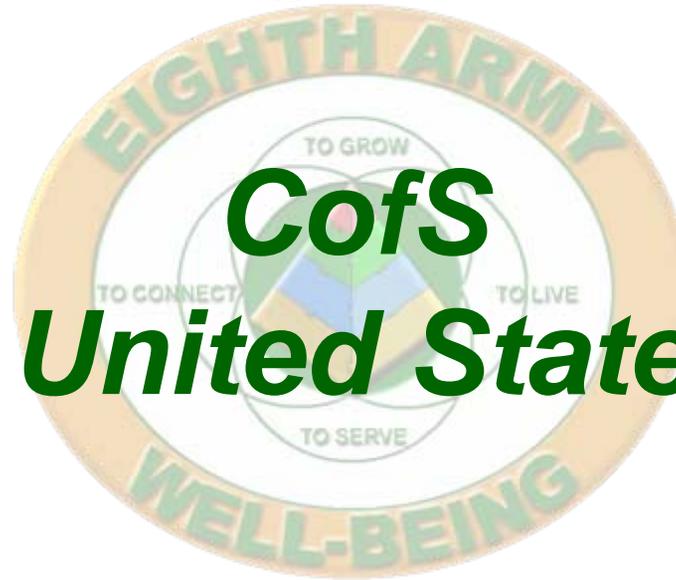
1150-1200

Closing Remarks – CofS 8th Army



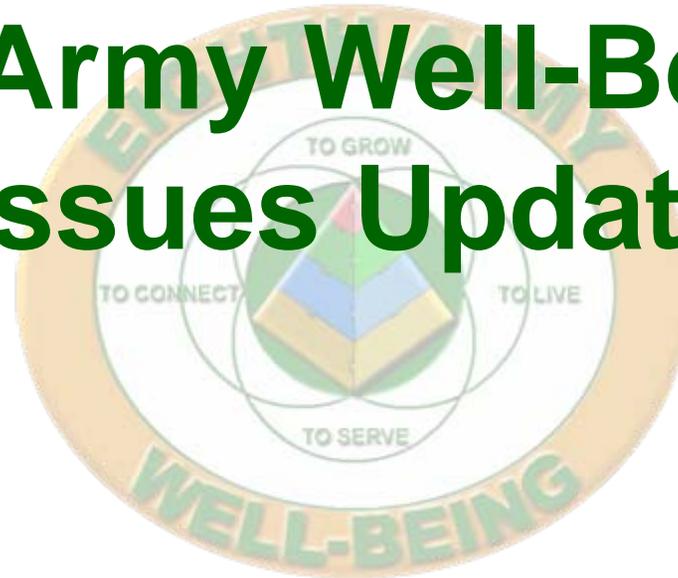
Opening Remarks

CofS
Eighth United States Army





8th Army Well-Being Issues Update





Civilian Medical Care 1 of 2

Issue. Improve civilian access to primary care in 18th MEDCOM facilities throughout the peninsula.

Origin. Break out from 8th Army W-B Issue 2.3.2.5 – 27 June 2003

End State. Provide eligible civilian personnel with easily accessible medical treatment equaling or exceeding professional benchmarks.

Status. **AMBER**

- U.S civilian employees have access to primary care on the peninsula and require about 5% of total visits per quarter.
- To improve access, recommend 1) use additional TDA authorization for KGS positions – FY05 2) increase use of MOU hospitals 3) increase education of civilians through personnel agencies.
- Action: SITES updated
- Non AD/ADFM civilian USFK population = 12,000.

