



DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155

July 1, 1999

Incorporating Through Change 4, August 13, 2002

## ADMINISTRATIVE INSTRUCTION NO. 29

SUBJECT: Incentive and Honorary Awards Programs

- References:
- (a) Administrative Instruction No. 29, "Incentive Awards," January 8, 1990 (hereby canceled)
  - (b) Title 5, United States Code, "Government Organization and Employees"
  - (c) Title 5, Code of Federal Regulations, "Administrative Personnel"
  - (d) [DoD 1400.25-M](#), "Department of Defense Civilian Personnel Manual," December 1996, authorized by DoD Directive 1400.25, November 25, 1996
  - (e) through (i), see enclosure 1

### 1. REISSUANCE AND PURPOSE

This Instruction:

1.1. Reissues reference (a) to update policy and responsibilities for the Incentive and Honorary Awards Programs under chapters 43 and 45 of 5 U.S.C. (reference (b)), 5 CFR 430 and 451 (reference (c)), and subchapter 451 of DoD 1400.25-M (reference (d)).

1.2. Continues to authorize and conduct the Incentive and Honorary Awards Programs to recognize:

1.2.1. Employee accomplishments achieved through suggestions, inventions, superior accomplishments, or other personal effort that contributes to the efficiency, economy, or other improvement of Government operations or achieves a significant reduction in paperwork; or a special act or service in the public interest in connection with or related to official employment; and

1.2.2. Private citizens, groups, and organizations that significantly assist or support Department of Defense (DoD) functions, services, or operations performed as a public service.

1.3. Recognizes monetary awards for members of the Armed Forces covered by this Instruction in accordance with 10 U.S.C. 1124 (reference (e)) for suggestions, inventions, and scientific achievements.

## 2. APPLICABILITY

This Instruction applies to:

2.1. Civilian employees and members of the Armed Forces regularly assigned to the Office of the Secretary of Defense (OSD), the Organization of the Joint Chiefs of Staff (JS), and other activities for which operational support is provided by the Washington Headquarters Services (WHS) Directorate for Personnel and Security Customer Support Operating Office.

2.1.1. A civilian employee is an employee who meets the definition of "employee" under 5 U.S.C. 2105 (reference (b)).

2.1.2. Members of the Armed Forces are eligible to be paid monetary awards under this Instruction only for suggestions, inventions, and scientific achievements under 10 U.S.C. 1124 (reference (e)).

2.2. Former Employees. Under 5 CFR 451.104 (reference (c)), awards for contributions made by an individual when employed by the Department of Defense may be paid to a former employee or to the estate or legal heirs of a deceased employee. Awards to separated or deceased members of the Armed Forces for contributions made while the member was on active duty may be paid to the former member or to the member's estate or legal heirs.

2.3. Nonappropriated Fund Employees. Employees paid with nonappropriated funds are not eligible to receive monetary awards paid from appropriated funds, but may receive nonmonetary awards under this Instruction.

## 2.4. Foreign National Employees

2.4.1. A foreign national individual who meets the definition of employee as defined under 5 U.S.C. 2105 (reference (b)) and is paid with U.S. funds, i.e., a direct hire employee, is eligible to receive awards under this Instruction.

2.4.2. A foreign national individual who is paid on a cost reimbursable basis by agreement with a foreign country, i.e., an indirect hire employee, is not eligible to receive monetary awards but may receive nonmonetary awards under this Instruction.

## 3. DEFINITIONS

Terms used in this Instruction are defined in enclosure 2.

## 4. POLICY

4.1. It is WHS policy that the Incentive and Honorary Awards Programs shall:

4.1.1. Ensure that the type of recognition granted is in keeping with the value of the employee's contribution.

4.1.2. Ensure that maximum benefits for the Government are obtained by considering the applicability of employee contributions throughout the Federal Government.

4.1.3. Ensure that awards are not used as a substitute for other personnel actions or as a substitute for pay.

4.1.4. Ensure that awards are used to motivate, recognize, and reward eligible personnel as individuals or groups for contributions to the efficiency, economy, or other improvements in Government operations.

4.1.5. Ensure that due weight is given to awards when qualifying and selecting an employee for promotion and that all approved award recommendations are documented.

4.1.6. Ensure that awards are used to the extent that shall best support and enhance organizational goals and objectives and meet employee recognition needs.

4.1.7. Ensure that supervisory and management officials are trained properly in the effective use of awards covered by this Instruction.

4.1.8. Ensure that adequate funds are available for payment of awards.

4.1.9. Ensure that awards shall be granted consistent with Equal Employment Opportunity and Affirmative Employment Program policies and shall be free from discrimination regardless of race, color, religion, age, sex, national origin, or disability.

4.1.10. Provide a final board of review (the Incentive Awards Board) to review and recommend approval or disapproval of honorary awards and monetary awards for which the Heads of the OSD Components do not have authority.

4.2. Acceptance of a monetary award constitutes an agreement that the use by the Government of an idea, method, or device for which the award is made does not form the basis of a further claim of any nature against the Government by the employee, his or her heirs, or assigns.

4.3. Expenditures for superior accomplishment, special act or service, supervisor's cash, and performance awards for Senior Executive Service (SES) (excluding performance bonuses), Scientific or Professional (ST), Senior Level (SL), General Schedule (GS/GM), or Federal Wage System (FWS) employees who are assigned permanently, or on detail from other organizations, to activities for which operational support is provided by the WHS Directorate for Personnel and Security Customer Support Operating Office shall be paid from, and not exceed, the Component's annual awards budget allocation.

4.4. Either one monetary award or a time-off award may be granted to an employee for a contribution. A contribution shall not serve as the basis for more than one monetary award (including a performance award or bonus) or for a monetary award and a time-off award.

4.5. The Heads of the OSD Components may delegate approval authority for awards over which they have approval authority. Such delegations shall be submitted to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS.

4.6. The Heads of the OSD Components may not delegate nomination authority for honorary awards over which the Secretary of Defense has final approval authority.

4.7. Persons or organizations having a commercial or profitmaking relationship with the Department of Defense or with a DoD Component shall not be granted recognition, unless the contribution is substantially beyond that specified or implied within the terms of the contract establishing the relationship, or the recognition is clearly in the public interest, in which case the recognition shall be honorary only.

## 5. RESPONSIBILITIES

5.1. The Director of Administration and Management, OSD (DA&M, OSD), shall:

5.1.1. Work jointly with the Assistant Secretary of Defense for Force Management Policy (ASD(FMP)), Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)), in the development and establishment of DoD-wide awards.

5.1.2. Administer the DoD-level civilian honorary awards program.

5.1.3. Recommend to the Secretary of Defense and the Deputy Secretary of Defense approval of awards over which the Secretary has final approval authority.

5.2. The Director, Washington Headquarters Services (WHS), shall:

5.2.1. Establish the policies for and administer the Incentive and Honorary Awards Programs for activities receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office and for the JS.

5.2.2. Establish the annual awards budget ceiling for the OSD Components for payment of superior accomplishment, special act or service, and supervisor's cash awards under this Instruction and performance awards under Administrative Instruction No. 63 (reference (f)).

5.2.3. Approve monetary awards that would grant more than \$5,000 cumulatively to a ST, SL, GS/GM, or FWS employee in a fiscal year for performance (including performance awards and the single-year increase in basic pay as a result of a quality step increase under Administrative Instruction No. 63 (reference (f)) and/or other accomplishments covered by this Instruction.

5.3. The Heads of the OSD Components shall:

5.3.1. Ensure that program or operational areas, where superior accomplishments may warrant award consideration, are identified through normal management review and control processes.

5.3.2. Encourage supervisors to identify employees or groups of employees deserving award consideration and request that award recommendations be submitted expeditiously.

5.3.3. Ensure that nominations that require Incentive Awards Board action are received by the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, Attention: Executive Secretary to the Incentive Awards Board, not later than the first Wednesday of each month, for consideration by the Board at that month's meeting.

5.3.4. Ensure expenditures on superior accomplishment, special act or service, and supervisor's cash awards, under this Instruction and performance awards under Administrative Instruction No. 63 (reference (f)) for SES, ST, SL, GS/GM, and FWS employees assigned to the Component permanently or temporarily (including on details) do not exceed the awards budget allocation.

5.3.5. Approve or disapprove, within the awards budget allocation, nominations for monetary recognition (including incentive awards under this Instruction and performance awards and the value of the single-year increase in basic pay as a result of a quality step increase under Administrative Instruction No. 63 (reference (f))) for ST, SL, GS/GM, and FWS employees that would grant a gross cumulative dollar amount not in excess of \$5,000 per employee per fiscal year.

5.3.6. Recommend in writing to the Director, WHS (through the Assistant Director for Labor and Management Employee Relations, WHS Directorate for Personnel and Security) approval of a monetary award that would cause the gross cumulative dollar amount of monetary recognition (including incentive awards under this Instruction and performance awards and the value of the single-year increase in basic pay as a result of a quality step increase under Administrative Instruction No. 63 (reference (f))) granted to a ST, SL, GS/GM, or FWS employee to exceed \$5,000 in a fiscal year. Authority to recommend such approval may not be delegated.

5.3.7. Recommend, within the awards budget allocation, to the Incentive Awards Board for review and approval, incentive awards nominations that would grant more than \$5,000 (gross) and less than \$10,000 (gross) to a ST, SL, GS/GM, or FWS employee.

5.3.8. Recommend, within the awards budget allocation, to the Incentive Awards Board for review and approval, incentive awards nominations for SES members.

5.3.9. Approve or disapprove time-off awards.

5.4. The Incentive Awards Board shall:

5.4.1. Review nominations for the DoD Medal for Distinguished Civilian Service and the Secretary of Defense Medal for Meritorious Civilian Service and recommend approval or disapproval to the Secretary of Defense.

5.4.2. Review and approve any incentive award nomination that would grant in excess of \$5,000 (gross), but not exceeding \$10,000 (gross), to a ST, SL, GS/GM, or FWS employee.

5.4.3. Review and approve all monetary awards (excluding performance bonuses) that would not grant more than \$10,000 (gross) to a SES member.

5.4.4. Notify the Head of the OSD Component of action taken on awards nominations.

5.4.5. Review and act on suggestions.

5.4.6. Arrange for preparation of honorary awards and payment of incentive monetary awards.

5.4.7. Monitor the operation of the Incentive and Honorary Awards Programs to ensure uniformity of policy and coordination with related programs.

