



# THE UNITED STATES ARMY PARTNERSHIP FOR YOUR SUCCESS MEMORANDUM OF AGREEMENT

RS-24-002

January 9, 2024

# Background

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- The United States (U.S.) Army Training and Doctrine Command (TRADOC) began the Partnership for Your Success (PaYS) Program in October 2000 as an enlistment incentive.
- The PaYS program is a strategic partnership between the U.S. Army and a cross-section of corporations, companies, and public sector agencies.
- The PaYS program connects enlisting Soldiers and Reserve Officers' Training Corps (ROTC) Cadets to corporations, companies, and public sector agencies for guaranteed interviews and possible employment after the Army.

# Benefits to The City of Killeen

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- ❑ No financial obligation and no obligation to hold positions for candidates in the PaYS program.
- ❑ TRADOC has invited the City of Killeen to participate in the PaYS program, offering soldiers and cadets interviews for City of Killeen positions, where they're qualified. This does not guarantee employment and applicants must meet the minimum qualifications to be eligible to interview.
- ❑ Participation in the program will benefit the City of Killeen by expanding the applicant pool for vacancies, attracting individuals who safeguard America as well as provide a stronger American workforce both today and in the future.

# Benefits to The City of Killeen (Cont.)

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- ❑ The City of Killeen will potentially employ professional, trained, and responsible men and women with Army values, experience, and proven leadership skills.
- ❑ The City of Killeen will work side-by-side with Army Recruiters at career fairs or jointly staffed booths, sending a powerful message throughout the community.
- ❑ The Program is available to men and women in the Regular U.S. Army, U.S. Army National Guard, and U.S. Army Reserve.

# Alternatives Considered

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- ❑ Disapprove memorandum of agreement with the City of Killeen and the United States Army Training and Doctrine Command to participate in the Partnership for Your Success Program and not expand the City's recruitment pool.
- ❑ Approve a memorandum of agreement with the City of Killeen and the United States Army Training and Doctrine Command to participate in the Partnership for Your Success Program that will expand the City's recruitment pool.

# Recommendation

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- ❑ Staff recommends that the City Council authorize the City Manager to execute the memorandum of agreement for the City of Killeen with the United States Army Training and Doctrine Command to participate in the Partnership for Your Success Program that will expand the City's recruitment pool and potentially employ professional, trained, and responsible men and women with Army values, experience, and proven leadership skills.

