



UNCLASSIFIED

AREA II CPAC PRESENTATION

**KENNETH L. STARK
DIRECTOR, AREA II CPAC**

 **738-3655**

E-mail: starkk@korea.army.mil

Web Site:

<http://8tharmy.korea.army.mil/g1/cpd/area2cpac>

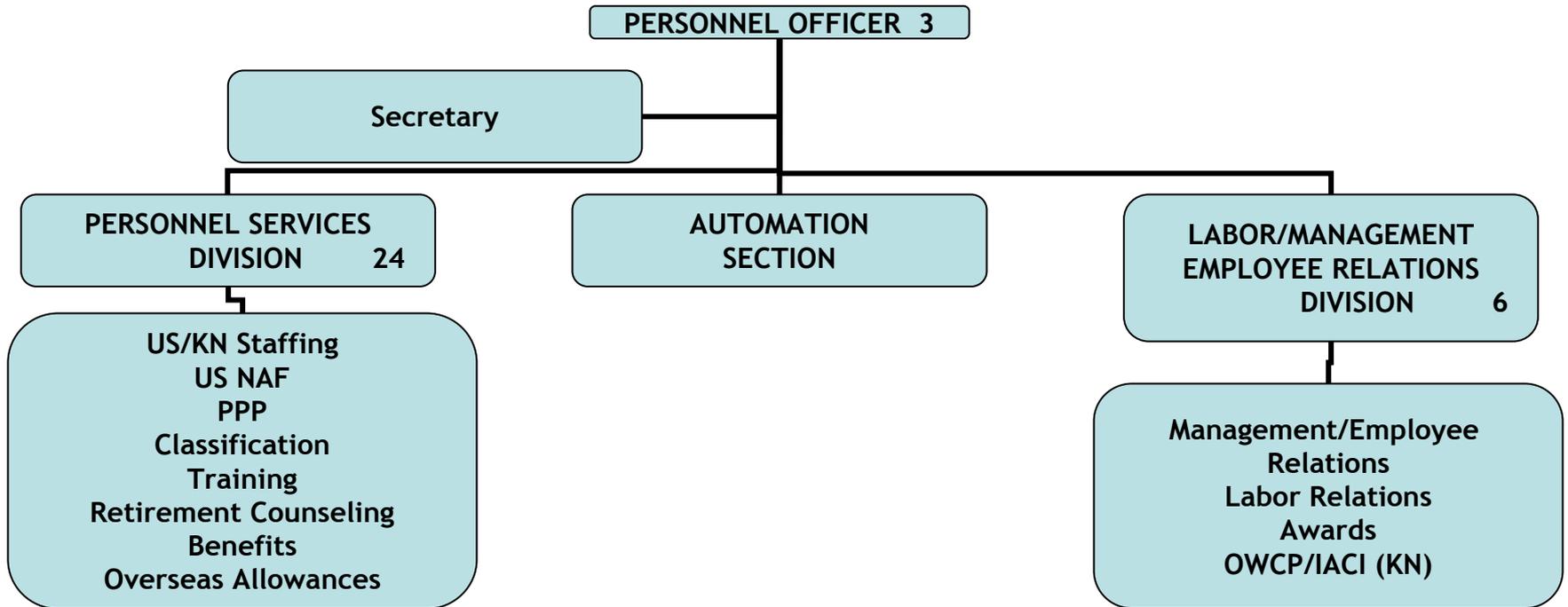


MISSION STATEMENT

To provide timely, responsive and professional HR services through an integrated and engaged Civilian Human Resources Program that exceeds our stakeholder's expectations.



CPAC STRUCTURE





CPAC RELATIONSHIPS AND FUNCTIONS

Four Area CPAC's forward completed personnel actions to Korea Area CPOC located in Daegu for DCPDS input.