5.4.8. Recommend procedures, guides, and standards for improving the Incentive and Honorary Awards Programs.

5.4.9. Normally, convene the second Wednesday of each month to review and/or approve or disapprove incentive and honorary awards nominations.

5.5. The Director for Personnel and Security, WHS, shall:

5.5.1. Ensure that honorary and monetary awards meet the eligibility criteria and are in accordance with applicable laws, rules, regulations, policy, and provisions of this Instruction.

5.5.2. Make awards budget allocations on a fiscal year basis. Allocations may change during a fiscal year as a result of augmentation or reduction in resources within Components.

5.5.3. Process approved monetary awards expeditiously.

5.5.4. Serve as the Executive Secretary to the Incentive Awards Board.

5.5.5. Forward award nominations for civilians that would grant in excess of \$10,000 (gross), and up to \$25,000 (gross), to the ASD(FMP), OUSD(P&R)), for submission to the Director of the Office of Personnel Management in accordance with subchapter 451 of DoD 1400.25-M (reference (d)).

5.5.6. Forward award nominations for members of the Armed Forces that would grant in excess of \$10,000 (gross), and up to \$25,000 (gross), to the ASD(FMP), OUSD(P&R), for review and approval in accordance with subchapter 451 of DoD 1400.25-M (reference (d)).

5.5.7. Document all monetary and time-off awards in compliance with 5 CFR 451.106(3) (reference (c)).

5.5.8. Communicate the relevant parts of this Instruction to managers, supervisors, and employees.

5.5.9. File awards documents in compliance with the requirements of 5 CFR 451.106(f) (reference (c)).

5.5.10. Report awards data as required.

5.6. Supervisors at all levels shall:

5.6.1. Identify employees or groups of employees whose superior accomplishments or suggestions merit special recognition and promptly recommend them for appropriate recognition.

5.6.2. Evaluate suggestions and ideas to determine applicability in their respective administrative areas and their possible application in other DoD Components and in other Federal Agencies.

## 6. EFFECTIVE DATE

This Instruction is effective July 1, 1999, except that no provision of this Instruction shall be applied in such a way as to affect any administrative procedure related to any award taken under provisions of reference (a) that was pending on July 1, 1999.



**D. O. Cooke**  
**Director**

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- E21. *Director of Administration and Management Memorandum, "Increase from \$250 to \$500 for Supervisor's Cash Awards," August 6, 2002*

E1. ENCLOSURE 1

REFERENCES, continued

- (e) Title 10, United States Code, "Armed Forces"
- (f) [Administrative Instruction No. 63](#), "Performance Appraisal Program for General Schedule, Federal Wage System, and Certain Other Employees," July 1, 1999
- (g) Executive Order 10717, "The President's Award for Distinguished Federal Civilian Service," June 27, 1957, as amended
- (h) Public Law 80-253, "National Security Act of 1947," July 26, 1947
- (i) Public Law 103-425, "A Bill to Amend the Defense Department Overseas Teachers Pay and Personnel Practices Act," October 31, 1994

## E2. ENCLOSURE 2

### DEFINITIONS

#### E2.1. TERMS

E2.1.1. Award. Something bestowed or an action taken to recognize and reward individual or team achievement that contributes to meeting organizational goals or improving the efficiency, effectiveness, and economy of the Government or is otherwise in the public interest. Such awards include, but are not limited to, employee incentives that are based on predetermined criteria.

E2.1.2. Contribution. An accomplishment achieved through an individual or group effort in the form of a suggestion, invention, superior accomplishment, or other personal effort that contributes to the efficiency, economy, or other improvement of Government operations or achieves a significant reduction in paperwork; or a special act or service in the public interest in connection with or related to official employment.

E2.1.3. Head of an OSD Component. For purposes of this Instruction, a Head of an OSD Component is a DoD official who has award approval authority; i.e., the Secretary of Defense and the Deputy Secretary of Defense; the Under Secretaries of Defense; the Assistant Secretaries of Defense who report directly to the Secretary of Defense or the Deputy Secretary of Defense; the General Counsel of the DoD; the Director, Operational Test and Evaluation; the Assistants to the Secretary of Defense who report directly to the Secretary of Defense or the Deputy Secretary of Defense; the Directors of the Defense Agencies and Field Activities who report directly to the Secretary of Defense or the Deputy Secretary of Defense; the Chairman of the Joint Chiefs of Staff; the Director of the Joint Staff; and the Chief Judge of the U.S. Court of Appeals for the Armed Forces.

E2.1.4. Honorary (Nonmonetary) Award. The recognition device is not a cash payment or time off as an award but rather an award of a honorific value, e.g., a letter, certificate, citation, medal, plaque, or other similar item of nominal value.

E2.1.5. Intangible Benefit. Savings to the Government that cannot be measured in terms of dollars.

E2.1.6. Monetary Award. The recognition device is a cash payment that does not increase the employee's rate of basic pay and is subject to applicable tax rules.

E2.1.7. Superior Accomplishment Award. A monetary award for contributions resulting in tangible benefits or savings and/or intangible benefits to the Government.

E2.1.8. Tangible Benefit. Savings to the Government that can be measured in terms of dollars.

E2.1.9. Time-Off Award. An alternate means of recognizing the superior accomplishments or other personal efforts of employees, including members of the SES, that contribute to the quality, efficiency, or economy of Government operations. Time off from duty is granted without loss of pay or charge to leave of the employee. The number of hours granted is commensurate with the employee's contribution or accomplishment.

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E4. ENCLOSURE 4  
INCENTIVE AWARDS

E4.1. SUPERIOR ACCOMPLISHMENT AWARD

A superior accomplishment award is a monetary form of recognition granted for a contribution resulting in tangible benefits or savings (see Award Scale A, enclosure 11) and/or intangible benefits (see Award Scale B, enclosure 12) to the Government. The Heads of the OSD Components shall accomplish this monetary form of recognition within awards budget allocations.

E4.1.1. Eligibility. Civilian employees covered by this Instruction.

E4.1.2. Format. See section E8.1. of enclosure 8.

E4.2. SPECIAL ACT OR SERVICE AWARD

A special act or service award is a monetary form of recognition granted for a contribution or accomplishment in the public interest that is a non-recurring contribution either in or outside of job responsibilities, a scientific achievement, or for the courageous handling of an emergency situation. The Heads of the OSD Components shall accomplish this monetary form of recognition within awards budget allocations.

E4.2.1. Eligibility. Civilian employees covered by this Instruction.

E4.2.2. Format. See section E8.2. of enclosure 8.

E4.3. SUPERVISOR'S CASH AWARD (SCA)

|ASCA is a monetary form of recognition (not to exceed **\$500.00**) granted for day-to-day accomplishments. The Heads of the OSD Components shall accomplish this monetary form of recognition within awards budget allocations. In determining the amount of this award, consideration shall be given to the significance of the employee's contribution and the period worked. Examples of achievements warranting the SCA are:

E4.3.1. Streamlining, eliminating, or modifying an office procedure to improve effectiveness, efficiency, or timeliness.

E4.3.2. Accomplishing a specific, short-suspense project that contributed to the mission of the organization.

E4.3.3. Eligibility. Civilian employees covered by this Instruction.

E4.3.4. Format. See section E8.3. of enclosure 8.

E4.3.5. Limitation. This award shall not exceed **\$500.00** (gross).

#### E4.4. TIME-OFF AWARD (TOA)

A TOA is intended to increase employees' productivity and creativity by rewarding contributions to the quality, efficiency, or economy of Government operations. A TOA is an alternative to a monetary or honorary award and may be granted for superior accomplishments, special acts or service, contributions that are of a one-time, nonrecurring nature, etc. In determining the amount of the TOA, consideration must be given to the cost in lost production and the benefits realized from the employee's contributions (see Award Scale C, enclosure 13). A TOA may not be used as a substitute for, or in addition to, a performance-based monetary award or bonus. A TOA does not convert to a cash payment under any circumstances.

E4.4.1. Eligibility. Civilian employees covered by this Instruction, including members of the SES.

E4.4.2. Format. See section E8.4. of enclosure 8.

#### E4.4.3. Limitations

E4.4.3.1. Full-time employees may be granted up to 80 hours of time off during a leave year without charge to leave or loss of pay. The maximum amount of time off that may be granted a full-time employee for any single contribution is 40 hours.

E4.4.3.2. For part-time employees or employees with less than a 40-hour work week, the total time which may be granted during any leave year is the average number of hours of work in the employee's biweekly scheduled tour of duty. The maximum award for any single contribution for these employees is one-half of the maximum amount of time that could be granted during the year.

E4.4.3.3. A TOA that has been approved and not used at the time an employee covered by this Instruction transfers to a DoD Component not receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office, or to another Federal Agency, cannot be transferred. Similarly, unused time off shall not transfer with an employee who transfers from a DoD Component that does not receive operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office or from another Federal Agency. Every effort shall be made to allow the employee to use the TOA prior to the employee's transfer.

#### E4.4.4. Scheduling Time Off

E4.4.4.1. The employee is responsible for requesting use of the approved time off on a Standard Form (SF) 71, "Application for Leave," in accordance with standard leave approval practices. Requests to use time off should be done far enough in advance to permit its use without undue interruption to the work of the organization.

E4.4.4.2. Time off may not be used and recorded on time and attendance records until documentation, approval, and processing requirements are completed, usually within 14 workdays after submission to the Labor and Management Employee Relations Division, Directorate for Personnel and Security, WHS. The SF 50 shall serve as confirmation that the TOA has been approved and processed.

E4.4.4.3. Time off granted as an award should be scheduled and used normally within 90 days of the effective date of the award, but in no case more than one (1) year after the effective date.

#### E4.5. SUGGESTIONS

To be considered for an award, a suggestion must identify an improvement in the quality of operations, a cost reduction opportunity, or an improvement in the timeliness of service delivery that results in tangible or intangible benefits to the U.S. Government; and be adopted in whole or in part for implementation. The suggestion must set forth a specific proposed course of action to achieve the improvement or cost reduction and must not already be under consideration.

E4.5.1. Eligibility. Civilian employees and members of the Armed Forces covered by this Instruction.

E4.5.2. Format. See section E8.5. of enclosure 8.