Resource Impact. Transfer of authorizations for 12 KGS employees



2.3.2.6

Civilian Medical Care 2 of 2

Affiliated (MOU) Hospitals

ILSAN PAEK
KOYANG

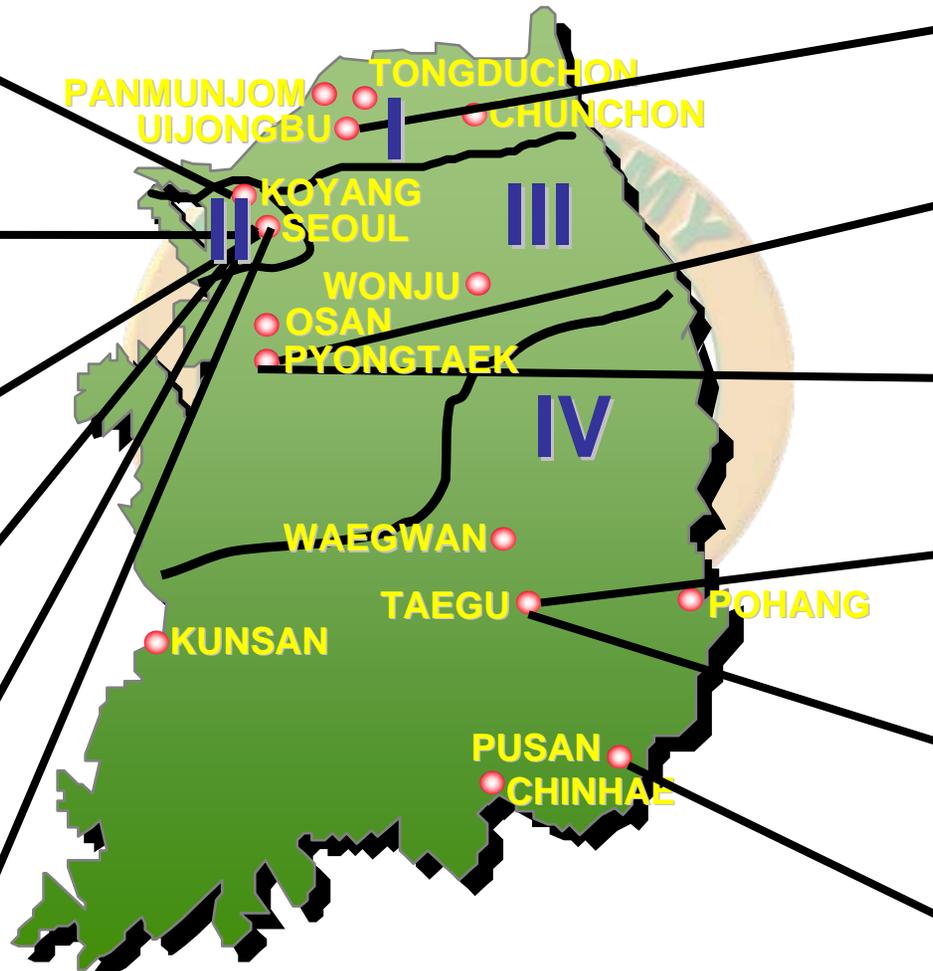
HAN YANG
SEOUL

ASAN
SEOUL

SAMSUNG
SEOUL

SEVERANCE
SEOUL

CHA x 2
SEOUL



ST. MARY'S
UIJONGBU

AJOU
SUWON

DANKOOK
PYONGTAEK

DONGSAN
TAEGU

HYO SONG
TAEGU

DONGEUI
PUSAN

Green – On track & achieves the intended purpose

Red – Does not achieve the intended purpose

Ambler – On track with some difficulties & marginally achieves the intended purpose

Black – Does not achieve the intended purpose, significant problems in most areas



Manager: KORO

2.4.1.1



Family Housing

Construction and Build To Lease – Korea (BTL-K): Status. **GREEN**

- **Phase I for 1,500 Units at Camp Humphreys:** Identify requirement and program funds
 - ✓ BTL requirements identified in FY 04-09 POM and updated for FY 05-09 POM
 - ✓ Army Family Housing Master Plan (Oct 2003) identifies funding to support 4,000 AFH Units
- **Phase II for 1,500 Units at Camp Humphreys:** Advertise for Developer to provide implementation
 - Camp Humphreys (1,500 units in FY 07), Site Selection Identified in February 04
 - Camp Humphreys (1,500 units), RFP to be advertised in April 05
 - ✓ KORO Director briefed BTL-K to USFK Combatant Commander and Eighth Army Commander on 21 May 03
 - ✓ Initial Request for Proposal (RFP) meeting held - 14-15 May 03
 - ✓ 15-year lease periods are in FY 04 Defense Authorization Bill (DAB)
 - ✓ Korea Housing Pilot Program for investment authority is to be in the FY 05 DAB (allows for a more appealing economic package to developers and KORO – ownership/BAH to developer)
 - ✓ Combatant Commander briefed SECDEF in October 03
 - Camp Walker (300 units in FY 06) is the initial site for BTL-K, RFP to be advertised in Jun 04
 - Camp Carroll (420 units in FY 08) planned, site to be selected, Advertisement RFP TBD
 - Camp Humphreys (900 additional units) planned, site to be selected, Advertisement RFP TBD
 - Camp Humphreys (650 units) planned, site to be selected, FY 06 ROKFC
- **Phase III for 1,500 Units at Camp Humphreys:** Select Developer, Award, and Construction
 - Select developer – Dec 04
 - Lease signing - Oct 05
 - First AFH units occupied in July 07

Resource Impact. Major OMA bill for BTL support facilities is not yet funded, but is decreasing due to BTL sites being adjacent to existing installations.