CPAC-Area II Seoul

- Reports to CHR Korea Area Manager and
- Commander, USAG-Y

- ✓ General Advice & Assistance
- ✓ Classify Positions
- ✓ Labor Management Advisory
- ✓ Disciplinary Actions
- ✓ Performance/Awards
- ✓ Local CPAC Training
- ✓ Employee Benefits
- ✓ Overseas Entitlements
- ✓ Recruitment Announcements
- ✓ Resumix/Answer
- ✓ Rate/Rank/Applications
- ✓ Issue RLs/Make Job Offers

CPOC-Korea Area

- Reports to CHR Korea Area Manager

- ✓ Maintains Official Personnel Folders
- ✓ Manage Automated Database
- ✓ Input RPAs into DCPDS

CPAC
Area I

CPAC
Area III

CPAC
Area IV



AREA II POPULATION

3,583 Employees

2,157 KN APF

1,005 US APF

186 US NAF

363 KN NAF

5,517 U. S. Military

1,597 KATUSA/ROKA

596 KSC

2,410 Contractors

7,522 U.S. Family Members

2,553 Others

23,738 Total Area II Population

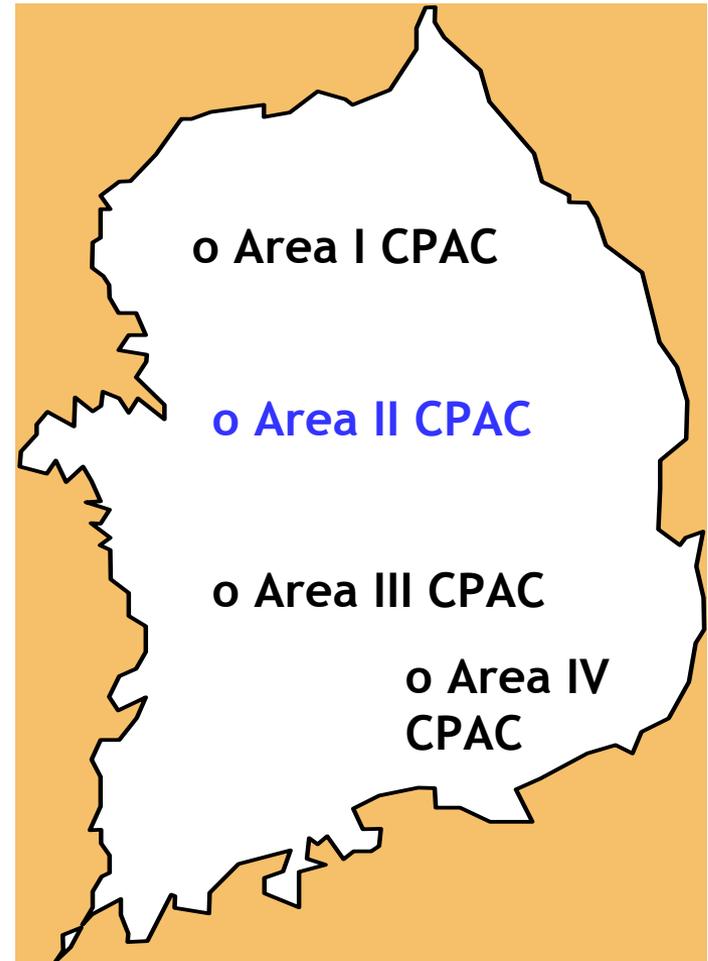
Supports: 11 Separate MACOMs

27 Separate Activities

15 General/Flag Officers

4 SES Positions

92 POCs





LABOR RELATIONS

- 2 Labor Unions
 - National Federation of Federal Employees (NFFE Local 1363)
 - Korean Employees Union (KEU)

OUTSTANDING RELATIONSHIPS



LOCAL CPAC TRAINING COURSES

NSPS HR Elem/Performance Management for Employees

NSPS HR Elem/Performance Management for Supervisors

New Employee Orientation

Introduction to Korean Supervision for U.S. Military and Civilian Supervisors

Human Resources (HR) for US Supervisors

Human Resources (HR) for US NAF Supervisors

Leadership Education and Development (LEAD)

Supervisor Development for KN employees

DCPDS, ART, Gatekeeper, etc.

Resumix/Answer



CHALLENGES

- NSPS training employees converting to NSPS
- Recruitment time (acceptance to EOD)
- Quality of applicants
- High Declination Rate (31/14%)

AND SUCCESSES

- ISR III - Customer Service = Green
- ICE Satisfaction Rate: 96%



- **Provide timely/quality customer service**
- **Keep the Area II workforce informed on personnel issues/changes**
- **Build trust and rapport with customers thru increased on-site staff visits**
- **Reduce time from acceptance of job offer to EOD to 45 days or less**
- **Working as a team to make Area II the “Assignment of Choice in Korea”**