E4.5.3. Exclusions. Ideas or suggestions that:

E4.5.3.1. Point out the need for routine maintenance work.

E4.5.3.2. Recommend enforcement of an existing rule.

E4.5.3.3. Propose changes in housekeeping practices or changes in working conditions for personal comfort.

E4.5.3.4. Call attention to errors or alleged violations of regulations.

E4.5.3.5. Result in intangible benefits of "good will."

The above types of submissions are not eligible for an award; however, the Executive Secretary to the Incentive Awards Board will forward them to the organization having responsibility for consideration.

E4.5.4. Time Limits. Ideas submitted for award consideration after adoption shall be submitted not more than three (3) months after adoption to be eligible for an award.

E4.5.5. Processing Suggestions

E4.5.5.1. The suggester shall submit suggestions (DD Form 355, "Employee Suggestion") (enclosure 14) through his or her immediate supervisor or directly to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, Attention: Executive Secretary to the Incentive Awards Board.

E4.5.5.2. The Executive Secretary to the Incentive Awards Board shall route the suggestion to the office of primary responsibility for evaluation.

E4.5.5.3. Normally within five (5) working days from receipt of the suggestion, the evaluator shall determine whether the suggestion is eligible or ineligible for adoption. The evaluator shall forward the evaluation on DD Form 2800, "Suggestion Evaluation" (enclosure 15), in duplicate, to the Head of the appropriate OSD Component.

E4.5.5.4. The Head of the OSD Component, or designee, normally within 20 working days, shall:

E4.5.5.4.1. Analyze and adjudicate the suggestion evaluator's findings and recommendations.

E4.5.5.4.2. Adopt or disapprove the suggestion.

E4.5.5.4.3. Recommend the amount of the monetary award, in accordance with enclosures 11 and 12.

E4.5.5.4.4. Forward the suggestion and completed DD Form 2800, with certification that the suggestion has been, or shall be, implemented and a recommendation of the award amount, to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, Attention: Executive Secretary to the Incentive Awards Board.

E4.5.5.5. The Incentive Awards Board shall:

E4.5.5.5.1. Review suggestions for compliance with established tangible and intangible benefits scales and approve or disapprove recommendations for awards that would grant \$10,000 (gross) or less to the suggester.

E4.5.5.5.1.1. If approved, the Board shall authorize payment. A copy of the authorization shall be forwarded to the Head of the OSD Component. When a suggestion is adopted by another Component, the benefiting Component shall share in the cost of the total award commensurate with the benefit when the award exceeds \$250 (gross). In such cases, the suggester's Component will notify the benefiting Component(s) of the amount due, and the benefiting Component(s) shall take prompt action to transfer the funds.

E4.5.5.5.1.2. If disapproved, the suggester shall be informed of the reason for disapproval.

E4.5.5.5.2. If the award would grant more than \$10,000 (gross) to the suggester, forward the suggestion and the DD Form 2800 with the award recommendation to the ASD(FMP) (OUSD(P&R)).

E4.5.5.5.3. If the suggestion has applicability elsewhere within or outside activities which receive operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office and/or the JS, forward the suggestion within five (5) working days after receipt to the office of responsibility for evaluation. The Board shall follow up on the referral in 30 days to determine the status. If approved, the Board shall check the award recommendation for compliance with established tangible and intangible benefits award scales (see enclosures 11 and 12) and authorize the award for payment. If disapproved, the suggester shall be informed of the reason for disapproval.

#### E4.6. INVENTIONS

E4.6.1. Members of the Armed Forces and civilian employees are encouraged to submit communications on inventions to the office responsible for patent matters in the appropriate Military Department.

E4.6.2. The office responsible for patent matters shall determine that the invention is of value or potential value to the Department of Defense and that the invention was made under circumstances that resulted in the Government initiating action to obtain the title or license.

E4.6.3. To be considered for an award, the applicable office responsible for patent matters shall verify to the Incentive Awards Board that conditions in paragraph E4.6.2., above, have been met.

E4.6.4. If the conditions in paragraph E4.6.2., above, are not met, but the invention is determined to be of value to the Department of Defense and the inventor consents to consideration for an award, the inventor will be required to sign a claim waiver agreement to be paid an award.

E4.6.5. Eligible personnel may be paid a nominal initial monetary award and an additional monetary award when the patent covering the invention is issued.

E4.6.6. If an application for a patent is placed under a secrecy order, the inventor will become eligible for the additional award when the U.S. Patent Office issues a Notice of Allowability instead of a patent.

E4.6.7. Awards for inventions are not authorized if a monetary award has been paid for the same contribution as a suggestion.

#### E4.7. SCIENTIFIC ACHIEVEMENTS

To be considered for an award, a scientific achievement must be based on an act, deed, or accomplishment that establishes a scientific or technological basis for technical improvements of military or other national significance; is of such quality and effectiveness that it materially advances the research and development of a Government activity, group, project, or service to the public; contributes materially to the welfare of the Armed Services and the nation; is the subject of an article accepted for publication in a nationally recognized scientific publication; or is the subject of a technical paper

presented to a professional society that constitutes a substantial contribution to scientific knowledge. The achievement must result in tangible or intangible benefits or both to the Government. The amount of the award shall be based on the Award Scales for Tangible and/or Intangible Benefits (see enclosures 11 and 12) and shall be accomplished within the Component's awards budget allocation.

E4.7.1. Eligibility. Civilian employees and members of the Armed Forces covered by this Instruction.

E4.7.2. Format. See section E8.6. of enclosure 8.

E4.7.3. Time Limits. The completed nomination shall be submitted within three (3) months of the specific accomplishment giving rise to the nomination.

## E5. ENCLOSURE 5

### HONORARY AWARDS--FEDERAL CAREER CIVILIAN EMPLOYEES

#### E5.1. PRESIDENT'S AWARD FOR DISTINGUISHED FEDERAL CIVILIAN SERVICE

Established by Executive Order 10717 (reference (g)), this award is the highest honor a career employee may receive for extraordinary achievement in Federal service. The President grants it to career civil service employees whose accomplishments and achievements exemplify, to an exceptional degree, imagination, courage, and extraordinary ability in carrying out the mission of the Government. This award is highly selective, and nominees should have received the DoD Medal for Distinguished Civilian Service to be considered. The award consists of a gold medal suspended from a blue and white neck ribbon and a citation. Information on nomination procedures may be obtained from the Office of the Deputy Assistant Secretary of Defense for Civilian Personnel Policy, OUSD(P&R).

#### E5.2. DEPARTMENT OF DEFENSE MEDAL FOR DISTINGUISHED CIVILIAN SERVICE

This award is the highest honor granted to career civilian employees by the Secretary of Defense. The Secretary of Defense is the approval authority. This award consists of a citation signed by the Secretary of Defense, a large medal, a miniature medal, and a rosette. An employee may receive this award more than once during his or her career. Subsequent awards consist of the foregoing recognition devices and a bronze, silver, or gold palm, as appropriate.

##### E5.2.1. Eligibility

E5.2.1.1. Career civilian employees of the DoD whose careers reflect exceptional devotion to duty and whose contributions to the efficiency, economy, or other improvements in the Department's operations are of a significantly broad scope.

E5.2.1.2. Annually, usually not more than seven (7) awards are granted competitively.

E5.2.1.3. On rare occasions, when recommended by the Heads of the OSD Components or Secretaries of the Military Departments, the Secretary of Defense may approve this award on a noncompetitive basis. When granted noncompetitively, the justification for the award must show that the nominee's contributions to the mission of the organization are of such major significance that immediate recognition is warranted.

E5.2.2. Format. See section E8.7. of enclosure 8.

### E5.3. SECRETARY OF DEFENSE MEDAL FOR MERITORIOUS CIVILIAN SERVICE

This is the second highest award granted to career civilian employees by the Secretary of Defense. This award requires review by the Incentive Awards Board. The Board recommends approval or disapproval of the award. The Secretary of Defense is the approval authority. This award consists of a citation signed by the Secretary of Defense, a large medal, a miniature medal, and a rosette. An employee may receive this award more than once during his or her career. Subsequent awards consist of the foregoing recognition devices and a bronze, silver, or gold palm, as appropriate.

E5.3.1. Eligibility. Career civilian employees of the Department of Defense and other Government Agencies who have distinguished themselves by exceptionally meritorious service of major significance to the Department of Defense.

E5.3.2. Format. See section E8.8. of enclosure 8.

### E5.4. OFFICE OF THE SECRETARY OF DEFENSE MEDAL FOR EXCEPTIONAL CIVILIAN SERVICE

This award was established to recognize career civilian employees covered by this Instruction who have distinguished themselves by exceptional service to the Component. This award consists of a medal, lapel pin, and citation signed by the Head of an OSD Component. An employee may receive this award more than once during his or her career. Subsequent awards consist of the foregoing recognition devices and a bronze, silver, or gold palm, as appropriate.

E5.4.1. Eligibility. Career civilian employees covered by this Instruction. Nominees shall have served a minimum of three (3) years in an organization receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office or in the JS, or a combination of the two. An exception to this requirement may be considered in highly unusual circumstances where the

employee's contribution to the mission of the organization is of such major significance that accelerated recognition is warranted.

E5.4.2. Format. See section E8.9. of enclosure 8.

#### E5.5. OFFICE OF THE SECRETARY OF DEFENSE CIVILIAN CAREER SERVICE AWARD

This award was established to recognize civilian employees' career service extending over a period of years and may include civilian and military service. The Head of an OSD Component may grant this award. This award consists of an engraved plaque.

E5.5.1. Eligibility. Career civilian employees covered by this Instruction. The nominee shall have received some form of prior recognition (such as a quality step increase or a performance award) for above-average achievements. This award is very appropriate upon retirement.

E5.5.2. Format. See section E8.10. of enclosure 8.

#### E5.6. OFFICE OF THE SECRETARY OF DEFENSE AWARD FOR EXCELLENCE

This award was established to recognize individuals who have made significant contributions to the mission of the JS or activities receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office. This award consists of an engraved plaque.

E5.6.1. Eligibility. Career civilian employees assigned to or outside an activity receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office or the JS. The nominee may have served on a detail assignment for a specific one-time project or been appointed specifically for that project. The project to which assigned, appointed, or detailed should have existed normally for at least six (6) months.

E5.6.2. Format. See section E8.11. of enclosure 8.

