



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
2405 GUN SHED ROAD
JOINT BASE SAN ANTONIO FORT SAM HOUSTON, TX 78234-1223

23 MAR 2022

AMIM-WRB (600-8-22a)

MEMORANDUM FOR U.S. ARMY Installation Management Command (IMCOM)
Personnel

SUBJECT: IMCOM Policy Memorandum 215-1-8, Better Opportunities *for* Single
Soldiers (BOSS) President's Incentive Program

1. References:

a. DoD Instruction (DODI) 1015.10, Military Morale, Welfare, and Recreation (MWR)
Programs.

b. AR 215-1, Military MWR Programs and Nonappropriated Fund Instrumentalities
(NAFIs).

c. AR 600-20, Army Command Policy.

d. IMCOM Policy Memorandum 215-1-7, IMCOM G9 BOSS Program.

2. Purpose. Policy establishes minimum criteria for BOSS President Incentive awards. The BOSS Program is an integral part of our Army's commitment to improving single Soldiers' overall quality of life. The program continues to expand its influence and role in advising our senior leaders on issues important to the single Soldier, single parent, and gee-bachelor population. Critical to the program's success is the Installation BOSS President. Their motivation, engagement, and ability to identify solutions to complex challenges are integral to the program's success. The skills they develop while serving, contribute to the overall development of future leaders. Frequently, these unique developmental positions go unnoticed and are sometimes not used to their full advantage.

3. Applicability. This policy is applicable to all IMCOM personnel and supported organizations linked to the support of single Soldiers and the execution of the BOSS Program. This incentive program is designed to recognize the contributions made by Soldiers currently serving in the capacity of an Installation or Directorate BOSS President. The program is separated into three distinct levels of recognition, awarded sequentially, once the criteria is met. This program is reserved for current serving Installation or Directorate BOSS Presidents and cannot be retroactively awarded.

AMIM-WRB (600-8-22a)

SUBJECT: IMCOM Policy Memorandum 215-1-2, Better Opportunities for Single Soldiers (BOSS) President's Incentive Program

4. Procedures. The following outlines the categories and the accompanying criteria required for recommendation.

a. Level I: IMCOM Directorate (ID) - Certificate of Achievement (GOA) and Director's Coin of Excellence.

(1) Serve as BOSS President for a minimum of 12 months (waiverable).

(2) Conduct 12 BOSS pillar events and eight life skill events during tour of duty.

(3) Must have a minimum of 50 volunteer hours logged on Volunteer Management Information System (VMIS).

(4) Must not be flagged for unfavorable action.

b. Level II: IMCOM - IMPACT Army Achievement Medal (AAM) and Commanding General's Coin of Excellence.

(1) Serve a minimum of 24 months (waiverable).

(2) Conduct 24 BOSS pillar events and 16 life skill events during tour of duty.

(3) Must have a minimum of 100 hours logged on VMIS.

(4) Must not be flagged for unfavorable action.

(5) Directorate must provide Level I documentation with packet to IMCOM G9.

c. Level III: IMCOM - Commanding General's Coin of Excellence, Commanding General's Note, and BOSS Plaque.

(1) Serve a minimum of 36 months (waiverable).

(2) Conduct 36 BOSS pillar events and 24 life skill events during tour of duty.

(3) Must have a minimum of 200 hours logged on VMIS.

(4) Must not be flagged for unfavorable action.

d. Service length is waiverable if the duty location does not allow the BOSS President to meet all requirements, such as a short tour or deployment.

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e. All recommendations and criteria will be submitted using the DA Form 638, Recommendation for Award, and must be received by the appropriate level of approval no later than 60 days prior to the recommended presentation date. BOSS Presidents may only receive one award per category.

5. Proponent. HQ IMCOM, G9, Business and Community Recreation Programs, BOSS is the proponent for this policy. My point of contact is the BOSS Representative at commercial (210) 466-0721, and IMCOM G9, BOSS Program Manager, at commercial (210) 466-0099 or email: usarmy.jbsa.imcom-hq.mbx.army-imcom-q9-boss@army.mil.



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Commanding