

General Colin L. Powell Division



Cadet Incentive Plan

Summer/Winter Trainings and Re-enrolment

USNSCC General Colin L Powell Division Staff

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Issue 6

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Cadet Incentive Plan Description

1. Introduction

This document is intended to discuss the requirements for the 2013 Cadet Incentive Plan. This plan is being implemented under the sole guidance of the Colin L. Powell Division staff. It is approved by the Commanding Officer.

- Aimed at providing cadets financial relief towards Summer/Winter Trainings and the annual re-enrolment fees.
- Give cadets and parents a sense of ownership in the division.

2. Cadet Incentive Plan (CIP)

The Colin L. Powell Division is proud to now be in a position to offer shared incentives from fundraising activities to actively enrolled cadets in good standing, this aimed at providing cadets a fraction of the divisions fundraising monetary take. These monies will be available for only two purposes: application towards Summer/Winter TWT's; and relief towards the annual Cadet Enrolment fee of \$75.00.

The division's staff has decided to schedule a minimum of four fundraisers for each calendar year. These fundraisers are mandatory for the division's cadets. **Participation in a minimum of one fundraiser within the calendar year is necessary to be eligible for a pay-out.** Additionally, Cadets must be in the division a minimum of 4 months to also be considered for a pay-out.

With the introduction of the Service Record project the staff will roll that into the CIP process. The Service Record project has become a project by choice. Cadets can choose to work it or not. Obviously it benefits those that do with additional financial reward.

2.1. Eligibility Requirements

To become eligible for participation in the CIP you must meet the following criteria:

- Actively enrolled (Current USNSCC ID Card) in the division for a minimum of 4 months for NLCC cadets and 3 months for NSCC cadets.
- Current with requested NSCCADM Forms. Your name must not appear on the websites "Administration" section as required as missing from your service record. Thus neither missing from your date of enrollment nor missing from being updated.
 - Report of Medical History

- Updated annually
 - Record of Medical Exam
 - Updated annually
 - Recent school physical suitable, if within the same calendar year or less than 12 months.

2.2. Cadet Target Incentive (CTI)

After careful study the staffs has determined that this year’s Cadet Target Incentive will be 35%. This means that out of the fundraising total take, 35% will be allocated to the cadet pay-out pool. As an example, if a fundraising event was scheduled with an end of the day total of \$1000.00, then 35% of \$1000.00 will be allocated to the cadet pay-out pool. For example, $35\% * \$1000.00 = \350.00 . This \$350.00 is available for distribution. The cadets that attended that particular fundraiser see that their CTI is \$350.00 divided by the number of cadets at that particular fundraiser. As per the previous example, if eight cadets were at that fundraiser then their ¹CTI would be $\$350.00 / 8 = \43.75 . In order to get that maximum of \$43.75 the following will apply for 100% attainment. You must attend the fundraiser to be eligible for pay-out.

Incentive	Target	Calculation (%) Percentage Based
² Cadet Target Incentive	35%	Target * Specific Fundraiser Total
³ Incentive Components	Target	Calculations (\$) Dollar Based
Drill Completion	30%	(Completed Drills / Total Drills Within Payout Request) * Target
Inspection At Muster	15%	$((6 * IAM - \sum IAM \text{ GIG's}) / (6 * IAM)) * \text{Target}$
Coursework & Advancement	30%	NLCC/NSCC (33.33% * (Time In Rate/Rank + Correspondence/Exam + TWT/Advancement for NLCC)
Unit Event	25%	(Attendance @ Affiliates Events + Parades + Eligible Division Inspection)/Total Unit Events
Fundraiser Attendance %	This is a % of the total fundraisers attended that is used as a final multiplier.	

Table 1: Cadet Incentive Definitions.

¹ CTI will be rounded to an even multiple with the fractional difference going to the division.

² Cadet Target Incentive is subject to the GCLPD staff’s divisions objectives. The target may change based upon the needs to the division.

³ Each incentive target is subject to the GLCPD staff’s division’s objective.

2.3. Drill Completion

This is the percentage of time that the cadet has attended drill based on scheduled drills. Each drill date is posted on the division’s website along with the Plan of The Day (POD). If there were 9 drills at time of requested pay-out and the cadet attended 5 drills. That would represent a 55% drill attendance percentage. Only drills for which the cadet is active in the program are taken into consideration. In other words, counted drills are based upon cadet being enrolled within the program by nature of possessing a valid ID card.