E6. ENCLOSURE 6

HONORARY AWARDS--NONCAREER FEDERAL CIVILIAN EMPLOYEES, PRIVATE  
CITIZENS, AND FOREIGN NATIONALS

E6.1. DEPARTMENT OF DEFENSE MEDAL FOR DISTINGUISHED PUBLIC  
SERVICE

This is the highest honorary award presented by the Secretary of Defense to noncareer Federal employees, private citizens, and foreign nationals. The Secretary of Defense is the approval authority. This award consists of a gold medal, a miniature medal, a rosette, and a citation signed by the Secretary of Defense. An individual may receive this award more than once. Subsequent awards consist of the foregoing recognition devices and a bronze, silver, or gold palm, as appropriate.

E6.1.1. Eligibility. The nominee shall be an individual who:

E6.1.1.1. Serves as a noncareer Federal employee or does not derive his or her principal livelihood from U.S. Government employment; and

E6.1.1.2. Has performed, at any time since enactment of Public Law 80--253 (1947) (reference (h)), exceptionally distinguished service of significance to the Department of Defense as a whole or distinguished service of such exceptional significance to a DoD Component or function that recognition at the DoD Component level is considered insufficient. The service or assistance may have been rendered at considerable personal sacrifice and inconvenience that was motivated by patriotism, good citizenship, and a sense of public responsibility.

E6.1.2. Format. See section E8.12. of enclosure 8.

## E6.2. SECRETARY OF DEFENSE MEDAL FOR OUTSTANDING PUBLIC SERVICE

This is the second highest award presented by the Secretary of Defense to noncareer Federal employees, private citizens, and foreign nationals for contributions, assistance, or support to DoD functions that are extensive enough to warrant recognition, but are lesser in scope and impact than is required for the DoD Medal for Distinguished Public Service. The Secretary of Defense is the approval authority. This award consists of a silver medal, a miniature medal, a rosette, and a citation signed by the Secretary of Defense. An individual may receive this award more than once. Subsequent awards consist of the foregoing recognition devices and a bronze, silver, or gold palm, as appropriate.

E6.2.1. Eligibility. An individual who serves as a noncareer Federal employee or does not derive his or her principal livelihood from U.S. Government employment.

E6.2.2. Format. See section E8.13. of enclosure 8.

## E6.3. OFFICE OF THE SECRETARY OF DEFENSE EXCEPTIONAL PUBLIC SERVICE AWARD

This award was established to recognize noncareer Federal employees, private citizens, and foreign nationals for their contributions, assistance, or support to activities receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office or the JS. This award consists of a bronze medal, a lapel pin, and a citation signed by the Head of an OSD Component. An individual may receive this award more than once. Subsequent awards consist of the foregoing recognition devices and a bronze, silver, or gold palm, as appropriate.

E6.3.1. Eligibility. An individual who serves as a noncareer Federal employee or does not derive his or her principal livelihood from U.S. Government employment.

E6.3.2. Format. See section E8.14. of enclosure 8.

E6.4. OFFICE OF THE SECRETARY OF DEFENSE AWARD FOR OUTSTANDING ACHIEVEMENT

This award was established to recognize noncareer Federal employees for their significant contributions to the mission of activities receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office or the JS. This award consists of an engraved plaque.

E6.4.1. Eligibility. Noncareer Federal employees assigned to or outside of activities receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office or the JS. The recipient of this award shall have a current rating of record of "Outstanding" or equivalent.

E6.4.2. Format. See section E8.15. of enclosure 8.

## E7. ENCLOSURE 7

### OTHER HONORARY AWARDS--CIVILIAN EMPLOYEES

#### E7.1. LENGTH OF SERVICE RECOGNITION

E7.1.1. Civilian employees covered by this Instruction who complete satisfactory Federal service shall be awarded length-of-service emblems and certificates applicable to their length of service beginning with 10 years of service and every five (5) years thereafter until 50 years. Total Federal civilian and all honorable military service shall be creditable toward eligibility for length-of-service recognition. Creditable service shall be figured from the service computation date established for each employee.

E7.1.2. The Director, Human Resource Services Center, National Capital Region, shall identify, on a monthly basis, employees who are eligible for length-of-service recognition. Certificates and pins for employees who have less than 30 years of service shall be provided to the employee's office of record. The Labor and Management Employee Relations Division, Directorate for Personnel and Security, WHS, shall provide pins and prepare citations which are signed by the Secretary of Defense for 30 or more years of service. Presentation ceremonies shall be arranged by the Component in which eligible employees are assigned.

#### E7.2. NONGOVERNMENTAL AWARDS

Periodically Federal civilian employees may be nominated for awards sponsored by nonfederal organizations. Information about sponsors, nomination procedures, and dates of submissions for such awards shall be announced by the Executive Secretary to the Incentive Awards Board.

#### E7.3. MISCELLANEOUS

Supervisors may grant certificates and letters of appreciation and letters of commendation to employees, contractors, and others for specific instances of contributions or achievements that warrant special recognition. Blank certificates of appreciation, for completion and presentation by Components, are available from the Labor and Management Employee Relations Division, Directorate for Personnel and Security, WHS.

E8. ENCLOSURE 8

FORMATS

E8.1. SUPERIOR ACCOMPLISHMENT AWARD

Forward the original and six (6) copies of a memorandum addressed to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, and signed by the Head of the OSD Component that contains the following:

E8.1.1. Name; social security number (SSN); title, series, and grade; organization and location; period covered by the award; length of time with the organization; and a statement that the contributions have not been and shall not be recognized with any other monetary award (including a performance award or bonus) or a time-off award.

E8.1.2. Description of the achievement(s) in detail. Tangible and intangible benefits must be described separately. The justification must refer to the applicable award scales in enclosures 11 and 12.

E8.1.3. Amount of award based on, and with reference to, the applicable award scales in enclosures 11 and 12.

E8.2. SPECIAL ACT OR SERVICE AWARD

Same as in section E8.1., above.

E8.3. SUPERVISOR'S CASH AWARD (SCA)

Forward a memorandum addressed to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, and signed by an official at least one level higher than the recommending official. The memorandum shall contain the following:

E8.3.1. Name; SSN; title, series, and grade; organization and location; period covered by the award; and a statement that the contributions have not been and shall not be recognized with any other monetary award (including a performance award or bonus) or a time-off award.

E8.3.2. Description of the specific achievement(s).

E8.3.3. Amount of award not to exceed **\$500.00** (gross).

E8.4. TIME-OFF AWARD (TOA)

Forward a memorandum approved by the Head of the OSD Component to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, that contains the following:

E8.4.1. Name; SSN; title, series, and grade; organization and location; period covered by the award; length of time with the organization; and a statement that the contributions have not been and shall not be recognized with any monetary award (including a performance award or bonus).

E8.4.2. Justification containing a description of the nominee's specific contributions to meeting organizational goals or improving the efficiency, effectiveness, and economy of the Government.

E8.4.3. Hours of time off granted based on the award scale in enclosure 13.

E8.4.4. Certification from the supervisor or recommending official that "Consideration of the cost of this time-off award in lost production has determined that the benefits realized by the organization from the employee's contributions support the amount of time off approved. The organization's workload and the employee's projected leave have been considered. The employee will be able to schedule the time off in addition to other projected leave not later than \_\_\_\_\_ [a date not later than 90 days from submission of the TOA for approval, if possible; otherwise, not later than one (1) year thereafter]. Other available forms of recognition and monetary awards were considered in determining the amount of this time-off award."

E8.4.5. The approved TOA shall be documented on a Standard Form 50 (SF 50), "Notification of Personnel Action," which shall be filed in the employee's Official Personnel Folder. The TOA justification shall be retained in the Labor and Management Employee Relations Division, Directorate for Personnel and Security, WHS. A separate SF 50 shall be prepared for each TOA. The number of hours approved as time off shall be in item 20, "Total Salary/Award," of the SF 50.

#### E8.5. SUGGESTIONS

Suggestions shall be typed or printed on DD Form 355, "Employee Suggestion" (enclosure 14). All blocks shall be completed and the form signed by the suggester. The signature constitutes an agreement that the use of the suggestion by the United States shall not form the basis of a further claim of any nature against the United States by the suggester, his or her heirs or assigns; and a warranty that at the time the award is accepted, the suggester has not assigned or otherwise been divested of legal or equitable title to any property right residing on the idea, method, or device for which this award is made. The DD Form 355 shall contain a complete, factual, and specific explanation of the suggestion and shall explain the present practice, the suggested change, where and how it may be used, and what benefits may be derived from it. It shall include all information available to the suggester, such as stock and form numbers, titles, etc.

#### E8.6. SCIENTIFIC ACHIEVEMENTS

Forward the original and six (6) copies of a memorandum addressed to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, and signed by the Head of the OSD Component that contains the following:

E8.6.1. Name; SSN; title, series, and grade; organization and location; length of time with the organization; and a statement that the contributions have not been and shall not be recognized with any other monetary award (including a performance award or bonus) or a time-off award.

E8.6.2. Description of the achievement in detail, with particular emphasis on, and explanation of, the pioneering aspects or substantive contribution of the achievement. Tangible and intangible benefits must be described separately.

E8.6.3. Amount of the award based on, and with reference to, the applicable award scales in enclosures 11 and 12.

E8.7. DEPARTMENT OF DEFENSE MEDAL FOR DISTINGUISHED CIVILIAN SERVICE

E8.7.1. The Heads of the OSD Components and Secretaries of Military Departments shall submit nominations in a memorandum addressed to the DA&M, OSD, through the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS. Nominations for the competitive process shall be submitted by March 31 of each year. Criteria and nominating procedures shall be announced annually, in accordance with subchapter 451 of DoD 1400.25-M (reference (d)). The Secretary of Defense is the approval authority. Winners are honored at the Secretary of Defense Annual Distinguished Civilian Service Award Ceremony and Reception normally conducted in the fall.

E8.7.2. On rare occasions the Secretary of Defense may approve this award on a noncompetitive basis. The format for noncompetitive nominations is a memorandum signed by the Head of the OSD Component or the Secretary of the Military Department, addressed to the DA&M, OSD, through the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, that contains the following:

E8.7.2.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.7.2.2. Significant prior awards and dates of approval.