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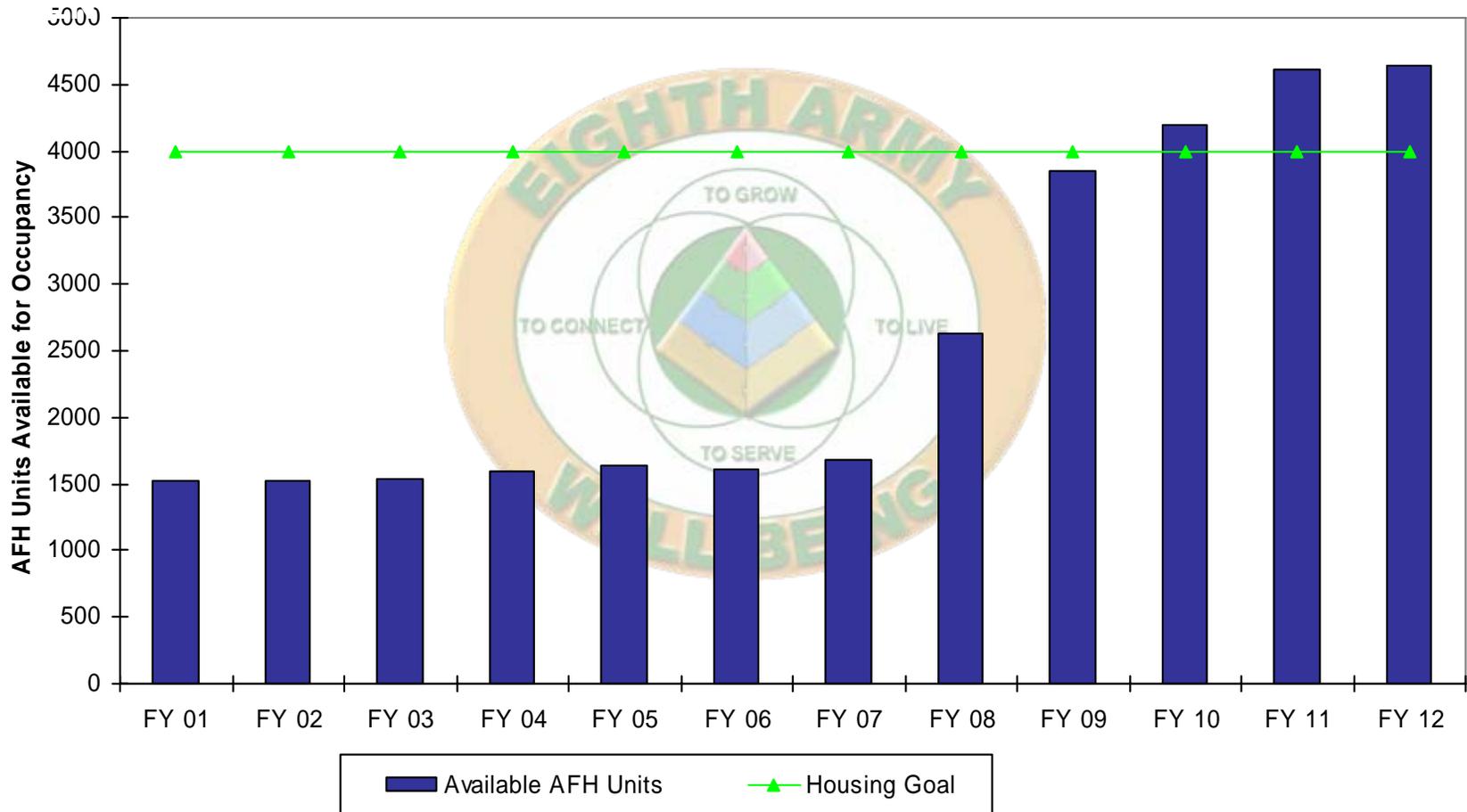
Manager: KORO

2.4.1.1 (cont.)



Family Housing

Military and Key and Essential Civilians Residing On Post in Government Owned and On Post/Off Post in Government Leased Army Family Housing Units: **GREEN**



Resource Impact. None.

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Manager: KORO

2.4.1.1 (cont.)



