



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY CADET COMMAND
FORT MONROE, VIRGINIA 23651-1052

REPLY TO
ATTENTION OF

S: 30 Nov 04
15 Dec 04
15 Jan 05
26 Jan 05

ATCC-OP-0

24 Sep 04

MEMORANDUM FOR Region, Brigade and Battalion Commanders, U.S.
Army Cadet Command

SUBJECT: Battalion Performance Assessment and Incentive System
(BPAIS)

1. Purpose. The purpose of the BPAIS is:

a. To identify the best small, medium, and large battalions in each region as MacArthur Award winners.

b. To identify the best small, medium, and large battalion in each brigade as a "15 Percent Letter" recipient.

c. To identify the best battalion and the most improved battalion in each brigade as the winners of an incentive award of \$2500.

d. To identify battalions that are most in need of improvement in each brigade as potential Unit Assistance Program candidates.

2. General. Following mission set closure each year, the Operations Analysis Division (OAD), Recruiting and Retention Operations Directorate (RROD) will disseminate to each Region and Brigade the following:

a. A battalion Order of Merit List (OML) for each brigade to recommend the best battalions in the brigade. The OAD will use a set of objective criteria described below to develop the OMLs.

b. A battalion OML for each brigade to recommend the winners of the most improved battalion awards. The OAD will use a set of objective criteria described below to develop the OMLs.

3. Objective Criteria (Best Battalions). The OAD will use the following criteria to develop the OML for the best battalions in each brigade:

ATCC-OP-0

SUBJECT: Battalion Performance Assessment and Incentive System
(BPAIS)

a. Schools whose mission and production exceeded templated mission ranked by average Order of Merit Score (OMS) (Tier 1a).

b. Schools whose production met templated mission ranked by average OMS (Tier 1b).

c. List of battalions whose production is less than the templated overall/nurse mission ranked by average Order of Merit Score (OMS) (Tier 2).

4. Objective Criteria (Most Improved Battalions). The OAD will use the criteria below to develop the OML for the most improved battalions in each brigade:

a. Thirty Percent. Degree of improvement in the battalion's average commission mission accomplishment rate (overall and nurse) from the previous mission set to the just-completed mission set.

b. Fifteen Percent. Degree of improvement in the battalion's average accessions board OMS from the previous fiscal year to the just-completed fiscal year.

c. Fifteen Percent. Degree of improvement in the battalion's cadet percentages who earned "best qualified" ratings at LDAC from the previous fiscal year to the just-completed fiscal year.

d. Fifteen Percent. Degree of improvement in the battalion's commissioning/retention rates from the previous fiscal year to the just-completed fiscal year.

e. Fifteen Percent. Degree of improvement in the battalion's commissioning/retention rates for scholarship cadets from the previous fiscal year to the just-completed fiscal year.

f. Ten Percent. Degree of improvement in the battalion's percentage of non-medical waivers among contracted cadets in each battalion.

5. Brigade and Region Commander Actions.

a. Brigade Commanders will consider the OML, apply their own subjective criteria, and forward nominations and any supporting documentation to the Region Commander. Brigade Commanders will nominate the following to the Region Commander:

ATCC-OP-0

SUBJECT: Battalion Performance Assessment and Incentive System
(BPAIS)

(1) The best small, medium, and large battalions in the brigade as potential MacArthur Award winners and recipients of 15 percent letters.

(2) The overall best battalion in the brigade. One of the three potential MacArthur Award winners will receive an incentive award of approximately \$2500, based upon the Region Commander's approval.

(3) The most improved battalions in the brigade. This battalion will receive an incentive award of approximately \$2500, based upon the Region Commander's approval.

(4) The battalion in the brigade most needing improvement as a potential Unit Assistance Program candidate.

b. Region Commanders will nominate the following to the Commanding General by forwarding selections to the OAD:

(1) The overall best small, medium, and large battalions in the region as potential MacArthur Award winners.

(2) The top battalions in the small, medium, and large category for each brigade who will receive "15 Percent Letters" (42 schools total).

(3) The best battalions (one from each brigade) to receive an incentive award of approximately \$2500 (14 schools total/seven per region).

(4) The most improved battalions (one from each brigade) to receive an incentive award of approximately \$2500 (14 schools total/seven per region).

(5) The battalions in the respective region most in need of improvement as potential Unit Assistance Program candidates.

6. Following is a list of the criteria that brigade and region commanders and the CG may consider in their decisions:

a. Each battalion's percentage of scholar-athlete-leaders among newly-contracted cadets.

b. The number of cadets from each battalion who attended the most recent camps compared to their allocations.

c. Each battalion's success in extracurricular events (i.e., Ranger Challenge, Sword and Scabbard, Volunteering, etc.).

ATCC-OP-0

SUBJECT: Battalion Performance Assessment and Incentive System
(BPAIS)

d. Beneficial ideas or initiatives that a battalion proposed to improve the Command.

7. Timeline.

a. NLT 30 November 2004 of every year, the OAD will disseminate the OMLs for the best and most improved battalions in each brigade.

b. NLT 15 December 2004 of every year, Brigade Commanders will forward best small, medium, and large battalions in the brigade as potential MacArthur Award winners. They will also nominate the best and most improved battalions, along with supporting documentation to the Region Commanders for region selection.

c. NLT 15 January 2005 of every year, Region Commanders will forward their nominations to the OAD for the CG's approval. Regions must also submit top BNs for best small, medium, and large battalions for each BDE for "15 Percent Letters" (42 schools total).

d. NLT 26 January 2005 of each year, The OAD will consolidate the nominations and forward the packet to the CG for final selection of the best small, medium, and large battalions in the Command, and present those awards at the Winter Commander's Conference (31 January 2005 - 4 February 2005).

8. Point of contact for this action is CPT DeLong, DSN 680-3430 or (757) 788-3430.

FOR THE COMMANDER:

Encl


RADAMES CORNIER, JR.
Colonel, GS
Chief of Staff

CF:
DCG, U.S. Army Cadet Command