E8.7.2.3. Narrative justification of no more than three (3) pages that cites specific accomplishments which reflect a career of exceptional devotion to duty and contributions to the efficiency, economy, or other improvements in DoD operations of a significantly broad scope. The nomination must show that the contributions to the mission of the organization are of such major significance that immediate recognition is warranted.

E8.7.2.4. Double-spaced proposed draft citation of 150 words or less.

E8.7.2.5. Submit the original and six (6) copies of the nomination package.

**E8.8. SECRETARY OF DEFENSE MEDAL FOR MERITORIOUS CIVILIAN SERVICE**

The Heads of the OSD Components and Secretaries of Military Departments shall submit nominations in a memorandum to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, Attention: Executive Secretary to the Incentive Awards Board. The Secretary of Defense is the approval authority. The following information must be included in the nomination:

E8.8.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.8.2. Significant prior awards and dates of approval.

E8.8.3. Narrative justification of no more than one (1) page that cites the nominee's exceptionally meritorious service outside of the scope of the nominee's regular job that is of major significance to the Department of Defense.

E8.8.4. Double-spaced draft of a proposed citation of 150 words or less.

E8.8.5. Submit the original and six (6) copies of the nomination package.

**E8.9. OFFICE OF THE SECRETARY OF DEFENSE MEDAL FOR EXCEPTIONAL CIVILIAN SERVICE**

Forward to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, a memorandum signed by the Head of the OSD Component that contains the following:

E8.9.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.9.2. Significant prior awards and approval dates.

E8.9.3. Narrative justification of no more than one (1) page that cites the nominee's specific exceptional accomplishments outside the scope of his or her job and the significance of those accomplishments to the Department of Defense.

E8.9.4. Double-spaced proposed draft citation of 150 words or less.

E8.9.5. Submit the original and one (1) copy of the nomination package.

E8.10. OFFICE OF THE SECRETARY OF DEFENSE CIVILIAN CAREER SERVICE AWARD

Forward to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, a memorandum signed by the Head of the OSD Component that contains the following:

E8.10.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.10.2. Narrative justification that cites the nominee's specific accomplishments extending over a period of years.

E8.10.3. Submit the original of the nomination package.

E8.11. OFFICE OF THE SECRETARY OF DEFENSE AWARD FOR EXCELLENCE

Forward to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, a memorandum signed by the Head of the OSD Component that contains the following:

E8.11.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.11.2. Narrative justification that cites the nominee's specific accomplishments.

E8.11.3. Submit the original of the nomination package.

E8.12. DEPARTMENT OF DEFENSE MEDAL FOR DISTINGUISHED PUBLIC SERVICE

The Heads of the OSD Components and Secretaries of Military Departments shall submit nominations by memorandum to the DA&M, OSD, through the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS. The Secretary of Defense is the approval authority. The nomination shall contain the following:

E8.12.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.12.2. Narrative justification that cites specific distinguished service or assistance of such exceptional significance that the nominee has rendered to the Department of Defense which may have been at considerable personal sacrifice and inconvenience and motivated by patriotism, good citizenship, and a sense of public responsibility.

E8.12.3. Double-spaced proposed draft citation of 150 words or less.

E8.12.4. Submit the original and six (6) copies of the nomination package.

#### E8.13. SECRETARY OF DEFENSE MEDAL FOR OUTSTANDING PUBLIC SERVICE

The Heads of the OSD Components and Secretaries of Military Departments shall submit nominations by memorandum to the DA&M, OSD, through the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS. The Secretary of Defense is the approval authority. The nomination shall contain the following:

E8.13.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.13.2. Narrative justification that cites specific examples of highly significant service that the nominee provided to the Department of Defense.

E8.13.3. Double-spaced proposed draft citation of 150 words or less.

E8.13.4. Submit the original and six (6) copies of the nomination package.

#### E8.14. OFFICE OF THE SECRETARY OF DEFENSE EXCEPTIONAL PUBLIC SERVICE AWARD

Forward to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, a memorandum signed by the Head of the OSD Component that contains the following:

E8.14.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.14.2. Narrative justification that cites specific examples of highly significant service that the nominee provided to the Department of Defense.

E8.14.3. Double-spaced proposed draft citation of 150 words or less.

E8.14.4. Submit the original and one (1) copy of the nomination package.

E8.15. OFFICE OF THE SECRETARY OF DEFENSE AWARD FOR OUTSTANDING ACHIEVEMENT

Forward to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, WHS, a memorandum signed by the Head of the OSD Component that contains the following:

E8.15.1. Name; title, series, and grade; organization and location; length of time with the organization; and period covered by the award.

E8.15.2. Narrative justification that cites the nominee's specific contributions to the mission of an organization receiving operational support from the WHS Directorate for Personnel and Security Customer Support Operating Office or the JS.

E8.15.3. Submit the original of the nomination package.

E9. ENCLOSURE 9

AWARDS CEILING

E9.1. MAXIMUM COMPONENT HEAD APPROVAL AUTHORITY

Subject to the awards budget allocation, the Heads of the OSD Components may approve a maximum of \$5,000 (gross) in monetary recognition per employee per fiscal year for performance (including performance awards and the value of the single-year increase in basic pay as a result of a quality step increase) under Administration Instruction No. 63 (reference (f)) and for other accomplishments under this Instruction.

E9.2. DIRECTOR, WHS APPROVAL AUTHORITY

A gross cumulative total of more than \$5,000 for an employee in a fiscal year requires written justification from the Component Head through the Director for Personnel and Security, WHS, to the Director, WHS. Such justification shall document the employee's performance and accomplishments and why he or she is deserving of cumulative monetary recognition that exceeds \$5,000 in the fiscal year and that there are sufficient awards funds available to pay the recognition. Component Heads may not delegate the authority to initiate such requests.

E10. ENCLOSURE 10

LIMITATIONS ON AWARDS DURING A PRESIDENTIAL ELECTION PERIOD

E10.1. A PRESIDENTIAL ELECTION PERIOD

A Presidential election period is any period beginning on June 1 in a calendar year in which the popular election of a President occurs and ending on January 20 following the date of such election.

E10.2. PROHIBITED RECOGNITION DURING A PRESIDENTIAL ELECTION PERIOD

Public Law 103-425 section 2 (reference (i)) amended the incentive awards provisions in chapter 45 of 5 U.S.C. (reference (b)), by adding section 4508 prohibiting the granting of awards during a Presidential election period to employees who are in a Senior Executive Service (SES) position and not a career appointee; or in an excepted service position of a confidential or policy determining character (Schedule C appointees). This prohibition applies to the granting of monetary and time-off awards.

E10.3. PERMISSIBLE RECOGNITION DURING A PRESIDENTIAL ELECTION PERIOD

Nonmonetary awards such as certificates, plaques, and items of a similar nature are permitted during a Presidential election period provided that the form of the nonmonetary award avoids the appearance of replacing a bonus. As nonmonetary awards may take a wide variety of forms with a wide variance, both in terms of direct costs and the appearance of such value, recognition by nonmonetary awards should create the inherent impression of symbolic value (an honor being bestowed) rather than monetary worth (cash value).

E11. ENCLOSURE 11

AWARD SCALE A, "Award Scale for Suggestions, Inventions, Special Acts or Service, and Scientific Achievements Resulting in Tangible Benefits to the Government"

<u>BENEFITS</u>	<u>AWARDS</u>
<u>Estimated First - Year Benefits</u>	<u>Amount of Awards to Employee</u>
Up to \$100,000 in benefits	10 percent of benefits
\$100,001 and above in benefits	\$10,000 plus one percent of benefits above \$100,001, up to \$25,000, with the approval of the Office of Personnel Management

Presidential approval is required for all awards of more than \$25,000.

E12. ENCLOSURE 12AWARD SCALE B, "Award Scale for Suggesting, Inventions, Special Acts or Service, and Scientific Achievements Resulting in Intangible Benefits to the Government"

VALUE OF BENEFIT	EXTENT OF APPLICATION			
	LIMITED	EXTENDED	BROAD	GENERAL
	Affects functions, mission, or personnel of one facility, installation, regional area, or an organizational element of headquarters. Affects small area of science or technology.	Affects functions, mission, or personnel of an entire regional area, command, or bureau. Affects an important area of science or technology.	Affects functions, mission, or personnel of several regional areas or commands, or an entire Department or Agency. Affects an extensive area of science or technology.	Affects functions, mission, or personnel of more than one Department or Agency, or is in the public interest throughout the nation and beyond.
<b>MODERATE</b>				
Change or modification of an operating principle or procedure with limited use or impact.	\$25 - \$125	\$126 - \$325	\$326 - \$650	\$651 - \$1,300
<b>SUBSTANTIAL</b>				
Substantial change or modification of procedures. An important improvement to the value of a product, activity, program, or service to the public.	\$125 - \$325	\$326 - \$650	\$651 - \$1,300	\$1,301 - \$3,150
<b>HIGH</b>				
Complete revision of a basic principle or procedures; a highly significant improvement to the value of a product or service.	\$325 - \$650	\$651 - \$1,300	\$1,301 - \$3,150	\$3,151 - \$6,300
<b>EXCEPTIONAL</b>				
Initiation of a new principle or major procedure; a superior improvement to the quality of a critical product, activity, program, or service to the public.	\$650 - \$1,300	\$1,301 - \$3,150	\$3,151 - \$6,300	\$6,301 - \$10,000

E13. ENCLOSURE 13AWARD SCALE C, "Time-Off Award Scale for Full-Time Employees for Suggestions, Inventions, Special Acts or Service, and Scientific Achievements"

VALUE OF BENEFIT	EXTENT OF APPLICATION			
	LIMITED	EXTENDED	BROAD	GENERAL
	Affects functions, mission, or personnel of one facility, installation, regional area, or an organizational element of headquarters. Affects small area of science or technology.	Affects functions, mission, or personnel of an entire regional area, command, or bureau. Affects an important area of science or technology.	Affects functions, mission, or personnel of several regional areas or commands, or an entire Department or Agency. Affects an extensive area of science or technology.	Affects functions, mission, or personnel of more than one Department or Agency, or is in the public interest throughout the nation and beyond.
<b>MODERATE</b>				
Change or modification of an operating principle or procedure with limited use or impact.	2 - 4 hours	5 - 7 hours	8 - 11 hours	12 - 16 hours
<b>SUBSTANTIAL</b>				
Substantial change or modification of procedures. An important improvement to the value of a product, activity, program, or service to the public.	5 - 7 hours	8 - 11 hours	12 - 16 hours	17 - 24 hours
<b>HIGH</b>				
Complete revision of a basic principle or procedures; a highly significant improvement to the value of a product or service.	8 - 11 hours	12 - 16 hours	17 - 24 hours	25 - 32 hours
<b>EXCEPTIONAL</b>				
Initiation of a new principle or major procedure; a superior improvement to the quality of a critical product, activity, program, or service to the public.	12 - 16 hours	17 - 24 hours	25 - 32 hours	33 - 40 hours