Family Housing

KORO Rental Housing Program (KRHP) – AFH and UPH: AMBER

- **Phase I: Identify and program requirements**
 - ✓ Requirements identified and submitted in FY 05-09 POM submittal
 - ✓ AFH funds identified in FY 03 for possible use
- **Phase II: Finalize procedures and prioritize locations**
 - ✓ Germany GRHP products translated/applied to Korea needs
 - ✓ Camp Humphreys deemed top contender for AFH leasing - 7 April 03
- **Phase III: Selection and Award**
 - ✓ Fair Market Value determination – Completed 17 April 03
 - ✓ Lease package forwarded to FKEN-RE/SOFA – 27 May 03
 - ✓ Seven AFH leases awarded at Camp Humphreys, one at Camp Walker, and three at Camp Carroll
- **Phase IV: Award further leases upon arrival of additional AFH funding allotment – funding appears sufficient to lease additional units for the summer rotation**
 - POM request OMA funds not expected until FY 05
 - Request for transfer of MPA to OMA for UPH leases is at IMA

Resource Impact. None.

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Manager: KORO

2.4.2.1

Barracks Modernization Program



Issue. The 2+2 modified standard concerning the amount of acceptable living space is unfair to soldiers in Korea. The DoD 1+1 standard is not implemented in Korea for barracks construction.

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

End State. Provide a quality place to live for eligible military personnel.

Status. **GREEN**

- ✓ LPP and HN funds programmed for barracks 2+2 construction
- ✓ SRM barracks renovations funds are considered in total number of BUP projects
- ✓ KORO developed a COA Brief as directed at previous WB Meeting.

Phase I: Determine requirements

- ✓ Using LPP/TMP-A data determine the cost of 1+1 implementation
- ✓ Develop a decision briefing (~\$711M)

Phase II: Adjust requirements for realignment/FOTA/SCM

- ✓ Determine future installation populations - 15 July 03 (this is delayed due to SCM)
- ✓ Relocate AFH and UPH projects – 21 July 03 (Using FOTA and best known numbers)
Starting 1+1 in FY 05 and renovating all 2+2 (LPP - \$576M; FOTA-P \$222M if MCA \$ remain)

Phase III: Determine costs, brief commanders, program funds

- ✓ Determine costs and prepare brief – 10 November 03
 - Brief Eighth Army Commander, brief update for FOTA populations and timelines, no new date set
 - Program required funds - January 2005
- Receive and evaluate new realignment plans to determine 1+1 cost
- Request IMA funding and not cancel or down-scope projects

Resource Impact. Not yet determined.

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3.7.3.2

Sponsorship

Issue. Implementation of Sponsorship Program at Command Level. There is a lack of command emphasis on sponsorship. Sponsors are not being consistently and appropriately assigned to incoming personnel and to personnel departing Korea.

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

End State. Every soldier and civilian coming to Korea is sponsored and minimizes stress and uncertainty associated with relocation.

Status. **AMBER**

- ✓ SMS live on 25 MAR 03
- ✓ Continually evaluating SMS effectiveness
- ✓ Continuous G1 – 8th PERSCOM Coordination
- ✓ Sponsorship Metrics show increase in usage
- ✓ Sponsorship added to Command Inspection Program
- Command emphasis must focus on using SMS to train and manage sponsors.
- Sponsors must complete SMS sponsorship training annually to remain certified.
- Units must the use SMS to assign certified sponsors to inbound personnel to accurately reflect sponsorship activity.
- Policy Letter #19 – Sponsorship Program – emphasizes commander involvement in the Sponsorship Program and maximum usage of the SMS to assign and sponsor inbound soldiers.

Sponsorship Metric
Sponsored = 35.78%
MSC Trained Sponsors = 44.36%

8 Week AVG as of APR 04

Resource Impact. None.

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SITES Improvement

Issue. Originally identified as a 2003 AFAP Issue - Non-Command Sponsored Children Limited Access to DoDDS. The focus of the issue is increasing information dissemination using Standard Installation Topic Exchange Service (SITES) and CONUS levy briefs to emphasize the disadvantages of bringing family members to Korea in a non-command sponsored status.

Origin. Eighth Army AFAP Conference - 12-13 MAY 03

Endstate. Individuals have accurate and sufficient facilities support information readily available to make informed decisions concerning bringing families to Korea.

Status. **AMBER**

NoChange

- AR 608-1, ACS Center requires a Relocation Assistance Coordinating Committee (RACC) meet quarterly (at a minimum, members from ACS, housing, transportation, finance, military personnel, civilian personnel and medical treatment facility). DoDDs and other appropriate agencies will be invited to attend the quarterly meetings.
- Developing a memorandum from Director, KORO to Area Commanders (Complete 20 Oct 03) directing installations to review and update SITES information and ensure assistance is effective and responsive to the needs of the Army Family. (Complete 30 Jan 04)
- KORO ACS will review the SITES information to ensure standardization and DoDDs information is provided. (Complete Feb 04)
- Coordination continues with CONUS ACS Centers and Korea Mission Commander's to update/standardize Korea information in CONUS pre-departure briefings to Korea. Projected implementation (Complete Jun 04)

Resource Impact. None.

