

DEPARTMENT OF THE ARMY
HEADQUARTERS, FIFTH UNITED STATES ARMY AND FORT SAM HOUSTON
Fort Sam Houston, Texas 78234-5000

FSH Regulation
No. 601-03

1 December 1988

Personal Procurement
REENLISTMENT INCENTIVE AWARDS PROGRAM

Issue of supplements to this regulation by subordinate commanders is prohibited, unless specifically approved by Headquarters, U.S. Army Garrison, Fort Sam Houston.

1. PURPOSE. To provide the Reenlistment/Reserve Component Incentive Program policies and procedures for Headquarters, Army Garrison, Fort Sam Houston (HQ, USAG FSH) units.

2. APPLICABILITY. This regulation applies to all units assigned or attached to HQ, USAG FSH.

3. OBJECTIVE.

a. To maintain Army strength and improve the quality of the force through retention of the best qualified soldiers within the regular Army/reserve component.

b. To recognize units and unit reenlistment NCOs for achieving the HQ, USAG FSH reenlistment standard outlined in paragraph 4 of this regulation.

4. GENERAL.

a. Objectives. HQ, USAG FSH will receive six reenlistment objectives from FORSCOM each quarter; three for the regular Army and three for the reserve component. Those three numerical objectives are:

(1) For the regular Army: Initial term, mid-career career soldiers.

(2) For the reserve components: U.S. Army reserve (USAR) troop program unit, Army national guard (ARNG) troop program unit and individual ready reserves (IRR).

(3) In addition the Department of the Army (DA) has established a quality point objective of 70 points or higher the initial-term reenlistees.

This regulation supersedes FSH Regulation 601-3, 10 Dec 84.

(a) The Reenlistment Office, Directorate of Personnel and Community Activities, will assign quarterly numerical objectives to each unit based on its proportionate share of personnel who are within the reenlistment eligibility time frame. All objectives will be based on data received on an activity's eligibility roster.

(b) The DA quality objective of 70 points or higher for the initial-term reenlistment applies to all activities.

b. Standards. The established criteria for receiving a reenlistment incentive award (unit or individual) is to achieve the FSH reenlistment standards as follows:

(1) Quantity standard: Minimum of 100% of objective, both active and reserve component.

(2) Quality standard. An average of 70 quality points or higher.

c. Unit or individual success will be measured by the achievement of the HQ, USAG FSH reenlistment standards.

5. PROCEDURES

a. To achieve the reenlistment standards, accomplishments must be as follows:

(1) Quality standard. Achieve a minimum 100 percent of the assigned objective in all six categories.

(2) Quantity standard. Achieve an average of 70 initial-term quality points or higher (see appendix A for listing of quality points).

b. In recognition for achieving the reenlistment standards, and the higher average number of quality points, incentive awards will be given annually to:

Unit.

Unit reenlistment NCO

c. Unit awards (annual). A plaque will be presented to those that achieve the FSH standards and the DA quality standard

d. Unit reenlistment NCO.

(1) A letter of commendation will be given to each unit reenlistment NCO who achieves HQ, USAG FSH standards.

(2) The unit reenlistment NCO who achieves the HQ, USAG FSH standards and the highest quality point average will be recommended for an Army Achievement Medal.

6. The Reenlistment Office will publish the quarterly performance statistics.

7. The units listed in appendix B are in competition for annual reenlistment awards.

8. REFERENCE.

a. AR 601-280, Army Reenlistment Program.

b. FORSCOM Suppl 1 to AR 601-280, Army Reenlistment Program.

The proponent agency of this regulation is the Directorate of Personnel and Community Activities. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) to the Commander, U.S. Army Garrison, ATTN: AFZG-PA-AR, Fort Sam Houston, TX 78234-5000.

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APPENDIX A

QUALITY POINTS

<u>SCREEN</u>	<u>CRITERIA</u>	<u>POINTS</u>
CIVILIAN EDUCATION	LESS THAN HIGH SCHOOL	0
	CERTIFICATE OF COMPLETION	3
	HSDG, GED, OR 1 YR COLLEGE	12
	2 OR MORE YEARS COLLEGE	15
PAY GRADE	E-3	0
	E-4	10
	E-4 (P)	15
	E-5 OR ABOVE	30
WAIVER	AWOL OR CT MARTIAL	0
	GRADE/ART 15/OTHER	10
	NONE/PT/PHYSICAL	20
REENL OPTION	ALL OTHERS	0
	REENL FOR RETRAINING	10
BONUS EXTENSION AND RETRAINING PROGRAM (BEAR)	REENLISTMENT CREDIT OBTAINED	15
TOTAL HI 3 AA SCORES NOT INCLUDING GT SCORE	299 OR LESS	0
	300-329	5
	330+	10
GT SCORE	99 OR LESS	0
	100-109	5
	110+	10
SQT SCORE	59 OR LESS	0
	60-69	2
	70-79	4
	80-89	7
	90-100	15

*NOTE: WHEN SOLDIER DOES NOT HAVE SQT SCORE COMPUTED AS FOLLOWS:

1. TOTAL POINTS FROM CIVILIAN EDUCATION, PAY GRADE, WAIVERS, HIGH 3 AA, AND GT SCORE. MAXIMUM IS 85.
2. AWARD SQT POINT BASED ON THIS TOTAL.

<u>TOTAL</u>	<u>SQT POINTS</u>
46 OR LESS	0
47-51	2
52-56	4
57-66	
67 OR ABOVE	15

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APPENDIX B

HQ CO, USAG
41ST CBT SPT HOSP
CO A, USAG
5TH US ARMY BAND
507TH MED CO
546TH ORD DET
READINESS REGION

The proponent agency of this regulation is the Administrative Services Branch, Adjutant Division, DPCA. Users are invited to send comments and suggestion improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) to the Commander, Fort Sam Houston, ATTN: AFZG-PA-AGA, Fort Sam Houston, Texas 778234-5000.

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