MEMORANDUM OF AGREEMENT
BETWEEN
THE UNITED STATES ARMY
AND
GILA COUNTY, ARIZONA

SUBJECT: Participation in the Partnership for Youth Success Program

1. Purpose. This Memorandum of Agreement (MOA) identifies the parameters of the Partnership for Youth Success (PaYS) Program for enlistment into the U.S. Army and/or the U.S. Army Reserve and/or contract into the U.S. Army Reserve Officers' Training Corps (ROTC) PaYS Program and establishes the responsibilities of the U.S. Army and GILA COUNTY, ARIZONA.

2. Scope.

a. All parties recognize the considerable value of the PaYS Program to U.S. Army recruiting and to industry. The U.S. Army believes that PaYS will greatly assist in fulfilling its mission to recruit with integrity high quality men and women to meet the requirements of America's Army and also reconnect America with its Army. Likewise, industry and the specific participating companies will benefit from the employment of intelligent, trained, and responsible men and women with Army values, experience, and proven leadership skills.

b. The U.S. Army is prohibited from endorsing or appearing to endorse a specific agency or corporation. All information received by PaYS candidates from recruiters will be used to identify job opportunities related to the enlisted individual's Military Occupational Specialty (MOS) or leadership training or commissioning branch for ROTC PaYS Cadets.

c. GILA COUNTY, ARIZONA responsibilities under the PaYS Program extend only to those enlisted active duty or Army Reserve Soldier PaYS participants whose military service was characterized as honorable upon completion of active duty training and ROTC Cadets who receive a Bachelor's Degree, commission and complete their initial active duty period of service. This program applies to the enlisted Soldier's first term of enlistment only or initial entry training for U.S. Army Reserve Soldiers, and to those Cadets who successfully complete their ROTC requirements. For other former Soldiers and/or Cadets, the agency owes no obligation such as placement or priority placement consideration, but may hire or interview as desired.

3. Responsibilities.

a. The Army's Obligations.

(1) Advise enlistment prospects of the PaYS Program during the initial Army interview. Incorporate the PaYS program in the ROTC curriculum and advise Cadets to review and reserve PaYS partner opportunities in the Cadet portal.

(2) Advise enlisting prospects, after qualifying for one or more MOSs, of the related job opportunities for which they may be qualified to work after completing their initial term of service or active duty training for the U.S. Army Reserve. Advise ROTC Cadets of the related job opportunities for which they may be qualified to work after completion of their bachelor's degree, commissioning, and initial active duty period of service.

(3) Develop recruiting literature to publicize the PaYS Program, characterizing it as an enlistment incentive.

(4) Provide information to GILA COUNTY, ARIZONA to assist in maintaining contact with PaYS participants. Provide transition support to first term Regular Army enlisted Soldiers as they leave

military service or as U.S. Army Reserve enlisted Soldiers complete their initial training or as ROTC Cadets complete requirements for their Bachelor's Degree and commission and/or their initial active duty period of service with the Army.

b. GILA COUNTY, ARIZONA Obligations.

(1) GILA COUNTY, ARIZONA will interview all qualified PaYS participants for employment with the agency provided there are forecasted future openings at the time of their enlistment in the U.S. Army; U.S. Army Reserve; or at contracting for ROTC PaYS Cadets. Enlisted Soldiers will sign a Statement of Understanding (USAREC Form 1202) acknowledging the opportunity for an interview with GILA COUNTY, ARIZONA. ROTC cadets will print the acknowledgement from the Cadet Portal. This opportunity is contingent upon an Honorable Discharge for Regular Army Soldiers, completion of Active Duty Training for Army Reserve Soldiers, or receipt of a Bachelor's Degree and commission for ROTC PaYS Cadets and/or completion of their initial active duty period of service with the Army. Upon successful completion of their active duty or reserve commitment, the agency will provide qualified PaYS participants the opportunity to be assessed and to interview with a representative of the agency. Interviews are predicated upon available job opportunities at that time. GILA COUNTY, ARIZONA will interview enlisted U.S. Army Reserve PaYS participants within 30 days of completion of their initial active duty training. GILA COUNTY, ARIZONA may interview ROTC PaYS Cadets during their senior year of college or after confirmation of component and branch. GILA COUNTY, ARIZONA may agree to an internship program with ROTC PaYS Cadets during their education, as leadership training and opportunities permit. Should there be no employment opportunities available with GILA COUNTY, ARIZONA at the time of the enlisted Soldiers separation from the U.S. Army or commissioning or separation for ROTC PaYS Cadets, GILA COUNTY, ARIZONA will provide an opportunity for an interview to the PaYS participant when an opportunity becomes available. Despite this priority interview, the agency retains the right to determine whether to ultimately hire the PaYS participant based on the applicant's qualifications and the needs of the agency at the time of the enlisted Soldiers separation from the U.S. Army, completion of active duty training requirements for Army Reserve Soldiers, or commissioning and/or completion of their initial active duty period of service for all ROTC Cadets.

