



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL
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ATZR-C

13 Dec 2021

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 Pursuing Excellence in the Fundamentals. Physical fitness and team work are fundamental to each of these areas. When done right, the result is a developed and more cohesive team built upon our readiness. The purpose of this policy therefore is to highlight the importance of physical fitness and teamwork by creating a unique Fort Sill program centered on the Army Combat Fitness Test (ACFT).
2. Bottom line: if individuals and teams set goals to improve by 10% better by points each time they take the ACFT, that team – and thus the Fires Team – is **WINNING!** I expect all of us to win.
3. Subordinate leaders are encouraged to use the framework of this policy and its attachment 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

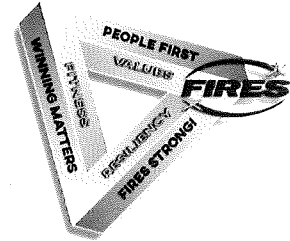
Encl
Pursuing Excellence as a Team: Team Incentives

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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 01 APR 21, the ACFT 3.0 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 Permanent Party and Professional Military Education Soldiers/Leaders that embrace Fires Fifty #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 improvement 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, build cohesion, and improve 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 Permanent Party, 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 Army Combat Fitness Test average (ACFT) minimum standards. Achieving this will earn the team the **Commanding Generals Culture of Fitness Designation**.

Recognition: The USAFCoEFS **Commanding Generals Culture of Fitness Designation** can be earned after 100% of class/small group/seminar takes the ACFT and meets the scoring thresholds listed below. Achieving this mark will earn each member a Fires Fit PT shirt, and the group both a physical fitness session with the Commanding General and Command Sergeant Major and a highlight on Fort Sill Social Media.

Requirements:

NCOA and CCC minimum ACFT class average of 510 points.


Permanent Party Squads or Teams average of 500 Points.*

BOLC minimum ACFT class average of 480 points.*

AIT minimum ACFT class average of 450 points.*

***Scores verified in DTMS**

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


CSM Stephen Burnley
FCoE & Fort Sill CSM

Encl 1 to Policy Letter #7D

As of: