

VAN FLEET ROOM

BRIEFER

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

<u>Area I</u>	<u>Area II</u>	<u>501st MI CSM</u>	<u>1st SIG CSM</u>	<u>8th MP CSM</u>	<u>6th CAV CSM</u>	<u>SGS</u>	<u>G1V</u>	<u>18th MED CDR</u>	<u>18th MED CSM</u>	<u>19th TSC CSM</u>	<u>KORO CSM</u>	<u>17th AV CSM</u>	<u>8th PERSCOM CSM</u>	<u>USATC-K CSM</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>G1</u>	<u>18th MED</u>	<u>18th MED</u>	<u>18th MED</u>	<u>Dental</u>	<u>Dental</u>
<u>Surgeon</u>	<u>Surgeon</u>	<u>Chaplain</u>	<u>G5</u>	<u>G4</u>	<u>G3</u>	<u>G3</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>KORO</u>	<u>G1</u>	<u>J1</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>KORO</u>	<u>KORO</u>	<u>KORO</u>
			<u>CCK</u>	<u>PM</u>	<u>EEO</u>	<u>CG AIDE</u>	<u>DoDDS</u>	<u>AAFES</u>	<u>SOFA</u>	<u>TRANSCOM</u>	<u>G1 CPD</u>	<u>G1 CPD</u>	<u>8th PERSCOM</u>	<u>DoDDS</u>



Eighth United States Army



Well-Being General Officer Steering Council Meeting

5 March 2004

Red = OPR
 Blue = CDRs
 Green = CSMs



Agenda



1000-1005

Opening Remarks – CG 8th Army

1005-1100

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**

1100-1120

8th Army W-B Issues Monitored

➤ 2.3.3

Dental Services – **618th Dental CMD**

➤ 2.4.1.1

Family Housing – Automatic Rent Collection (ARC) – **KORO**

➤ 2.5.1

Limited On-Site Upper-Level Educational Opportunities – **KORO**

➤ 4.6

Employment Opportunities for Family Members in Korea – **ACofS G1**

1120-1130

Issues Taken of the 8th Army W-B Scope

➤ 3.7.4.5

ID Cards Issuance and BIDS Registration – **PMO**

1130-1150

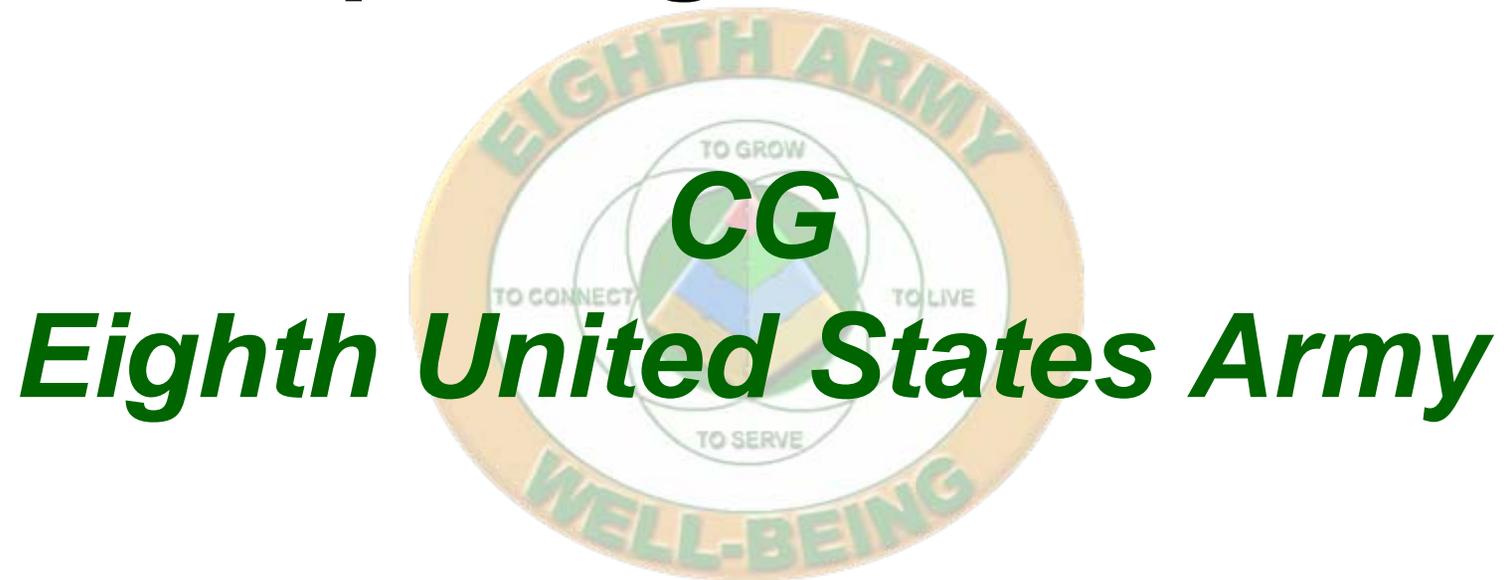
Korea Army Family W-B Advisory Update – MAJ Spann

