



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL
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FORT SILL, OKLAHOMA 73503

ATZR-C

19 Oct 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Memorandum #7D, Commanding General's ACFT Incentive Program

1. The Fires Center of Excellence and Fort Sill lives a Culture of Values, Fitness, Resiliency and Pursues Excellence in the Fundamentals. Physical fitness and team work is absolutely fundamental to each of these areas; and when done right, the result is that we have developed a more cohesive team and built upon our readiness. The purpose of this policy therefore is to both highlight the importance of physical fitness and teamwork by creating a unique Fort Sill program centered around the Army's new Army Combat Fitness Test (ACFT).
2. Bottom line: If individuals and teams set goals to get 10% better each time they take the ACFT, that team – and thus the Fires Team – is **WINNING!** I expect you to win.
3. We will re-evaluate this program in 90 days. Subordinate leaders are encouraged to use the framework of this policy and its attachments in order to develop further incentive programs. Take advantage of this program with your teammates. Train tough, train safely, and train often.
4. I am proud to soldier alongside you as part of Team Sill as we get better every day. Fires Strong!!

KENNETH L. KAMPER
Major General, USA
Commanding

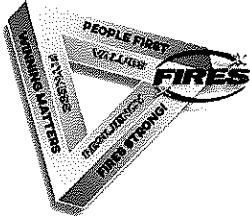
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1. Pursuing Excellence in the Fundamentals: Individual Incentives
2. Pursuing Excellence as a Team: Team Incentives

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Individual Incentives



Pursuing Excellence in the Fundamentals: Physical Dominance

From Obstacle to Opportunity. The Army adapted to meet the physical requirements to fight and win in large scale combat operations by implementing the Army Combat Fitness Test (ACFT) as its events directly relate to Common Soldier Tasks - the **fundamentals**. As of 1 OCT 20, the ACFT 2.0 is now the Army's only physical fitness test of record. The Fires Team incentivizes performance greater than the minimum "Gold" standard established by the Army.

Soldiers and Teams with a will to WIN pursue excellence in the fundamentals through progressive and integrated physical training programs. The same grit and ambition that drives Fires Professionals to WIN in combat first **dominates** COVID-19 excuses and then relentlessly seeks opportunities to improve functional physical fitness and readiness that will undoubtedly result in them **dominating** the ACFT. Despite being physically distanced, **disciplined** Soldiers can train anywhere to improve their ACFT scores, to include the barracks, homes, offices or motorpools (<https://www.army.mil/acft/>). Fires professionals get past polished mediocracy and excel in the relentless pursuit of fitness and resiliency.

Purpose and Intent. The Fires Center of Excellence (USAFCoEFS) incentivizes ACFT performance in order to promulgate our culture of values, **fitness**, resilience, and the pursuit of excellence in the fundamentals. The intent of this Physical Dominance Incentive Program is to use fitness to develop cohesive teams while simultaneously building readiness. If individuals and teams set goals to get 10% better each time they train an event or take the ACFT, that team and thus the Fires Team, is WINNING.

The Incentives:


500 or more (minimum of 80 points per event): 3-day pass approved by the unit commander. A #FiresFit PT Shirt if your whole squad achieves standard.


550-574 points (minimum of 90 points per event): Certificate from the USAFCoEFS CG and Fort Sill Social Media highlight of Soldier and "Team" conducting PRT.

575-599: Recognition from the USAFCoEFS CG, opportunity to attend a training course on fitness and sit as a member of the Fort Sill Fitness Advisory Board.

600 Points: Same as 590-599 with the addition of having name displayed on the Fires Fitness Center 600 Club Wall of Fame.

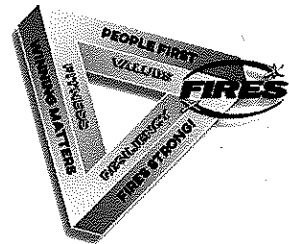
Fires Fifty # 15 tells us an idea is only good when it is shared. Subordinate leaders are encouraged to use this framework to develop other incentive programs. Train tough, train safely, and train often.


MG Ken Kamper
FCoE & Fort Sill CG 13 Nov 2020


CSM Stephen Burnley
FCoE & Fort Sill CSM

Team Incentives

Pursuing Excellence as a Team: Physical Dominance



From Obstacle to Opportunity. The Army adapted to meet the physical requirements to fight and win in large scale combat operations by implementing the Army Combat Fitness Test (ACFT) as its events directly relate to Common Soldier Tasks - the **fundamentals**. As of 1 OCT 20, the ACFT 2.0 is now the Army's only physical fitness test of record. The Fires Team incentivizes performance greater than the minimum "Gold" standard established by the Army. The Fires Center of Excellence and Fort Sill (USAFCoEFS) recognizes training and Professional Military Education Soldiers/Leaders that embrace Fires Fifty numbers 44, Getting better every day as individuals and teams and 49, This Is My Squad (TIMS) in the performance on the Army Combat Fitness Test (ACFT).

Purpose and Intent. The Fires Center of Excellence (USAFCoEFS) Commanding General incentivizes ACFT performance in order to promulgate our culture of values, **fitness**, resilience, and the pursuit of excellence in the fundamentals. The intent of this Incentive Program is to use fitness to develop cohesive teams while simultaneously building readiness. If individuals and teams set goals to get 10% better each time they train an event or take the ACFT, that team and thus the Fires Team, is WINNING. Therefore, individuals and teams must strive for excellence through a precise, progressive, and integrated physical training program. These programs reduce stress, increase productivity, builds cohesion, and improves teamwork and mental alertness. The goal of the USAFCoEFS is to prepare our future leaders for the physical challenges of building the Army's teams, fulfilling the mission, and increasing readiness.

The Commanding General of the USAFCoEFS will recognize Advanced Individual Training (AIT), Noncommissioned Officer Leader Academy (NCOA), Basic Officer Leaders Course (BOLC), and Captains Career Course (CCC) classes, small groups and course seminars that meet or exceed the below established Army Combat Fitness Test average (ACFT) for embracing this culture of fitness by recognizing the class with the **Commanding Generals Physical Fitness Excellence Designation**.

AIT minimum ACFT class average of 450 points.

***Scores verified in DTMS**


BOLC minimum ACFT class average of 480 points.

***Scores verified in DTMS**

NCOA and CCC minimum ACFT class average of 510 points.

Recognition: The USAFCoEFS **Commanding Generals Physical Fitness Excellence Designation** can be earned after 100% of class/small group/seminar takes the ACFT. They will earn a physical fitness session with the Commanding General and Command Sergeant Major and will be highlighted on Fort Sill Social Media.

Fires Fifty # 15 tells us an idea is only good when it is shared. Subordinate leaders are encouraged to use this framework to develop other incentive programs. Train tough, train safely, and train often.


MG Ken Kamper
FCoE & Fort Sill CG 19 Oct 2020


CSM Stephen Burnley
FCoE & Fort Sill CSM

Encl 2 to 19 Oct Policy Letter #70