


Memorandum



Date: November 6, 2023

Agenda Item No. 2(B)(3)
December 12, 2023

To: Honorable Chairman Oliver G. Gilbert, III
and Members, Board of County Commissioners

From: Daniella Levine Cava
Mayor 

Subject: Report on the US Army PAYS Program Partnership - Directive No. 222549

Executive Summary

This report is being presented in response to Resolution No. R-1122-22 sponsored by preceding Chairman Jose "Pepe" Diaz and adopted by the Board of County Commissioners (Board) on November 15, 2022, directing the County Mayor or Mayor's designee to engage with the United States Army and, to the extent compatible with the County's Veterans' Preference Policy, secure the County's participation in the Partnership for Your Success ("PAYS") program and execute a memorandum of agreement between the County and United States Army formalizing the County's participation at no cost to the County; and requiring a report setting forth the necessary steps for implementation.

The Partnership for Your Success (PAYS) Program is a strategic partnership between the US Army and multiple corporations, companies, and public sector agencies across the country. This Program is part of the Army's effort to partner with America's business community and reconnect America with its Army. PAYS partners benefit from a steady stream of quality candidates with leadership, maturity and technical expertise. The Program provides service members an opportunity to prepare for future civilian life by providing access to companies and employment opportunities, for which they qualify, and guarantees that participants interview with various agencies.

Outreach and Findings

Human Resources Department in May of 2023, engaged with a representative from the PAYS Program to learn about the program and potential benefits it could have on the County's recruitment efforts. Over the past few months, multiple meetings were held between the County and the program representative to discuss requirements, feasibility and success stories from established partnerships. Our HR team has ascertained the requirements and resources needed for this initiative's implementation and will devise a workflow of internal processes to launch the partnership effectively. In performing our due diligence, HR has also connected with an existing partner of PAYS, the Maryland State Police Department, and obtained feedback regarding their experience with the program and its participants. The Maryland State Police successfully implemented the program in 2018 and although they are only utilizing this resource for sworn classifications, they continue to see a steady number of applicants interested in their employment opportunities.

To participate in PAYS, the County will post selected job opportunities through their online career platform, which is only accessible to soldiers and cadets enrolled in the program. These job opportunities will reach a vast network of potential candidates who will be able to browse through our job postings, indicate their interest and apply through the County's careers webpage. The PAYS Program will provide the County with a list of PAYS applicants, which will facilitate HR following up with them, working closely with county departments to facilitate interviews, as well as tracking their progress and status throughout the recruitment process. We hope that the County's participation in PAYS will expand the County's employment of veterans, who have honorably served our country.

Next Steps

As part of proceeding with this partnership, the County will work with PAYS to prepare a Memorandum of Agreement (MOA), which will be executed by both parties upon review and approval of the County Attorney's

Office. Sample documents have been attached to this report as a reference (Attachment 1). Through this partnership we will continue to support our veterans and assist them with pursuing a wide range of career opportunities where they can transition from the military and apply their talents in service to the Miami-Dade County community. Implementation of the PAYS Program will also aid the County's recruitment efforts by providing an additional platform to advertise job opportunities and increase access to a larger candidate pool.

Pursuant to Ordinance 14-65, this report will be placed on the next available Board agenda. Should you have any questions or require additional information, please do not hesitate to contact Melanie McLean, Interim Director, Human Resources Department at 305 375-4734.

Attachment

c: Geri Bonzon-Keenan, County Attorney
Gerald K. Sanchez, First Assistant County Attorney
Jess M. McCarty, Executive Assistant County Attorney
Office of the Mayor Senior Staff
Department Directors
Melanie McLean, Interim Director, Human Resources Department
Jennifer Moon, Chief, Office of Policy and Budgetary Affairs
Yinka Majekodunmi, Commission Auditor
Basia Pruna, Director, Clerk of the Board
Eugene Love, Agenda Coordinator

MEMORANDUM OF AGREEMENT
BETWEEN
THE UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
AND
(COMPANY NAME)
FOR
PARTICIPATION IN THE U.S. ARMY PaYS PROGRAM

A2106-021-021-ACC004
(Agreement Number)

SUBJECT: Participation in the U.S. Army Partnership for Your Success (PaYS) Program

This memorandum of agreement (MOA) is a new agreement between the United States Army Training and Doctrine Command (TRADOC) and (COMPANY NAME). When referred to collectively, TRADOC and (COMPANY NAME) are referred to as the “Parties.”

1. Authorities.

a. 10 U.S.C. 503

b. DoDI 4000.19 (Support Agreements), 16 December 2020

2. Purpose and Scope. The terms by which the Parties will participate in the Partnership for Your Success (PaYS) Program. Background information on this program has been provided.

3. Responsibilities of the Parties.

a. TRADOC will:

(1) Advise enlistment prospects of the PaYS Program during the initial Army interview and again after qualifying for one or more Military Occupational Specialties of the related civilian job opportunities for which they may be qualified under the PaYS Program.