1150-1200

Closing Remarks – CG 8th Army

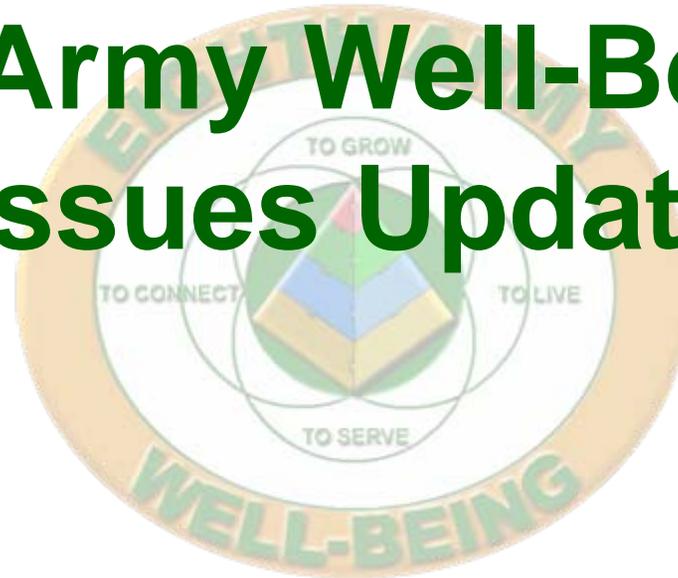


Opening Remarks





8th Army Well-Being Issues Update





2.3.2.6

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) fund UFR to hire providers/staff (and provide space) 2) increase use of MOU hospitals 3) include SITES update 4) increase education of civilians through personnel agencies.
- Each Area can accommodate space for one physician and 3 support staff.
- Non AD/ADFM civilian USFK population = 12,000. UFR for 10 Providers submitted for FY 2004.

Resource Impact. 10 Provider UFR = \$2M, or (adjusted) 4 provider + 12 staff = \$892K (1 provider and 3 support staff per Area = \$223K.

