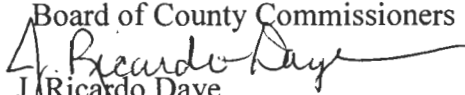




Interoffice Memorandum

January 29, 2020

TO: Mayor Jerry L. Demings  
-AND-  
Board of County Commissioners

FROM:   
J. Ricardo Daye  
Human Resources Director

SUBJECT: Approval of Memorandum of Agreement for Participation in the U.S. Army Partnership for Youth Success Program

The Human Resources Division is requesting approval of a Memorandum of Agreement between Orange County, Florida and the United States Army to participate in the U.S. Army Partnership for Youth Success (PaYS) Program. The PaYS Program is a partnership between the U.S. Army and select businesses and public sector agencies in an effort to provide guaranteed job interviews and potential employment opportunities for eligible transitioning soldiers. The program also benefits the County by providing access to an experienced and professionally trained workforce. There is no cost to the County to participate in the program.

We are requesting authorization for the Mayor or designee to execute any amendments to this agreement.

**ACTION REQUESTED:**

Approval and execution of Memorandum of Agreement between the United States Army and Orange County, Florida related to participation in the U.S. Army Partnership for Youth Success (PaYS) Program and authorization for the Mayor or designee to execute any amendments to this Agreement.

c: Byron W. Brooks, AICP, County Administrator  
Randy Singh, Deputy County Administrator



OFFICE OF COMPTROLLER

ORANGE  
COUNTY  
FLORIDA

Phil Diamond, CPA  
County Comptroller as  
Clerk of the Board of County Commissioners  
201 South Rosalind Avenue  
Post Office Box 38  
Orlando, FL 32802  
Telephone: (407) 836-7300  
Fax: (407) 836-5359

DATE: February 12, 2020

TO: J. Ricardo Daye, Human Resources Director  
Administration and Fiscal Services, BCC

FROM: Katie Smith, Deputy Clerk  
Comptroller Clerk of BCC *LL for KS*

SUBJECT: Request for Execution of Document, County Administrator Department  
Consent Item 3, File ID 20-240, February 11, 2020.

Enclosed is the Memorandum of Agreement (1 original) which was approved by the Board of County Commissioners (BCC) at its regular meeting held on February 11, 2020.

Please forward the documents to all required parties for signature.

**Email copies of the fully-executed documents to [ClerkofBCC@occompt.com](mailto:ClerkofBCC@occompt.com) and copy [terese.parsons@ocfl.net](mailto:terese.parsons@ocfl.net). Note: [ClerkofBCC@occompt.com](mailto:ClerkofBCC@occompt.com) is **used only** for County staff submission of pending documents.**

Please include in cover memo or subject line identification of the documents by name, agenda item number, and date of BCC approval. Emailed copies must be in full-size PDF format. The documents will be processed and filed for the record upon receipt.

If you are unable to return a copy of the fully-executed documents before March 30, 2020, notify Katie Smith, Assistant Deputy Clerk by email of the reason for the delay prior to that date.

If you have any questions, please do not hesitate to call.

ks:ll

Enclosure (1)

dl: Byron Brooks, County Administrator, County Administrator Department, BCC [email]  
Randy Singh, Deputy County Administrator, County Administrator Department, BCC [email]  
Terese Parsons, Executive Assistant, County Administrator's Office, BCC [email]  
Pending File

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE UNITED STATES ARMY  
AND  
ORANGE COUNTY, FLORIDA

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

1. Parties. The parties to this Agreement are the U.S. Army and ORANGE COUNTY, FLORIDA.

2. Authority. This Agreement is authorized under the provisions of 10 U.S.C. Section 503 and Army Regulation 601-208.

3. Purpose. The purpose of this Agreement is to set forth the terms by which the U.S. Army and ORANGE COUNTY, FLORIDA will participate in the Partnership for Youth Success (PaYS) Program.

4. Background.

a. The PaYS Program is a strategic partnership between the U.S. Army and select corporations, companies, and public sector agencies designed to assist military recruiting efforts and connect America with its Army. The U.S. Army believes that PaYS will greatly assist in fulfilling its mission to recruit high quality men and women to meet the requirements of America'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.

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

d. While the Army is permitted to promote the Partnership with specific partners, The U.S. Army is prohibited from overtly endorsing or appearing to endorse a specific company or corporation.

5. Responsibilities.

a. U.S. Army.

(1) Advise enlistment prospects of the PaYS Program during the initial Army interview. Advise ROTC Cadets to review and reserve PaYS partner opportunities during their senior year in the Cadet portal.

(2) Advise enlisting prospects, after qualifying for one or more MOSs, of the related civilian job opportunities for which they may be qualified after completing their initial term of service or active duty

SUBJECT: Participation in the Partnership for Youth Success Program

training for the U.S. Army Reserve and U.S. Army National Guard. Similarly advise ROTC Cadets 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 ORANGE COUNTY, FLORIDA to assist in maintaining contact with PaYS participants. 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.

b. ORANGE COUNTY, FLORIDA.

(1) ORANGE COUNTY, FLORIDA will interview all participants that apply and qualify for employment with the company 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. Enlisted Soldiers will sign a Statement of Understanding acknowledging the opportunity for an interview with ORANGE COUNTY, FLORIDA, ROTC PaYS Cadets will print a similar acknowledgement from the Cadet Portal. This interview opportunity is contingent upon receipt of an Honorable Discharge for Regular Army Soldiers, completion of Active Duty Training for Army Reserve and National Guard Soldiers, and 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.