2.4. Inspection at Muster (IAM)

During morning muster as defined in the published POD. A unit inspection will be conducted by the Senior Officer/Instructor/Midshipman per the ⁴USNSCC personnel grooming standards and tallied using the criteria in Table 2: Personnel Inspection.

There are 6 total GIGs. Only GIGs will be counted. The total counted GIGs will be recorded for each cadet with a date stamp attached. The Inspection at Muster % will be calculated as per Table 1: Cadet Incentive Definitions.

Inspection Item	Cadet Responsibility
Uniform	Be in the proper uniform per the Uniform of the Day (UOD) published in the POD.
Hat/Cap	Clean and worn properly per the published POD UOD.
Insignia & Ribbons	Proper Insignias and Ribbons per USNSCC regulations
Hair	Cleanly Shaven and Haircut within USNSCC regulations. Females should have hair in a neat bun and not hanging loosely.
Shoes and or Boots	Clean, Shined and within regulation and per the UOD.
ID Card	Valid up to date ID Card
Knowledge Book	Signed with cadets name and folded in pocket

Table 2: Personnel Inspection

⁴ USNSCC Grooming standards guideline can be found on the National USNSCC website.

2.5. Coursework & Advancements

This Incentive can be monitored using the Cadet Annual Monthly Report. Within the Monthly report each cadet can get a status of what is due and what rank they are eligible for. If any cadet is due coursework they forfeit a percentage of the total. This is illustrated below for NLCC and NSCC Cadets.

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2.5.1. NLCC Cadets

League Cadets must meet 100% attainment of current rank or eligible rank during pay-out date. This is computed where each criteria is assessed 33.33%. The sum of each criteria for NLCC Time in Rate, NLCC Syllabus Coursework Completion and Exam. Each criterion is composed of 33.33% its total worth is a value of 1. Hence, 33.33% * (1+1+1) = 100% incentive that the cadet if they had the required TIR, Coursework/Exam completed would attain.

RANK	TIME IN RATE (Months)		SYLLABUS		EXAM
ORIENTATION					
APPRENTICE	4 MONTHS	<5	Not Null	PART I	Not Null
ABLE	4 MONTHS	<5	Not Null	PART II	Not Null
LC-4 (PO3)	4 MONTHS	<5	Not Null	PART III	Not Null
LC-5 (PO2)	6 MONTHS	<7	Not Null	PART IV	Not Null
LC-6 (PO1)	6 MONTHS	<7	Not Null	PART V	Not Null

Table 3: NLCC TIR, Coursework and Advancement

2.5.2. NSCC Cadets

Sea Cadets must meet 100% attainment of rank current rank or eligible rank during pay-out date. This is computed where each criteria is assessed 33.33%. The sum of each criteria for NSCC Time in Rate, Correspondence Coursework and/or Exam and finally completed of the required Advanced Training (TWT). While each criterion is composed of 33.33% it is worth a value of 1. Hence, 33.33% * (1+1+1) = 100% incentive that the cadet had the required TIR, Coursework/Exam completed as well as the TWT.

RANK	NSCC TIME IN RATE		CORRESPONDENCE COURSE		EXAM		REQUIRED TRAINING
E-1 RECRUIT		Criteria			Criteria		Criteria
E-2 APPRENTICE	3 MONTHS	<4	BMR	NONE	Not Null	NSCC RECRUIT	Not Null
E-3 SN/AN/FN	6 MONTHS	<7	** SN, AN, FN	NONE	Not Null	ADVANCED TRNG	Not Null
E-4 (PO3)	6 MONTHS	<7	COURSE 14504 PO3/PO2	PO3	Not Null	ADVANCED TRNG	Not Null
E-5 (PO2)	6 MONTHS	<7	COURSE 14504 PO3/PO2	PO2	Not Null	** POLA	Not Null
E-6 (PO1)	6 MONTHS	<7	COURSE 14145 PO1	PO1	Not Null	ADVANCED TRNG	Not Null
E-7 (CPO)	6 MONTHS	<7	COURSE 14144 CPO	NONE	Not Null	** RTC STAFF CADET	Not Null

