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

- Create a workplace that is positive and reinforcing

- Rewards and recognition = effective encouragement and motivation
Civilian Awards

QUESTIONS?