E14. ENCLOSURE 14

DD FORM 355, "EMPLOYEE SUGGESTION"

EMPLOYEE SUGGESTION									
<b>INSTRUCTIONS</b>									
1. Complete Items 2 through 11 in Section I, all of Section II, and the return address in Section IV. 2. Describe your suggestion completely. Use additional sheets of paper and include drawings or pictures if necessary. 3. Forward your suggestion to the Assistant Director for Labor and Management Employee Relations, WHS Directorate for Personnel and Security, Attention: Executive Secretary to the Incentive Awards Board, 1777 North Kent Street, Suite 12063, Arlington, VA 22209.									
<b>SECTION I - GENERAL INFORMATION</b>									
1. SUGGESTION NUMBER		2. SUBJECT OF SUGGESTION							
3. NAME OF SUGGESTER (Last, First, Middle Initial)				4. ORGANIZATION (X one) <input type="checkbox"/> OSD <input type="checkbox"/> WHS <input type="checkbox"/> JS <input type="checkbox"/> OTHER (Specify)					
5. HOME ADDRESS (Number and Street or RFD No., City, State, ZIP Code)					6. ORGANIZATION SUBDIVISION (Department, Division, Section, Unit or Shop)				
7. JOB TITLE			8. GRADE OR RANK			9. WORK TELEPHONE NO. (Include Area Code)			
10. DO YOU DESIRE YOUR SUGGESTION TO BE PROCESSED ANONYMOUSLY? (X one)							YES	NO	
11. CERTIFICATION. I hereby agree that the use of this suggestion by the United States shall not form the basis of a further claim of any nature upon the United States by me, my heirs, or assigns.					a. SIGNATURE OF SUGGESTER			b. DATE SIGNED (YYYYMMDD)	
<i>This section will be detached by the Executive Secretary before the Incentive Awards Board considers your suggestion. Items 12 and 13 will be completed by the Executive Secretary.</i>									
<b>12. PROCESSING DATA</b>									
e. DATES OF ACTION (YYYYMMDD)					b. DECISION (X one)		c. SUGGESTER NOTIFIED	d. RECOMMENDED TO OSD COMPONENT HEAD FOR AWARD	
(1) RECEIVED	(2) ACKNOWLEDGED	(3) CHECKED	(4) INITIAL REFERRAL FOR INVESTIGATION	(5) CONSIDERED AT BOARD MEETING	(1) ACCEPTED	(2) REJECTED			
e. EVALUATION REFERRAL NOTES (1) REFERRED TO			(2) DATE FORWARDED (YYYYMMDD)	(2) DATE RETURNED (YYYYMMDD)	(4) REMARKS				
<b>13. SUMMARY OF AWARD</b>									
e. INITIAL AWARD			b. SUPPLEMENTAL AWARD			c. ADDITIONAL AWARD			
(1) AMOUNT	(2) DATE (YYYYMMDD)	(3) TANGIBLE SAVINGS	(1) AMOUNT	(2) DATE (YYYYMMDD)	(3) TANGIBLE SAVINGS	(1) AMOUNT	(2) DATE (YYYYMMDD)	(3) TANGIBLE SAVINGS	

<b>SECTION II - SUGGESTION</b>		
1. SUGGESTION NUMBER	2. I BELIEVE THIS SUGGESTION WILL <i>(X all that apply)</i>	
	<input type="checkbox"/> SAVE TIME	<input type="checkbox"/> SAVE MATERIAL <input type="checkbox"/> IMPROVE METHODS <input type="checkbox"/> IMPROVE SAFETY
	<input type="checkbox"/> SIMPLIFY WORK	<input type="checkbox"/> OTHER <i>(Specify)</i>
3. SUGGESTION DESCRIPTION <i>(Describe suggestion completely. Describe the present practice, suggested change, where and how it can be used, and benefits to be derived from its use. Include all information available to you.)</i>		
<b>SECTION III - OPTIONAL EVALUATION BY SUPERVISOR</b>		
<i>(If suggestion pertains to employee's job responsibility or work of office by which employed)</i>		
1. IS THIS A NORMAL REQUIREMENT OF THE DUTIES OF THIS POSITION? <i>(X one)</i>	<input type="checkbox"/> YES <input type="checkbox"/> NO	2. DOES THIS SUGGESTION PERTAIN TO A PROBLEM ASSIGNED THE EMPLOYEE FOR SOLUTION? <i>(X one)</i>
3. DO YOU RECOMMEND ADOPTION OF THIS SUGGESTION? <i>(X one)</i>	<input type="checkbox"/> YES <input type="checkbox"/> NO	4. WHAT, IF ANY, ARE THE MONETARY SAVINGS?
5. WHAT, IF ANY, ARE THE INTANGIBLE BENEFITS?		
<b>6. SUPERVISOR</b>		
a. TYPED NAME <i>(Last, First, Middle Initial)</i>	b. SIGNATURE	c. DATE SIGNED <i>(YYYYMMDD)</i>



**E15. ENCLOSURE 15**  
**DD FORM 2800, "SUGGESTION EVALUATION"**

<b>SUGGESTION EVALUATION</b>						1. DATE (YYYYMMDD)	
2. TO: (Use complete address)							
3. SUGGESTION TITLE						4. SUGGESTION NUMBER	
5. ACTION TAKEN OR RECOMMENDED (Check pertinent box and furnish necessary information in Item 9, "Remarks")							
a. NOT RECOMMENDED FOR ADOPTION (Give reasons in Item 9)							
b. ALREADY UNDER CONSIDERATION				c. ALREADY IN USE			
d. RECOMMEND ADOPTION, BUT APPROVAL NOT WITHIN JURISDICTION OF THIS OFFICE (Complete all other items and forward to Incentive Awards Board in accordance with Administrative Instruction No. 28)							
e. APPROVED FOR ADOPTION (Complete all other items)							
(1) TOTALLY	(2) PARTIALLY (Specify)	(3) DATE OF IMPLEMENTATION (YYYYMMDD)	(4) METHOD OF ADOPTION	(5) MANDATORY OR OPTIONAL USE			
6. INTANGIBLE BENEFITS (Non-measurable) SUGGESTION IMPROVES							
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
QUALITY	EFFICIENCY	TIMELINESS	DAILY OPERATIONS	SERVICE	OTHER (Explain in Item 9)		
7. TANGIBLE BENEFITS. (First year tangible benefits will be calculated if at all possible. Use table below or, if inapplicable, give a detailed breakdown of benefits under Item 9, "Remarks". Use additional pages, if required.)							
a. FACTORS		(1) LABOR		(2) MATERIAL		(3) TOTAL COST OF LABOR AND MATERIAL	
	MAN-HOURS INVOLVED	COST PER MAN-HOUR	TOTAL COST	NUMBER OF UNITS	COST PER UNIT	TOTAL COST	
FORMER METHOD							\$
NEW METHOD							\$
b. COST OF CONVERTING TO NEW METHOD				(4) TOTAL DOLLAR BENEFITS			
(1) MAN-HOURS			\$	c. TOTAL FIRST YEAR NET DOLLAR BENEFITS (Labor and material less cost of conversion)			<input type="checkbox"/> ACTUAL
(2) MATERIALS AND/OR EQUIPMENT			\$				<input type="checkbox"/> ESTIMATED
(3) TOTAL COST			\$				
8. AWARD		a. CASH		b. CERTIFICATE			
		\$					
9. REMARKS (Use this space for all contributory comments including description of old or new method if different from that described on the suggestion)							
10. EVALUATOR							
a. SIGNATURE			b. TITLE		c. ORGANIZATION	d. TELEPHONE NUMBER (Include Area Code)	
11. REVIEWER							
a. SIGNATURE			b. TITLE		c. ORGANIZATION		

DD FORM 2800, JUL 1999

REPLACES SD FORM 443, WHICH IS OBSOLETE.

E16. ENCLOSURE 16

DIRECTOR OF ADMINISTRATION AND MANAGEMENT MEMORANDUM,  
"NOMINATIONS FOR THE OFFICE OF THE SECRETARY OF DEFENSE (OSD)  
EXCEPTIONAL CIVILIAN SERVICE AWARD"



ADMINISTRATION &  
MANAGEMENT

OFFICE OF THE SECRETARY OF DEFENSE  
1950 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1950



FEB 10 2000.

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Nominations for the Office of the Secretary of Defense (OSD) Exceptional Civilian Service Award

This is to provide notification that I have approved a change to the Office of the Secretary of Defense Exceptional Civilian Service Award, which is the third highest award in OSD. The change will expand eligibility to include all career employees of the Department of Defense for their contributions. Currently eligibility is limited only to those career service employees receiving operational support from the Washington Headquarters Services, Directorate for Personnel and Security Operating Office or the Joint Staff. To be eligible for this award, nominees must be career DoD civilians with a minimum of three years in an organization and must have distinguished themselves by exceptional service to an OSD Component. The award consists of a medal, lapel pin, and citation signed by the Head of an OSD Component. Subsequent awards consist of the foregoing recognition devices and a bronze, silver, or gold palm, as appropriate.

Procedures

A DoD employee of a Defense Agency or Field Activity can be nominated by their respective OSD Component Head who has responsibility over their Agency/Activity. For example, Defense Information Systems Agency employees can be nominated by the Under Secretary of Defense for Command, Control, Communications and Intelligence who is their Component Head.

Secretaries of the Military Departments can also nominate career civilian employees meeting the above eligibility requirements. The nomination is submitted by the Service Secretary and must be approved by the OSD Component Head having expertise in the subject matter area. For example, employees working for the Assistant Secretary of the Army for Financial Management and Comptroller would send their nomination signed by the Secretary of the Army to the Under Secretary of Defense for the Comptroller for final approval. These nominations should be submitted with a "Through" line for the OSD Component Head and signed by the Service Secretary.