(2) GILA COUNTY, ARIZONA understands and acknowledges its obligations under the Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. Secs. 4301-4335, and agrees that it will observe the provisions as to any U.S. Army Reserve PaYS participant that it employs. GILA COUNTY, ARIZONA understands that U.S. Army Reserve service obligations may include many types of service, including weekend drills, annual training, additional duty training, and deployments within the United States or to foreign locations.

(3) GILA COUNTY, ARIZONA understands the PaYS Program does not create a veteran's employment preference. The PaYS Program is not related to any statutory employment preference. The Army does not intend that GILA COUNTY, ARIZONA start any voluntary preference requirement as part of this agreement. PaYS partners agree to follow local, state, and federal veteran's hiring preferences, if applicable.

(4) GILA COUNTY, ARIZONA understands and acknowledges that Reserve Component Cadets will attend branch specific training Basic Officer Leader Course within one year of their commissioning date.

(5) GILA COUNTY, ARIZONA will provide and maintain a point of contact within the agency to assist individuals before and during the employment process. The point of contact will inform the PaYS helpdesk of any unique hiring procedures. The PaYS helpdesk will use this information to advise PaYS Soldiers and/or Cadets and answer questions regarding interviewing procedures.

(6) GILA COUNTY, ARIZONA understands that an individual, who initially indicates intent to seek employment with the agency after his or her initial period of enlistment, may later decide to re-enlist in the U.S. Army or obtain employment with another agency.

(7) GILA COUNTY, ARIZONA agrees to provide the Army with joint recruiting opportunities on a periodic basis in various communities served by GILA COUNTY, ARIZONA, such as co-presentations at schools, technical/trade schools, organizations, career fairs and the like. GILA COUNTY, ARIZONA will designate these opportunities as market and business conditions dictate.

(8) GILA COUNTY, ARIZONA agrees to provide information on the ultimate placement of the PaYS veterans. The success of this program is determined by the number of Soldiers and/or Cadets who interview with their designated partner. Release of interview/hiring information can be limited to raw numbers.

(9) If GILA COUNTY, ARIZONA uses an electronic process for job application, there should be a built in mechanism to identify Army PaYS Soldiers and/or Cadets. This mechanism will ensure PaYS Soldiers and/or Cadets receive an opportunity for interview.

4. Termination. This agreement remains in effect for an indefinite period or upon written termination by either party. Either party hereto may terminate this MOA upon 30 days written notice to the other party. Participants already enlisted in the PaYS Program will not be affected by this termination.

Gila County, Arizona
ATTN: Berthan DeNero
1400 East Ash Street
Globe, Arizona 85501

Army Marketing and Research Group
ATTN: PaYS Program Manager
SAMR-SI
200 Stovall Street
Hoffman II, Room 4N51
Alexandria, Virginia 22332

5. Participation in the PaYS Program is not a Government contract within the meaning of the Federal Acquisition Regulation, and does not confer upon GILA COUNTY, ARIZONA Government contractor or subcontractor status for purposes of Executive Order 11246 and other Federal laws.

6. Effective date. This MOA is effective when signed by both parties, on the date of the later signature.

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MICHAEL A. PASTOR
Chairman of the Board
Gila County, Arizona

_____
HENRY L. HUNTLEY
Brigadier General, USA
Deputy Commanding General

_____
(DATE)

_____
(DATE)