Table 4: NSCC TIR, Coursework/Exam and TWT

2.6. Unit Event

The division is supported not only by the USNSCC, but our affiliates. Namely, the VFW Post Benjamin O. Davis and the American Legion-Post 1993. Additionally, the Unit is requested by municipalities to participate in parades which require the presence of a large number of cadets, NSCC and NLCC. The Unit Event % will be calculated as a percentage of the number of these attended and the total conducted as a division. Unit events are listed as the following:

- VFW/American Legion Sponsored Events where the Division is Invited
- Daughters of the American Revolution (DAR) Sponsored Events where the Division is Invited
- Parades
- Annual Division Inspections
- Annual Christmas Tree Ship Function

2.7. Fundraiser Attendance %

Fundraisers are mandatory for each cadet within the division. The % of Fundraisers attended will be the final multiplier of the equation. It will be used as the multiplier against the sum of the monetary parts. Each attended fundraiser contributes to the Fundraiser Attendance %. However if a cadet does not attend a fundraiser then they forfeit pay-outs from that particular fundraiser. Only attended fundraisers are eligible for pay-outs with the % increasing for each attended one.

3. Cadet Debits

3.1. Events

Some of our divisions scheduled activities require fees. When a cadet registers for an event via our website link, the fees for that event will automatically debit from that cadets account. The debit will occur on the registration cut-off date for that event.

3.2. USNSCC Reenrollment

Reenrollment fees will also automatically debit from the cadets account providing that enough funds are present.

4. Cadet Payouts

All requested pay-outs will be issued in the form of Cashier's Checks made out to USNSCC. The cost of the Cashier's check will be deducted from the cadet's pay-out account. This check must be sent in with the balance for the requested training. If the pay-out is for the purpose of Re-Enrollment fees then no check will be issued, but a transfer from the cadet's balance will occur.

Any cadet leaving the division automatically forfeits their pay-out balance. All balances do accrue therefore they should be used within 12 months. In other words, transactions should occur within a year and a half, no cadet should have 0 transactions within an 18 month interval. Pay-outs are not transferable between cadets. It is to be used by the cadet that has earned them.

All requests for payout checks are to the Fiscal Officer and must be at least 1-2 weeks prior to the actual need.

4.1. Cadet Payouts Balances

Cadet balances are available on the division website using the <http://www.gencolinpowelldivision.com/fundraiser/default.aspx> link and then by entering your unique CadetID (sent within your monthly report).

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4.2. Cadet Payout Requests

All requests for payouts are made to the Fiscal Officer (Instr. Behland) and copy the Commanding Officer. Send an email requesting a payout that lists the attended fundraisers. You could simply highlight the screen shot showing your payout as listed below.

CadetName	Fundraiser	Year	Grant	Status
	Jewell Wal-Mart	2013	\$29.00	
	Millennium Park	2013	\$34.00	

Table 5: Screen Shot of Payouts from the website.

You're request for the payout should also include the following information in the email:

- Cadet Name and Rank i.e. SN Joe Seaman
- Address with zip code
- Home Phone Number
- Fundraisers Attended with amounts (shown above)
- Total Requested

Example:

Cadet SN Joseph Seaman requests a payout total of \$63.00; Jewell Wal-Mart \$29.00; and Millennium Park \$34.00. My address is 1000 Independence Blvd, Midway, IL 12345. Phone number (123) 456-7890.

The fiscal officer will check your entitlement against our payout calculation worksheet. **You will receive a check in the mail for the total requested, minus the cost of the cashier's check.** The website will then be updated to acknowledge that you have withdrawn money from your available payout pool.

5. Accelerators

Each cadet's Drill Completion percentage can be increased by attendance at the annual inspection. This will be a 10% increase to the Drill Completion percentage by a fixed 10% if they were present during the annual inspection. If 25 NSCC Cadets are present during the annual inspection that accelerator becomes 20% vs. 10%.

6. Payout Calculation

$$Payout = Fundraiser_{Attendance} \% (Drill_{Completion} + Inspection_{Muster} + CourseWork\&Advancement + Unit_{Event})$$

Equation 1: Cadet Pay-out Calculation

7. Example Calculations

7.1. Calculation 1

Joe Seaman has been in the division for 11 months and completed 10 of the 18 scheduled drills. He completed the BMR in the first month he joined the division. He attended RTC Boot Camp, 1 TWT and participated in 2 of 3 parades, 1 of 4 scheduled fundraisers (12 cadets in attendance) all within his enrolment period. His IAM% has been fairly good at 68%. The fundraiser that he attended collected \$1289.83.