Send nomination packages (original and one copy) to the Assistant Director, Labor and Management Employee Relations Division, Directorate for Personnel and Security, Washington Headquarters Services, 1777 North Kent Street, Suite 12063, Arlington, VA 22209.

Please bring this information to the attention of your key personnel. If you have any questions regarding the submission of this award, please contact Mr. Joseph Stormer, Assistant Director, Labor and Management Employee Relations Division, at (703) 588-0433 or Ms. Amy Hunt, Employee Relations Specialist at (703) 588-0439.



D. O. Cooke  
Director

E17. ENCLOSURE 17

DIRECTOR OF ADMINISTRATION AND MANAGEMENT MEMORANDUM,  
"EXPANDED ELIGIBILITY FOR THE OSD EXCEPTIONAL CIVILIAN SERVICE  
AWARD"



ADMINISTRATION &  
MANAGEMENT

OFFICE OF THE SECRETARY OF DEFENSE  
1950 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1950

AUG 6 2001



MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Expanded Eligibility for the Office of the Secretary of Defense (OSD) Exceptional  
Civilian Service Award

In a February 10, 2000 memorandum (attached), eligibility for the OSD Exceptional Civilian Service Award was expanded to include civilian career service employees from any of the Department of Defense (DoD) Components. By this memorandum, eligibility is further expanded to include civilian career service employees of other Federal agencies who have made exceptional contributions to the mission of OSD.

OSD Component Heads may nominate a non-DoD career service employee for this award in recognition of the individual's significant contributions while assigned, detailed or serving on a special project under the OSD Component Head. The procedures outlined in the February 10, 2000 memorandum remain the same.

Please bring this information to the attention of your key personnel. If you have any questions regarding the submission of this award, please contact Mr. Joseph Stormer, Assistant Director, Labor and Management Employee Relations Division, at (703) 588-0433 or Ms. Amy Hunt, Employee Relations Specialist, at (703) 588-0439.

D. O. Cooke  
Director

Attachment:  
As stated

E18. ENCLOSURE 18

DIRECTOR OF ADMINISTRATION AND MANAGEMENT MEMORANDUM,  
"SECRETARY OF DEFENSE MEDAL FOR THE DEFENSE OF FREEDOM"



**OFFICE OF THE SECRETARY OF DEFENSE  
1950 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1950**



October 17, 2001

**ADMINISTRATION &  
MANAGEMENT**

**MEMORANDUM FOR CHAIRMAN, JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, BALLISTIC MISSILE DEFENSE ORGANIZATION  
DIRECTOR, DEFENSE ADVANCED RESEARCH PROJECTS  
AGENCY  
DIRECTOR, DEFENSE LEGAL SERVICES AGENCY  
DIRECTOR, DEFENSE SECURITY ASSISTANCE AGENCY  
DIRECTOR, AMERICAN FORCES INFORMATION SERVICE  
DIRECTOR, DEFENSE TRICARE MANAGEMENT ACTIVITY  
DIRECTOR, DEFENSE PRISONER OF WAR/MISSING  
PERSONNEL OFFICE  
DIRECTOR, OFFICE OF ECONOMIC ADJUSTMENT  
CHIEF JUDGE, U.S. COURT OF APPEALS FOR THE  
ARMED FORCES**

**SUBJECT: Secretary of Defense Medal for the Defense of Freedom**

The Under Secretary of Defense for Force Management Policy announced the creation of the Secretary of Defense Medal for the Defense of Freedom (attached). It was created to recognize and honor our employees who were killed or wounded during the terrorist attacks of September 11, 2001.

Authority for this award was delegated to the Heads of DoD Components. For purposes of this award, DoD Component Head applies to the Office of the Secretary of Defense, the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Inspector General of the Department of Defense, the Defense Agencies, and the DoD Field Activities. DoD 1400.25-M, Subchapter 451, gives the Director, Administration and Management the authority to administer the DoD-level civilian honorary awards program. The Medal for the Defense of Freedom is included in the DoD-level awards program. The Director, Administration and Management retains the authority to approve the award with the Director, Personnel and Security, Washington Headquarters Services, processing the award.

This Medal differs from other medals in that it is not "recommended." The employee is "entitled" to the medal if the employee is eligible (see Section 3 of attachment) and if the conditions or criteria are present (see Section 4 of attachment). The medal shall be awarded to employees who are killed or sustained serious injury due to hostile action against the United States, or killed or wounded while rescuing or attempting to rescue any other employee or individual subjected to injuries sustained under such conditions. The wound for which the award is made must have required treatment by a medical officer, and records of medical treatment for wounds or injuries received in action must have been made a matter of official record.

Submissions for the Medal for the Defense of Freedom must include a copy of the official record of medical treatment for an injury or a confirmation of death. Forward a memorandum signed by the Component Head to the Assistant Director, Labor and Management Employee Relations Division, Directorate for Personnel and Security, Washington Headquarters Services through the Director, Administration and Management.

If you have any questions, please contact Mr. Joseph Stormer at (703) 588-0433 or Ms. Amy Hunt at (703) 588-0439.



D. O. Cooke  
Director

Attachment:  
As stated



ASSISTANT SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000

OCT 4 2001



FORCE MANAGEMENT  
POLICY

MEMORANDUM FOR SECRETARIES OF THE MILITARY SERVICES  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Secretary of Defense Medal for the Defense of Freedom

I am pleased to announce that the Secretary of Defense has approved a new medal for civilian employees of the Department. The Defense of Freedom medal, created to recognize and honor our employees who were killed or wounded during the terrorist attacks of September 11, 2001, is the civilian equivalent of the Purple Heart medal awarded to our military personnel. The award of this medal acknowledges the fidelity and essential service of the Department's civilian workforce killed or wounded and will be used to recognize future sacrifices of Department employees supporting and maintaining the security of the nation.

Authority is delegated to the Heads of the DoD Components to approve and administer the medal for their respective employees. The attached administrative instructions establish the criteria and outline the conditions of eligibility.

Questions concerning this matter may be directed to Ms. Patricia Miles. She can be contacted at (703) 696-1211.

  
Charles S. Abell

Attachment:  
As stated



0.914.01

**“SECRETARY OF DEFENSE  
MEDAL FOR THE DEFENSE OF FREEDOM”  
for  
Civilian Employees of the Department of Defense  
Killed or Injured in the Line of Duty**

1. **Purpose:** The “DEFENSE OF FREEDOM” medal is established to acknowledge civilian employees of the Department of Defense (DoD), who are killed or wounded in the line of duty. The medal symbolizes the extraordinary fidelity and essential service of the Department’s civilian workforce who are an integral part of DoD and who contribute to the preservation of national security.

2. **Description:**

**MEDAL:** The eagle and shield exemplify the principles of freedom and the defense of these freedoms on which our country is founded. The laurel is emblematic of honor and high achievement.

**RIBBON:** Red, white and blue are our National colors. The red stripes commemorate valor and sacrifice. The wide blue stripe represents strength. The white stripes symbolize liberty as represented in our national flag. The number of red stripes represents the four terrorist attacks using hijacked airplanes and the single blue stripe represents the terrorist attack on the Pentagon on September 11, 2001. This day, more than ever, united this country and brought to the forefront our heroic civilians.

3. **Eligibility:** The medal shall be awarded to any DoD civilian employee meeting the definition of “employee” under title 5 United States Code, Section 2105, and who is eligible for an award under DoD 1400.25-M, Subchapter 451, “Awards,” including employees of non-appropriated fund activities, when killed or wounded by hostile action while serving under any competent authority of the Department under conditions for which a military member would be eligible for receipt of the Purple Heart. Additionally, the Secretary of Defense has discretionary authority to award this medal to non-Defense personnel who are otherwise qualified to be awarded the medal based on their involvement in DoD activities.

4. **Criteria:** Eligibility criteria for the medal are aligned as closely as practicable to those for the Purple Heart for members of the Armed Forces; this medal differs from other medals in that it is not “recommended.” The employee is “entitled” to the medal if the employee is eligible under Section 3 and if the conditions or criteria in this paragraph are present. Hostile action may involve, but is not limited to, the use of conventional or nuclear weapons, chemical or biological agents, explosives, or missiles. The medal shall be awarded to employees who are killed or sustained serious injury due to hostile action

against the United States of America, or killed or wounded while rescuing or attempting to rescue any other employee or individual subjected to injuries sustained under such conditions. The wound for which the award is made must have required treatment by a medical officer, and records of medical treatment for wounds or injuries received in action must have been made a matter of official record.

5. **Limitations on Awarding Medals:** The medal is authorized for the incident of death or the first wound suffered under the conditions indicated above. The medal itself may be awarded only once; however, for subsequent events that would require the award of the medal, Components are authorized to select and procure an appropriate device (e.g., a star, struck from the same metal, if possible) to be worn with or on the medal. Not more than one Secretary of Defense Medal for the Defense of Freedom or appropriate device will be authorized for more than one wound or injury received in the same hostile incident.

6. **Posthumous Awards:** The medal may be awarded posthumously and, when so awarded, may be presented to a representative of the deceased employee's family.

7. **Responsibilities and Approval.** Heads of DoD Components, as defined in Section B of DoDD 1400.25-M, "DoD Civilian Personnel Management System," are delegated authority for approval of the medal and are assigned responsibility for the procurement, issuance, and administrative procedures for award of the Defense of Freedom Medal to civilian employees within their respective Components. Components are to apply appropriate and prudent screening processes, such as those used in granting other medals or awards to non-U.S. citizens, when granting this medal to eligible non-U.S. citizens.

