



Civilian Awards

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Agenda

- Types of Civilian Awards
- Regulatory/Legal Basis
- Categories of Awards
- NSPS Awards



Types of Civilian Awards

- ❑ Special Act and Special Service Awards
- ❑ Honorary Awards
- ❑ Public Service Awards
- ❑ Time-Off Awards
- ❑ Rating Based Awards
- ❑ Quality Step Increases
- ❑ On-The-Spot Awards
- ❑ Informal Recognition
- ❑ Career Service Recognition



Regulatory/Legal Basis

- 5 USC Code, Chapters 45, 53, and 54
- 5 CFR Parts 430, 451, and 531
- DoD 1416.4, 1432.3, 5120.15, 5120.16
- AR 672-20
- DA Pamphlet 672-20



Categories of Awards

- Non-monetary (Honorary)
- Monetary
- Time-Off



Honorary Awards

7 Awards for DA Civilians

- Essentially equivalent to DA
 - Equivalent nature of recognition
 - Equivalent approval level



Honorary Awards

- The Secretary of Defense Medal for the Defense of Freedom
 - Established to recognize civilians seriously injured in the line of duty
 - SOA has authority to approve

- The Secretary of the Army Award for Valor
 - For civilians who perform an act of heroism or sacrifice, with voluntary risk of personal safety in the face of danger either on or off the job



Honorary Awards

- Decoration for Exceptional Civilian Service
 - SOA has the authority to approve

- Meritorious Civilian Service Award
 - MACOM Commanders have the authority to approve

- Superior Civilian Service Award
 - Commanders, MG and above + Civilian Equivalent have the authority to approve



Honorary Awards

- Commanders Award for Civilian Service
 - Commanders, COL and above + Civilian Equivalent have the authority to approve

- Achievement Medal for Civilian Service
 - Commanders LTC and above + Civilian equivalent have the authority to approve



Honorary Awards

- Honorary awards may be given to separating employees provided the individuals accomplishments fully meet the criteria for the particular award
- A manager outside the employee's chain of command may nominate the employee for an award (Nomination must be coordinated with employee's supervisor)



Monetary Awards

- On-The-Spot (OTS)
 - Currently \$50 to \$500
- Special Act/Service Award
 - Table of Tangible Benefits
 - Table of Intangible Benefits
- Rating Based Award
 - Up to 6% of Base Salary (local policy)
- Quality Step Increase
 - Not more than 1 per 52-week period
 - Must be rated Success Level 1



Time-Off Awards

- Maximum Award Amounts
 - 40 hours for any single award
 - 80 hours for any 1 year award

- Limitations
 - Must be used within 1 year
 - Cannot be transferred outside of Army
 - Cannot be restored or paid in lump sum



NSPS Awards

- Incentive Awards
 - Similar to those available under TAPES

- Performance Awards
 - Funds for performance awards are now a part of the Pay Pool process
 - Employees receive a Performance Payout each year that is reflective of their performance within the Pay Pool



Civilian Awards

QUESTIONS?