Green – On track & achieves the intended purpose

Red – Does not achieve the intended purpose

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

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



2.3.2.6

Civilian Medical Care 2 of 2

Affiliated (MOU) Hospitals

ILSAN PAEK
KOYANG

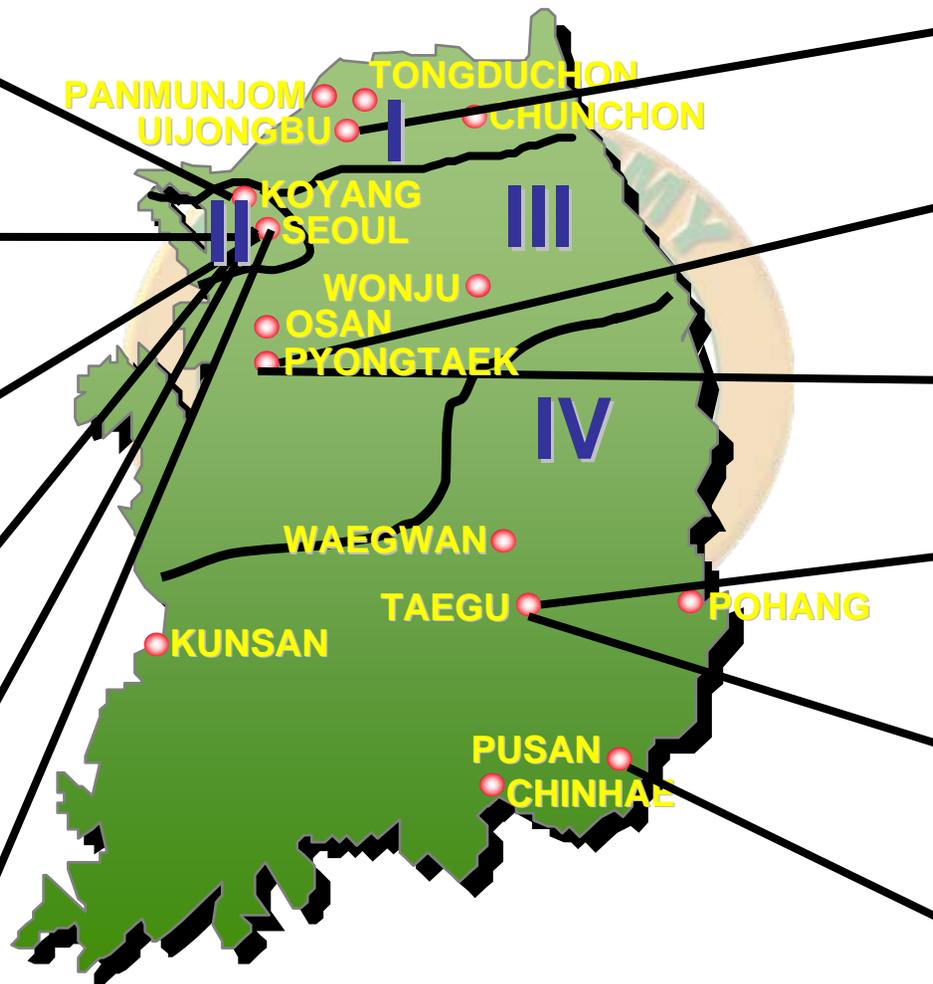
HAN YANG
SEOUL

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

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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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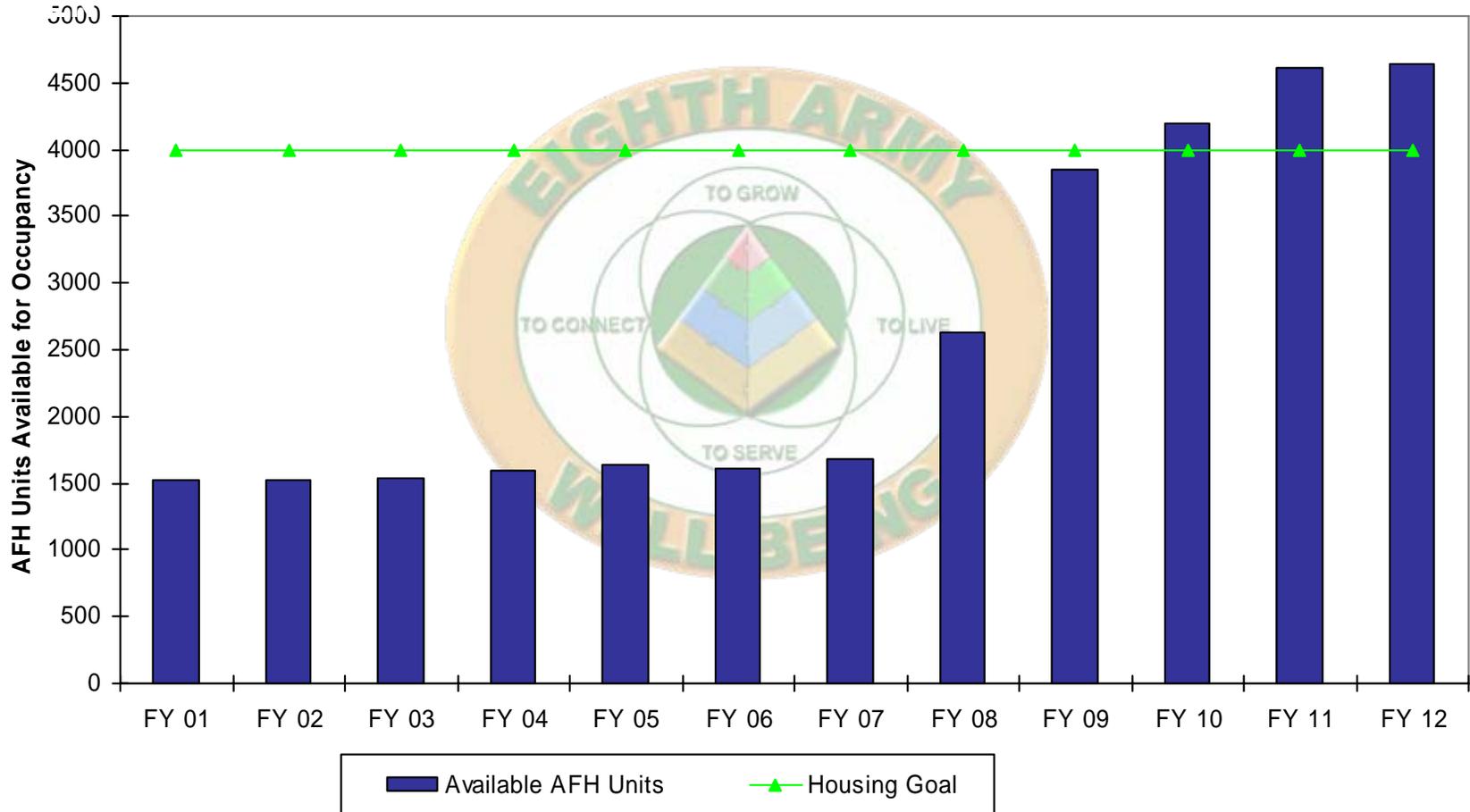
Manager: KORO