E19. ENCLOSURE 19

DIRECTOR OF ADMINISTRATION AND MANAGEMENT MEMORANDUM, "OFFICE  
OF THE SECRETARY OF DEFENSE MEDAL FOR VALOR"



ADMINISTRATION &  
MANAGEMENT

OFFICE OF THE SECRETARY OF DEFENSE  
1950 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1950



October 29, 2001

MEMORANDUM FOR CHAIRMAN, JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, BALLISTIC MISSILE DEFENSE ORGANIZATION  
DIRECTOR, DEFENSE ADVANCED RESEARCH PROJECTS  
AGENCY  
DIRECTOR, DEFENSE LEGAL SERVICES AGENCY  
DIRECTOR, DEFENSE SECURITY ASSISTANCE AGENCY  
DIRECTOR, AMERICAN FORCES INFORMATION SERVICE  
DIRECTOR, DEFENSE PRISONER OF WAR/MISSING  
PERSONNEL OFFICE  
DIRECTOR, OFFICE OF ECONOMIC ADJUSTMENT  
DIRECTOR, TRICARE MANAGEMENT ACTIVITY  
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES  
CHIEF JUDGE, U.S. COURT OF APPEALS FOR THE  
ARMED FORCES

**SUBJECT:** Office of the Secretary of Defense Medal for Valor

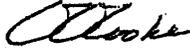
I am pleased to announce the creation of the Office of the Secretary of Defense Medal for Valor for all Government employees and private citizens who perform an act of heroism or sacrifice, with voluntary risk of personal safety in the face of danger either on or off the job. The September 11, 2001 terrorist attacks prompted the creation of this Medal, and will be used for this incident and future acts of heroism or sacrifice.

Nominations for the OSD Medal for Valor should be addressed to the Assistant Director, Labor and Management Employee Relations Division, Directorate for Personnel and Security, Washington Headquarters Services, through the Director, Administration and Management. Nominations must be signed by the OSD Component Head (as defined in Administrative Instruction No. 29, "Incentive and Honorary Awards Programs"). The attachment outlines the description of the medal and certificate, the eligibility criteria and nomination procedure. Nominations can be made for this award; however, the award implements will not be ready for distribution before December 2001.

AI 29, July 1, 1999

OSD Components are to apply appropriate and prudent screening processes, such as those used in granting other awards, when recommending approval for this award. We recommend the broadest dissemination of this announcement.

If you have any questions concerning the OSD Medal for Valor, please contact Mr. Joseph Stormer at (703) 588-0433 or Ms. Amy Hunt at (703) 588-0439.



D. O. Cooke  
Director

Attachment:  
As stated

**OFFICE OF THE SECRETARY OF DEFENSE**  
**MEDAL FOR VALOR**

1. **Purpose:** The civilian "Office of the Secretary of Defense Medal (OSD) for Valor" is established to acknowledge civilian employees and private citizens 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.
2. **Description:** The Department of the Army's Institute of Heraldry and the Labor and Management Employee Relations Division, Personnel and Security Directorate, Washington Headquarters Services, developed the medal.
  - a. **Award Decoration:** A gold color metal disc charged with a faceted star of five points surmounting a laurel wreath with the word "VALOR" inscribed above. The reverse of the medal is inscribed with a small laurel wreath supporting a rectangular name-plate with the words "Awarded to" above and "for exhibiting bravery" below.
  - b. **Ribbon:** Blue, white and scarlet are the color of the national flag and represent the United States of America. The broad scarlet bands denote valor and sacrifice, the white bands signify integrity and idealism. The blue background refers to the land of the United States, its seas and skies.
3. **Certificate:** A certificate signed by the Director, Administration and Management, will accompany the medal.
4. **Eligibility:** The medal may be awarded to any private citizen or Federal government civilian career or non-career employee recommended by an OSD Component Head (as defined in Administrative Instruction No. 29, "Incentive and Honorary Awards Programs"). The individual exhibits great courage and voluntarily risks personal safety beyond the call of duty.
5. **Criteria:** Eligibility criteria for the medal is the individual exhibiting great courage or sacrifice and voluntarily risks personal safety beyond the call of duty on or off the job. Nominations must be well documented with information contained in paragraph 9.
  - DoD employees: the act of bravery may be related to his or her government position, may enhance the reputation of the Department, or may serve the public interest.
  - Private citizens and other Federal employees: the act of bravery must be connected with a DoD employee or activity. The DoD in some way benefits from the act, e.g., one of our employees is saved by a private citizen.
6. **Limitations on Awarding Medal:** Not more than one medal will be authorized for more than one act of heroism at the same instant.

7. **Posthumous Awards:** The medal may be awarded posthumously and, when so awarded, may be presented to a representative to be determined by the deceased member's family.

8. **Responsibility and Approval:** The Director, Administration and Management is the approval authority for this award.

9. **Nomination Format:** Forward a memorandum to the Assistant Director for Labor and Management Employee Relations, Directorate for Personnel and Security, Washington Headquarters Services, through the Director, Administration and Management containing the following:

a. **General personal information:**

- for government employees: provide name, SSN, title, series and grade, organization and location, and period covered by the award.
- for private citizens: provide name, home address, home and business telephone numbers, location at time of incident, period covered by award;

b. **Specific information regarding act of bravery:**

- Description of the act in detail to include the date, time, place and scene of the incident, name and any other personal information about the individual(s) rescued, details of the hazard(s) faced by the individual, and the thorough account of the rescue effort. Also include if the nominee was assisted by other persons and if injury occurred during the rescue.
- Names and telephone number of witnesses, if any, should be supplied.

Submit the one copy of the memorandum and supporting justification to the Assistant Director, LMER Division, 1777 North Kent Street, Suite 12063, Arlington, VA 22209-2164. LMER will obtain the approval from the Director, Administration and Management.

E20. ENCLOSURE 20

DIRECTOR OF ADMINISTRATION AND MANAGEMENT MEMORANDUM, "GROUP  
ACHIEVEMENT AWARD"



**DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155**



AUG 17 2000

**MEMORANDUM FOR CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, BALLISTIC MISSILE DEFENSE ORGANIZATION  
DIRECTOR, DEFENSE ADVANCED RESEARCH PROJECTS  
AGENCY  
DIRECTOR, DEFENSE LEGAL SERVICES AGENCY  
DIRECTOR, DEFENSE SECURITY COOPERATION AGENCY  
DIRECTOR, AMERICAN FORCES INFORMATION SERVICE  
DIRECTOR, DEFENSE PRISONER OF WAR/MISSING  
PERSONNEL OFFICE  
DIRECTOR, OFFICE OF ECONOMIC ADJUSTMENT  
DIRECTOR, TRICARE MANAGEMENT ACTIVITY  
CHIEF JUDGE, U.S. COURT OF APPEALS FOR THE ARMED  
FORCES**

**SUBJECT: Group Achievement Award**

The purpose of this memorandum is to notify you that I have approved a new award, the Group Achievement Award (enclosed). The purpose of this award is to acknowledge and celebrate group accomplishments. A group may consist of members of the Armed Forces, career employees, and non-career employees who work together on a program or project, or the mission in general of one of the components or activities that receive administrative support from our Labor and Management Employee Relations Division, Directorate for Personnel and Security. Members of the group may be assigned to or outside of addressees' organizations, e.g., from another component, Federal agency, or a Military Department.

This is the first award that has been established specifically for approval by addressees to recognize exemplary support by any element of the Federal government to the programs, projects, and/or the mission in general of the sponsoring component. The award consists of a certificate for each of the group members, signed by the sponsoring OSD Component Head or Director of a Defense Agency or DoD Field Activity that receives operational support from the Labor and Management Employee Relations Division, Directorate for Personnel and Security.

Forward to the Assistant Director for Labor and Management Employee Relations a memorandum over your signature that contains the following:

- Narrative justification that cites the exemplary accomplishments of the group in support of a specific program, project, or the mission in general of your component;
- The group's name or designation;
- A list of each member's--
  - Name
  - Title, series, and grade for civilians
  - Duty title, military occupational specialty, and rank for military members
  - Permanent organization/agency and location
- The period covered by the award

The Labor and Management Relations Division will place the recipients' names on the certificates and forward them to the sponsoring addressee's administrative office for the addressee's signature and presentation to the group. Addressees may delegate approval of this award consistent with provisions of Administrative Instruction No. 29, "Incentive and Honorary Awards Programs," subsection 4.5.

Questions regarding this award may be directed to Ms. Amy Hunt at 703-588-0439 or Ms. T. J. Hobbie at 703-588-0438.



D. O. Cooke  
Director

Enclosure  
As stated

E21. ENCLOSURE 21

DIRECTOR OF ADMINISTRATION AND MANAGEMENT MEMORANDUM,  
"INCREASE FROM \$250 TO \$500 FOR SUPERVISOR'S CASH AWARDS"



OFFICE OF THE SECRETARY OF DEFENSE  
1950 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1950

AUG 6 2002

MEMORANDUM FOR CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, FORCE TRANSFORMATION  
DIRECTOR, NET ASSESSMENT  
DIRECTOR, DEFENSE ADVANCED RESEARCH PROJECTS  
AGENCY  
DIRECTOR, DEFENSE LEGAL SERVICES AGENCY  
DIRECTOR, DEFENSE SECURITY COOPERATION AGENCY  
DIRECTOR, MISSILE DEFENSE AGENCY  
DIRECTOR, AMERICAN FORCES INFORMATION SERVICE  
DIRECTOR, DEFENSE PRISONER OF WAR/MISSING  
PERSONNEL OFFICE  
DIRECTOR, OFFICE OF ECONOMIC ADJUSTMENT  
DIRECTOR, TRICARE MANAGEMENT ACTIVITY  
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES  
CHIEF JUDGE, U.S. COURT OF APPEALS FOR THE ARMED  
FORCES

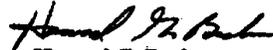
SUBJECT: Increase from \$250 to \$500 for Supervisor's Cash Awards

Administrative Instruction (AI) 29, "Incentive and Honorary Awards Programs," dated July 1999, states that a Supervisor's Cash Award (SCA) is a monetary form of recognition (not to exceed \$250) granted for day-to-day accomplishments. This incentive award is a quick and valuable way for managers to reward employees for an accomplishment. Effective immediately, the maximum monetary amount for SCAs will increase from \$250 to \$500. The criteria for this incentive award remains the same.

SCAs are used frequently throughout the Office of the Secretary of Defense Components and the Washington Headquarters Services for streamlining, eliminating or modifying an office procedure or accomplishing a specific, short-suspense project that contributed to the mission of the organization. This incentive award can be effected by a memorandum to the Assistant Director, Labor and Management Employee Relations, Personnel and Security Directorate, Washington Headquarters Services, describing the specific achievement being recommended by

the first level supervisor and approved by the second level supervisor. AI 29 will be updated to reflect this change.

Please disseminate this memorandum to all supervisors in your organization. If you have any questions, please contact Ms. TJ Hobbie, (703) 588-0438, or Ms. Amy Hunt, (703) 588-0439.

  
Howard G. Becker  
Principal Deputy