



City of Killeen

Legislation Details (With Text)

File #: RS-24-002 **Version:** 1 **Name:** TRADC PAYS Program MOA
Type: Resolution **Status:** Passed
File created: 12/18/2023 **In control:** City Council
On agenda: 1/16/2024 **Final action:** 1/16/2024
Title: Consider a memorandum/resolution for a Memorandum of Agreement for the City of Killeen with The United States Army Training and Doctrine Command (TRADOC) to participate in the United States Army Partnership for Your Success (PaYS) Program.
Sponsors: Human Resources Department
Indexes:
Code sections:
Attachments: 1. Agreement, 2. Consent Form, 3. Presentation

Date	Ver.	Action By	Action	Result
1/16/2024	1	City Council	approved	Pass
1/9/2024	1	City Council Workshop		

Consider a memorandum/resolution for a Memorandum of Agreement for the City of Killeen with The United States Army Training and Doctrine Command (TRADOC) to participate in the United States Army Partnership for Your Success (PaYS) Program.

DATE: **January 9, 2024**
TO: **Kent Cagle, City Manager**
FROM: **Eva Bark, Executive Director of Human Resources**
SUBJECT: **MOA for the City of Killeen with the United States Army Training and Doctrine Command (TRADOC) to Participate in the United States Army (PaYS) Program**

BACKGROUND AND FINDINGS:

The Partnership for Your Success (PaYS) Program is a strategic partnership between the U.S. Army and select corporations, companies, and public sector agencies ("Partners") designed to assist military recruiting efforts and connect America with its Army. TRADOC believes that PaYS will greatly assist in fulfilling its mission of recruiting high quality men and women to meet the requirements of the U.S. Army. Likewise, industry and participating companies benefit from the opportunity to interview and potentially employ professional, trained, and responsible men and women with Army values, experience, and proven leadership skills.

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. A database matches future job vacancies with the job skills offered by the Regular U.S. Army, U.S. Army National Guard and U.S Army Reserve.

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.

THE ALTERNATIVES CONSIDERED:

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.

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.

Which alternative is recommended? Why?

Staff recommends to approving 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 to expand the City's recruitment pool and potentially employ professional, trained, and responsible men and women with Army values, experience, and proven leadership skills.

CONFORMITY TO CITY POLICY:

This action supports City of Killeen Vision 2040 Big Idea 2: It is our shared responsibility to establish a positive culture and environment that people want to be a part.

FINANCIAL IMPACT:

What is the amount of the expenditure in the current fiscal year? For future years?

There is no financial impact.

Is this a one-time or recurring expenditure?

N/A

Is this expenditure budgeted?

N/A

If not, where will the money come from?

N/A

Is there a sufficient amount in the budgeted line-item for this expenditure?

N/A

RECOMMENDATION:

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.

DEPARTMENTAL CLEARANCES:

Legal
City Manager

ATTACHED SUPPORTING DOCUMENTS:

Agreement
Consent Form
Presentation