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.

Sponsorship Metric

Sponsored = 39%

MSC Trained Sponsors = 40%

8 Week AVG as of 19 Feb 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**

- 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

Issue. Plan to increase Korea CSP to 5548 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)

Resource Impact. Infrastructure must support increase.

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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.

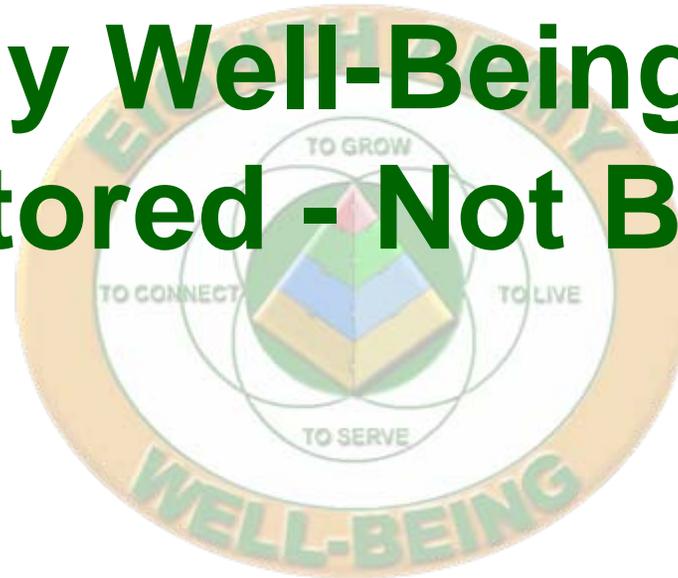
Status. **GREEN**

- 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.



8th Army Well-Being Issues Monitored - Not Briefed





2.3.3

Dental Services

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. **GREEN**

- ✓ TDP awareness program implemented; all arriving Soldiers get brochure at 1RC
 - ✓ TDP briefed at ACS Newcomers Briefing, Cdr/1SG Course, Healthcare Forum, 34th SG Health Promotion Cmte
 - ✓ Marketing TDP improved (AFN-K spot, LES message, newspaper articles)
 - ✓ 27 conveniently located, English-speaking, well-qualified host nation dentists are approved for TDP in Areas II, III, and IV (all dental specialties represented)
 - ✓ TDP actively in use by family members in all Areas (Area I FMs come to Area II)
 - ✓ 200 family members have used the TDP with high satisfaction, according to survey
 - ✓ Soldier at DC#2 serves as full-time TDP liaison / info resource to help ADFMs use it
 - Continue to market the TDP and assist ADFMs in using it
 - TRICARE Retiree Dental Plan has no overseas extension - No local authority to change
- Moved to Monitoring 23 JAN 04**

Resource Impact. None.