(2) Upon successful completion of active duty or Army Reserve commitments, ORANGE COUNTY, FLORIDA will provide qualified PaYS participants the opportunity to be assessed and to interview if they are qualified for a position with a representative of the company. Interviews are predicated upon available job opportunities at that time. ORANGE COUNTY, FLORIDA will interview enlisted U.S. Army Reserve / U.S. Army National Guard PaYS participants once they have applied for an open position of their initial active duty training. ORANGE COUNTY, FLORIDA may interview ROTC PaYS Cadets during their senior year of college or after confirmation of component and branch. ORANGE COUNTY, FLORIDA 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 ORANGE COUNTY, FLORIDA at the time of the enlisted Soldiers separation from the U.S. Army or commissioning or separation for ROTC PaYS Cadets, ORANGE COUNTY, FLORIDA will provide an opportunity for an interview to the PaYS participant when an opportunity becomes available. Despite this priority interview, the company retains the right to determine whether to ultimately hire the PaYS participant based on the applicant's qualifications and the needs of the company at the time of the enlisted Soldiers separation from the U.S. Army, completion of active duty training requirements for Army Reserve / Army National Guard Soldiers, or commissioning and/or completion of their initial active duty period of service for all ROTC Cadets.

(3) ORANGE COUNTY, FLORIDA 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 thereof regarding any U.S. Army Reserve PaYS participant that it employs. ORANGE COUNTY, FLORIDA acknowledges that U.S. Army Reserve / Army National Guard 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.

(4) ORANGE COUNTY, FLORIDA acknowledges that the PaYS Program does not create a veteran's employment preference and is not related to any statutory employment preference. The Army

SUBJECT: Participation in the Partnership for Youth Success Program

does not require that ORANGE COUNTY, FLORIDA start any voluntary preference requirement as part of this agreement. PaYS partners agree to follow local, state, and federal veteran's hiring preferences, where applicable.

(5) ORANGE COUNTY, FLORIDA understands and acknowledges that Army Reserve / Army National Guard Component ROTC Cadets will attend branch specific training (Basic Officer Leader Course) within one year of their commissioning date.

(6) ORANGE COUNTY, FLORIDA will provide and maintain a point of contact within the company 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.

(7) ORANGE COUNTY, FLORIDA acknowledges that an individual, who initially indicates intent to seek employment with the company after his or her initial period of enlistment, may later decide to re-enlist in the U.S. Army or obtain employment with another company.

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

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

(10) If ORANGE COUNTY, FLORIDA uses an electronic process for job application; a means is required to identify Army PaYS Soldiers and/or Cadets. This means will ensure PaYS Soldiers and/or Cadets receive an opportunity for interview.

#### 6. Points of Contact.

ORANGE COUNTY, FLORIDA  
ATTN: Natasha Griffin  
Human Resources Division  
450 E. South Street  
Orlando, FL 32801

Army Marketing and Research Group  
ATTN: PaYS Program Manager  
SAMR-SI  
2530 Crystal Drive  
Taylor Bldg, Suite 4150  
Arlington, Virginia 22202

#### 7. Other Provisions.

a. All agreements herein are subject to, and will be carried out in compliance with, all applicable Federal laws, regulations, and other legal requirements.

b. This Agreement is not legally enforceable and shall not be construed to create any legal obligation on the part of either party. This Agreement shall not be construed to provide a private right or cause of action for or by any person or entity.

SUBJECT: Participation in the Partnership for Youth Success Program

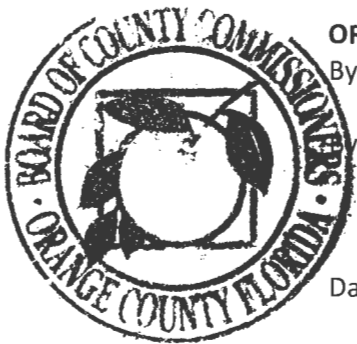
c. Participation in the PaYS Program is not a Government contract within the meaning of the Federal Acquisition Regulation, and does not confer upon ORANGE COUNTY, FLORIDA contractor or subcontractor status for purposes of Executive Order 11246 and other Federal laws.

d. This Agreement is neither a fiscal nor a funds obligation document. Nothing in this Agreement authorizes or is intended to obligate the Parties to expend, exchange, or reimburse funds, services, or supplies, or transfer or receive anything of value.

8. Modification. This Agreement may only be modified by the written agreement of the Parties, duly signed by their authorized representatives.

9. Duration of Agreement and Termination. This Agreement is effective on the date of the final signature and will remain in effect until it is terminated by mutual agreement of the parties or by either party providing ninety (90) days written notice to the other. Should the agreement be terminated unilaterally or by mutual agreement of the parties, any Soldier or Cadet enrolled with ORANGE COUNTY, FLORIDA will be given the opportunity to select another PaYS partner and severs any ties between Army participants and ORANGE COUNTY, FLORIDA.

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates set forth below.



ORANGE COUNTY, FLORIDA

By: Orange County Board of County Commissioners

*Jerry L. Demings*

Jerry L. Demings  
for Orange County Mayor

Date: *11 February 2020*

**UNITED STATES ARMY, PARTNERSHIP FOR YOUTH SUCCESS PROGRAM**

By: \_\_\_\_\_

Printed Name: FRANK M. MUTH

Official Position: Major General, USA

Commanding

Date: \_\_\_\_\_