RANK	NSCC TIME IN RATE	CORRESPONDENCE COURSE	EXAM	REQUIRED TRAINING
E-1 RECRUIT			Criteria	Criteria
E-2 APPRENTICE	3 MONTHS	3 BMR	NONE	1 Apr 00 NSCC RECRUIT
E-3 SN/AN/FN	6 MONTHS	8 ** SN, AN, FN	NONE	ADVANCED TRNG 13 Aug 00

Table 6: Joe Seaman NSCC Monthly Report

- **CTI** = 35% * \$1289.83. Therefore the total was equal to: CTI = \$451.44; Then divided by the 12 participating cadets is equal to a \$37.00 per cadet (rounded up).
 - **Drill Completion** = 30% * 10/18 * \$37.00 = \$6.27
 - **IAM** = IAM% * 15% * \$37.00 = 68% * 15% * \$37.00 = \$3.85
 - **Coursework and Advancement** = 33.33% * (0,0,1) = 33.33% * 30% * \$37.00 = \$3.76.
 - Eligible for E3 and shows 8 months on the Monthly report next to TIR for E3. This because the coursework is not completed and TIR >6.
 - **Unit Event** = 2/3 * 25% * \$37.00 = \$6.27
- **Pay-out** = Fundraiser Attendance % * (\$6.27 + \$3.85 + \$3.76 + \$6.27) = 25% * \$20.15 = \$5.04

7.2. Calculation 2

Andy Fireman has been in the division for 11 months and completed 15 of the 18 scheduled drills. He completed the BMR in the first month he joined the division. He attended RTC Boot Camp, 1 TWT was promoted to E3 within 7 months. He participated in 2 of 3 parades, 3 of 3 scheduled fundraisers (12 cadets in attendance) all within his enrolment period. His IAM% has been good at 76%. The fundraiser that he attended collected \$1289.83.

RANK	NSCC TIME IN RATE	CORRESPONDENCE COURSE	EXAM	REQUIRED TRAINING
E-1 RECRUIT	Criteria		Criteria	Criteria
E-2 APPRENTICE	3 MONTHS 3	BMR	NONE	NSCC RECRUIT 24 Jun 00
E-3 SN/AN/FN	6 MONTHS 6	** SN, AN, FN	NONE 93	ADVANCED TRNG 13 Aug 00
E-4 (PO3)	6 MONTHS 2	COURSE 14504 PO3/PO2	PO3	ADVANCED TRNG

Table 7: Andy Fireman NSCC Monthly Report

- **CTI** = 35% * \$1289.83. Therefore the total was equal to: CTI = \$451.44; Then divided by the 12 participating cadets is equal to a \$37.00 per cadet (rounded up).
 - **Drill Completion** = 30% * 15/18 * \$37.00 = \$9.40
 - **IAM** = IAM% * 15% * \$37.00 = 79% * 15% * \$37.00 = \$4.45
 - **Coursework and Advancement** = 33.33% * (1,1,1) = 100% * 30% * \$37.00 = \$11.28
 - Advanced to E3 within the TIR requirements.
 - **Unit Event** = 2/3 * 25% * \$37.00 = \$6.27
- **Pay-out** = Fundraiser Attendance % * (\$9.40 + \$4.45 + \$11.28 + \$6.27) = 75% * \$31.41 = \$23.56

8. Summary

This formula and the embedded calculations offer GLCD cadets in the program for a complete cycle of this evolution the potential pay-out equivalent of a summer/winter TWT. That provided they stay on task and attend the divisions sponsored events. The pay-out favours the cadets over long term and during the calendar year, since the pay-outs get bigger for each successive fundraiser attended. This is because the participation percentages increase.

The goal is that all cadets stay on track and maintain an active participation in the division. This program offers great opportunities. The staff wants your child to be afforded with them.

10. Document Distribution

Billets	Signature
Executive Officer	
Fiscal Officer	
Division Officer	
Supply Officer	
Administrative Officer	
Training Officer	

11. Approvals

Prepared By General Colin L Powell Division Staff

This document requires the following approvals

Approved By LTJG Michael R Calloway Sr, USNSCC

Signature _____
Commanding Officer

Approval Date _____