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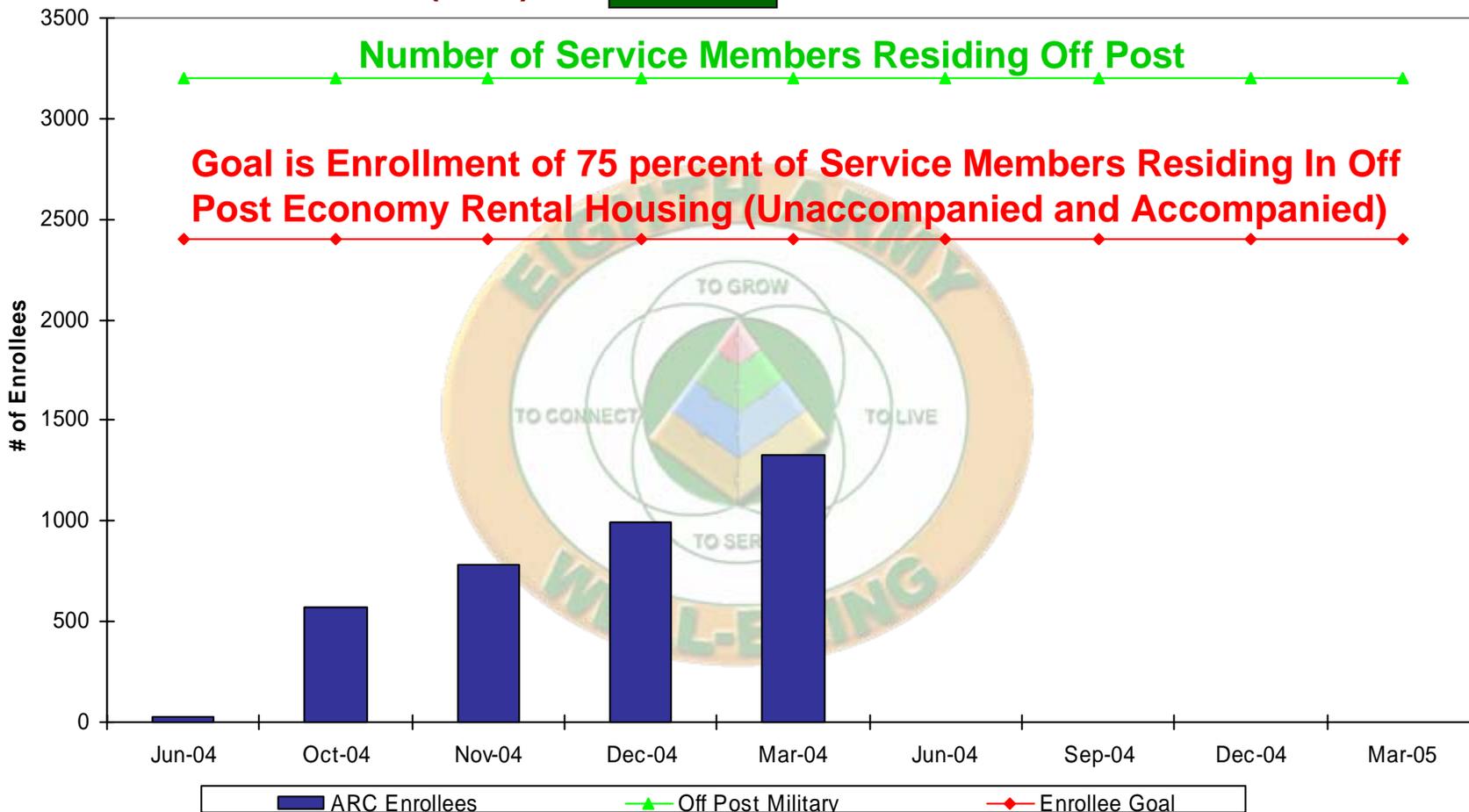
Manager: KORO

2.4.1.1 (cont.)



Family Housing

Automatic Rental Collection (ARC): **GREEN**



Resource Impact. **None.**

Moved to Monitoring 23 JAN 04

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Limited On-Site Upper-Level Educational Opportunities

Issue. Junior/senior level courses are limited. Smaller student population reduces the availability of on-site courses.

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

End State. Establish available video teleconferencing throughout Korea for upper level courses.

Status. **GREEN**

- Finalize MOU between IMA KORO and Distributive Learning System (DLS) Asia Director and TRADOC for routine use of Digital Training Facilities (DTF)
- Upon completion of final MOU provide Point Paper from KORO informing Area Commanders of the AFAP recommendation and execution of providing access to upper level and graduate college courses through VTC
- Timeline to initiate courses is TBD pending final MOU

Resource Impact. Increased funding and VTC facility utilization

Moved to Monitoring 24 JUL 03

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Employment Opportunities for Family Members in Korea

Issue. Family members have a limited number of jobs available to them.

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

End State. Provide more off-post employment opportunities through the SOFA Joint Committee.

Status. **AMBER**

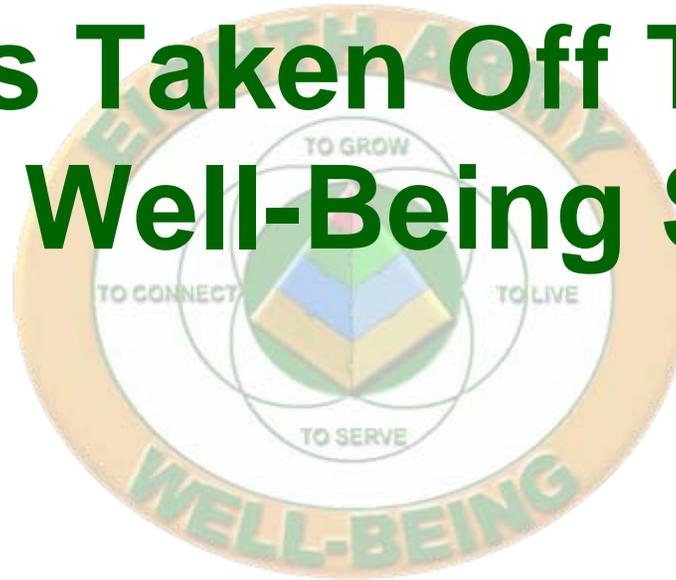
- The Joint SOFA Entry/Exit Subcommittee met in OCT 03
- The agreement memorandum was not approved and is still pending
- W-B will continue to monitor

Resource Impact. None.

Moved to Monitoring 24 JUL 03



Issues Taken Off The 8th Army Well-Being Scope





ID Cards Issuance & BIDS Registration

Issue. Identification of USFK personnel (Soldier and Civilian) which have extended or changed DEROS have to travel between camps for BIDS registration.

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

Endstate. Co-location of ID cards issuance facilities and BIDS facilities and establish an interface link and/or institutionalized data sharing developed between 8th PERSCOM/CPOC records regarding DEROS data and BIDS.

Status. **GREEN**

- As part of our project to field BIDS at 17 remaining minor installations, we also added a BIDS registration station at Camp Stanley. 1st SIG recently installed the circuitry, Area I/CRC hired the additional registration clerk, the BIDS hardware is installed. In addition to Camp Stanley, BIDS registration is available at the following locations: Casey/Mobile, CRC, Howze, Page, Yongsan/Kim, Humphreys, Carroll, Walker, Hialeah, Osan, Kunsan, and Chinhae.
- BIDS DEROS information twice a month for service members (based on the eMILPO DEROS change report) and monthly for DA Civilian employees (based on a DEROS change report provided by CPOC in Taegu).

Resource Impact. None.

Taken off the Scope 23 JAN 04



Army Family Well-Being Advisory Council (AFWBAC)



Closing Remarks





Eighth United States Army

Well-Being Council of Colonels Meeting

Next CoC 30 April 2004 (T)



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



Eighth United States Army Well-Being



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Welcome to the Eighth United States Army Well-Being Web Page. This page was designed to provide information about our Well-Being program.

The Army Well-Being program is intended to integrate and synchronize well-being processes, programs, issues, and initiatives across The Army. This holistic view of Army Well-Being meets our senior Army leaderships' intent to provide the framework necessary to facilitate decision making related to well-being program priorities and funding. Well-Being is defined as "the personal—physical, material, mental, and spiritual—state of Soldiers [Active, Reserve, Guard, Retirees, Veterans], civilians, and their families that contributes to their preparedness to perform and support The Army's mission."

Well-Being expands on the quality of life concept by integrating existing quality of life programs into a dynamic framework that applies a "systems" perspective. Well-Being recognizes the institutional needs of the Army that cannot be adequately addressed without fostering self-reliance and meeting the personal needs and aspirations of its people. The framework relates individual needs with Army functions designed to meet those needs.

The Eighth Army Well-Being Advisory Council will serve as the MACOM steering committee or "clearinghouse" to ensure that Well-Being programs, initiatives, and resources are meeting the needs of the community and the standards set by the Army. The council will take action on issues that can be resolved within the established resourcing and regulation authority of Eighth Army. The council will also address any outstanding issues or concerns that require a change in resourcing or attention and will make recommendations to the Commanding General, Eighth Army.

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Eighth United States Army Well-Being



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★ 1 May (CoC)

★ [Meeting Slides](#)

★ [Meeting Notes](#)

★ 27 June (COC)

★ [Meeting Slides](#)

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