SITES address <http://www.dmdc.osd.mil/sites>



3.7.4.3

Command Sponsorship 1 of 2

Issue. Plan to increase Korea CSP to 4000 Army positions

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

End State. CSP levels commensurate with other OCONUS locations.

Status. **AMBER**

- ✓ USFK J1 briefed Eighth Army CofS, Director KORO, USFK Deputy CofS and USFK CofS
- ✓ New USFK 614-1 published 12 Nov 03
- Delegates service components authority to approve/disapprove re-designation of permanent CSP requests
- Temporary, Key Billet and Key and Essential positions are still approved by USFK J1
- Positions banded by Areas and grades
- 8th Army Supplement to USFK 614-1 pushes re-designation of permanent CSP down to 06 level Commanders. It IS in effect and posted on the 8th Army intranet (5 JAN 04)
- Drafted briefing slides that depicts current and projected support infrastructure status. Working with KORO to obtain data from the various Areas. Support areas we are looking at are: Housing, DODDS Schools, Medical Care, Dental Care, Family Spt, Child Development Center, MWR, AAFES, and DeCA Commissary.

Resource Impact. Infrastructure must support increase.



3.7.4.3

Command Sponsorship 2 of 2

DRAFT

DRAFT

SEOUL	METRIC							
Housing	1	**# of CSP	# of On-Post Quarters					Score
		2,068	/	1,122				54%
DODDS Schools	1	# of Students	# of Spaces					Score
		2183	/	2331				107%
Medical Care	1	*Population	# Primary Care Providers					Score
		10522	/	2	X	1178	=	2356
	2	Metric #1 Score	MOU Hospitals					Score
		8166	/	3	X	1178	=	3534
Dental Care	1	*Population	# Primary Care Providers					Score
		10522	/	1	X	2000	=	2000
	2	Metric #1 Score	MOU Providers					Score
		8522	/	2	X	2000	=	4000
Family Support	1	*Population	Facilities X Capability					Score
		10522	/	1	X	10522	=	10522
Child Development Center	1	# of Children	# of Spaces					Score
		145	/	227				
MWR	1	*Population	Facilities X Capability					Score
		10522	/	1	X	10522	=	10522
AAFES	1	*Population	Facilities X Capability					Score
		10522	/	1	X	10522	=	10522
DeCA Commissary	1	*Population	Facilities X Capability					Score
		10522	/	1	X	10522	=	10522

* # includes AD, DA Civ, Contractor, and Family

** # includes AD, DA Civ and Contractor

GREEN = 100% - 90%

AMBER = 89% - 80%

RED = 79% - Below

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Language Barriers in Customer Service Areas

Issue. Korean Nationals working in customer service areas, (i.e. Post Exchange, DPW, Housing, DECA, Transportation, MWR activities) do not communicate effectively in English. No standard testing for verbal proficiency exists. The lack of oral communication skills, results in poor service.

Origin. Eighth Army AFAP Conference - 12-13 MAY 03

Endstate. Implement mandatory verbal English proficiency training on an ongoing basis.

Status. **GREEN**

NoChange

- English language testing policy for Korean national applicants was signed 5 NOV 03
- New policy combines four older policies
- Delegates management the authority to use several venues to determine an applicant's English Language level
- Activities are urged to take advantage of English improvement options (e.g. Tuition assistance, in-house training and/or training by contract)

Resource Impact. None.



Army Family Well-Being Advisory Council (AFWBAC)



Family Preparation for PCS/Deployment



WHAT: Briefings to discuss Army programs in our changing environment.

WHY: There have been many changes within the Army environment while Families have been in Korea (the last 2 years). We want to better prepare our Families to cope with those changes.

WHERE: Each Area

WHEN: NLT mid May 2004 (Bi-annual)

WHO: Targeting Families leaving but open to all.



Family Preparation for PCS/Deployment



Closing Remarks

CofS
Eighth United States Army





Eighth United States Army

Well-Being Council of Colonels Meeting

Next CoC 1330-1630, 24 June 2004 (T)



Visit the 8th Army Well-Being web Page located at
<http://8tharmy.korea.army.mil/G1/Well-Being/Start.htm>