

**Table 2-1**  
**Eligibility for awards authorized by AR 672-20**

	Performance awards	Quality step increase	Special act or service awards	Scientific achievement	On-the-spot cash/time-off awards	Invention awards	Honorary awards	Public service awards	Nonfederal awards	Career service recognition
U.S. citizen appropriated fund empl (non SES)	Yes	Yes <sup>1</sup>	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
SES employees	No <sup>2</sup>	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Nonappropriated fund employees <sup>3</sup>	No	No	No	No	No	No	Yes	No	No	No
Soldiers	No	No	No	Yes	No	Yes	No	No	Yes <sup>4</sup>	No
Direct hire foreign national employees	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Indirect hire foreign employees <sup>5</sup>	No	No	No	No	No	No	Yes	No	Yes	Yes
Noncareer Army officials/presidential appointees	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Employees of other agencies	No	No	Yes	Yes	No	Yes	No	Yes	No	No
Former or estates of former appropriated fund employees	Yes	No	Yes	Yes	Yes	Yes	No	No	No	No
Former or estates of former soldiers	No	No	No	Yes	No	Yes	No	No	No	No
Private citizens	No	No	No	No	No	No	No	Yes	No	No

Notes:

1. GS employees only.
2. Eligible for Bonuses & Ranks authorized by AR 690-900, Chapter 920.
3. Authorized similar awards by AR 215-3.
4. Authorized to receive selected awards sponsored by private organizations.
5. Authorized to receive similar awards by local regulations.

**Table 8-1**  
**Awards hierarchy and approval levels chart**

Civilian award	Approval level	Military award	Approval level
Decoration for Exceptional Civilian Service	Secretary of the Army	Distinguished Service Medal	DA Chief of Staff
Meritorious Civilian Service Award	MACOM commanders	Legion of Merit	Commanders LTG and above depending upon purpose of award and rank of recipient <sup>1</sup>
Superior Civilian Service Award	Commanders MG and above and civilian equivalent	Meritorious Service Medal	Commanders MG and above
Commander's Award for Civilian Service	Commanders COL and above and civilian equivalent	Army Commendation Medal	Commanders COL and above
Achievement Medal for Civilian Service	Commanders LTC and above and civilian equivalent	Army Achievement Medal	Commanders LTC and above
Certificate of Achievement	Local commanders—may be redelegated to directors	Certificate of Achievement	Local commanders

Notes:

- <sup>1</sup> Also Major Generals who are MACOM Commanders