(2) Advise Reserved Officers’ Training Corps (ROTC) Cadets of the related civilian job opportunities under the PaYS Program for which they may be qualified after completion of their Bachelor’s Degree and commissioning.

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

(4) Provide information to (COMPANY NAME) to assist in maintaining contact with its PaYS participants.

(5) Provide a PaYS helpdesk to facilitate any questions involving the PaYS Program.

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(6) Provide transition support to first-term Regular Army enlisted Soldiers as they leave Military service, U.S. Army Reserve and U.S. Army National Guard enlisted Soldiers as they complete their initial training, and ROTC Cadets as they complete requirements for their Bachelor's Degree and commission and/or their initial active duty period of service with the Army as it concerns the PaYS Program, through the use of Transition Assistance Program and Army Career Counselors.

b. (COMPANY NAME) will:

(1) Interview all qualified PaYS participants for employment, provided there are forecasted future openings at the time of their enlistment in the U.S. Army; U.S. Army Reserve; U.S. Army National Guard or at contracting for ROTC PaYS Cadets.

(a) Enlisted U.S. Army Reserve/U.S. Army National Guard PaYS participants within 30 days of completion of their initial active duty training.

(b) ROTC Cadet PaYS participants may be interviewed either during their senior year of college or after confirmation of component and branch.

(2) In the event there should be no employment opportunities available at the time of the enlisted Soldier's separation from the U.S. Army or commissioning or separation for ROTC Cadets, provide an opportunity for an interview to the PaYS participant when an opportunity becomes available.

(3) Provide and maintain a point of contact within the company to assist PaYS Program candidates before and during the employment process, to include informing the PaYS helpdesk of any unique hiring procedures.

(4) Provide TRADOC with joint recruiting opportunities on a periodic basis (as market and business conditions allow) in various communities served by (COMPANY NAME), such as co-presentations at schools, technical/trade schools, organizations and career fairs.

(5) Provide TRADOC with information on the ultimate placement of the PaYS Veterans. Release of interview/hiring information may be limited to raw numbers.

4. Personnel. Each Party is responsible for all costs of its personnel, including pay and benefits, support, and travel. Each Party is responsible for supervision and management of its personnel.

5. Points of Contact (POCs). The Parties will use the following POCs to communicate matters concerning the MOA. Each party may change its POC upon reasonable notice to the other Party.

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For TRADOC:

Army PaYS Program
ATTN: PaYS Program Manager
Address:
Address:
Email address:
Phone number:

For (COMPANY NAME):

(COMPANY NAME)
ATTN:
Address:
Address:
Email Address:
Phone number:

6. Provisions.

- a. Review. This MOA will be reviewed in its entirety no less than on or around the midpoint of its effective date.
- b. Modification. This MOA may only be modified by the written agreement of the Parties, duly signed by their authorized representatives.
- c. Disputes. Any disputes relating to this MOA will, subject to any applicable law, Executive Order, or Department of Defense issuance, be resolved by consultation between the Parties.
- d. Termination. This MOA may be terminated by either Party by giving at least ninety (90) days written notice to the other Party. The MOA may also be terminated at any time upon the mutual written consent of the Parties. Should the MOA be terminated unilaterally or by mutual agreement of the Parties, any Soldier or Cadet enrolled with (COMPANY NAME) will be given the opportunity to select another PaYS Partner, as such termination severs any ties that Army PaYS participant would have with (COMPANY NAME).
- e. Transferability. This MOA is not transferable, except with the written consent of the Parties.
- f. Effective Date. This MOA takes effect beginning on the day after the last Party signs.
- g. Expiration Date. This MOA expires ten (10) years after the last Party signs.
- h. No Third-Party Beneficiaries. Nothing in this MOA, express or implied, is intended to give to, or will be construed to confer upon, any person or entity not a Party any remedy or claim under or by reason of this MOA; this MOA will be for the sole and exclusive benefit of the Parties.
- i. Effect. This MOA does not bind any Federal agency, other than the Parties, nor waive required compliance with any law or regulation. All agreements herein are subject to, and will be carried out in compliance with, all applicable Federal laws, regulations, and other legal requirements. This MOA is not legally enforceable and shall not be construed to create any legal obligation on the part of either Party. This MOA shall not be construed to provide a private right or cause of action for or by any person or entity. Participation in the PaYS Program is not a Government contract within the meaning of the Federal Acquisition Regulation, and does not confer upon (COMPANY NAME) Government contractor or

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subcontractor status for purposes of Executive Order 11246 and other Federal laws. Nothing in this MOA authorizes or is intended to obligate the Parties to expend, exchange, or reimburse funds, services, or supplies, or to transfer or receive anything of value.

AGREED:

SIGNATURE AUTHORITY
Title
Command

SIGNATURE AUTHORITY
Title
(Company Name)

(DATE)

(DATE)