

INCENTIVE AWARDS PROGRAM

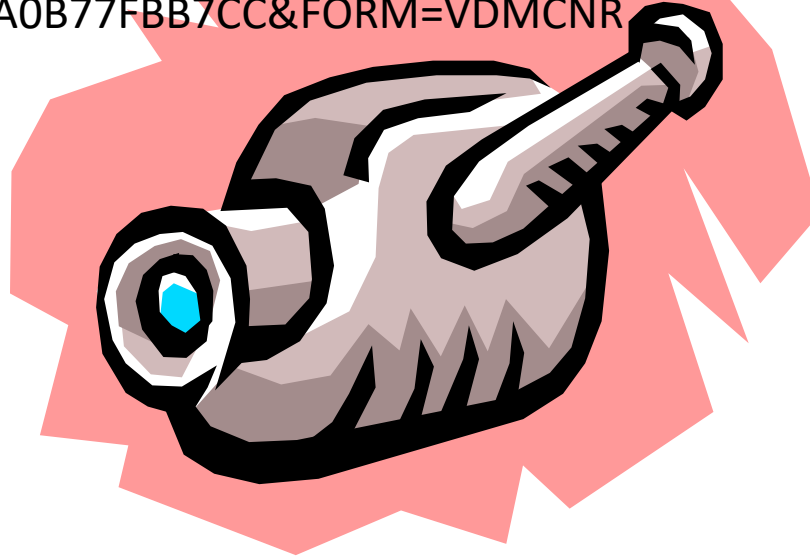
National Guard

Technician Personnel Management Course



Video

<https://www.bing.com/videos/search?q=Types+of+Incentives+for+Employees&ru=%2fvideos%2fsearch%3fq%3dTypes%2bof%2bIncentives%2bfor%2bEmployees%26FORM%3dVFORMHRS&view=detail&mid=506689F2C8F4012DE596506689F2C8F4012DE596&rvsmid=FFE3BA0BBA0B77FBB7CCFFE3BA0BBA0B77FBB7CC&FORM=VDMCNR>



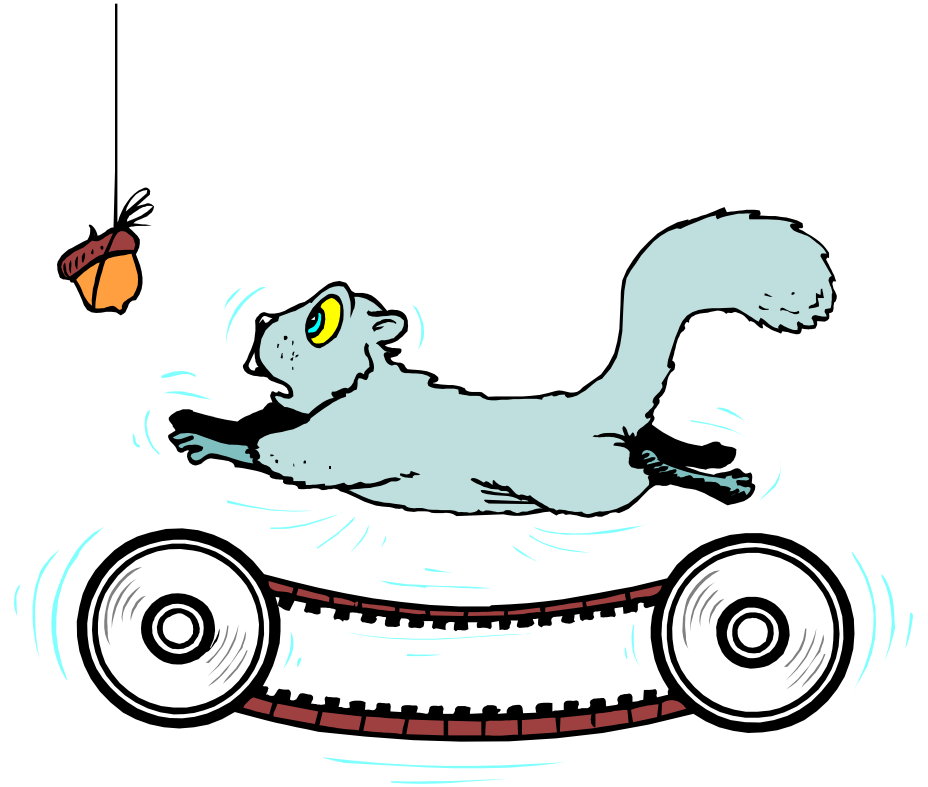
References

- Title 5 USC 45 Chapter 451
- CNGBI 1400.25 vol 451
- Local guidance (annually)
- <http://www.opm.gov/policy-data-oversight/human-capital-management/reference-materials/talent-management/incentivesrecognition.pdf>



Incentives - Purposes

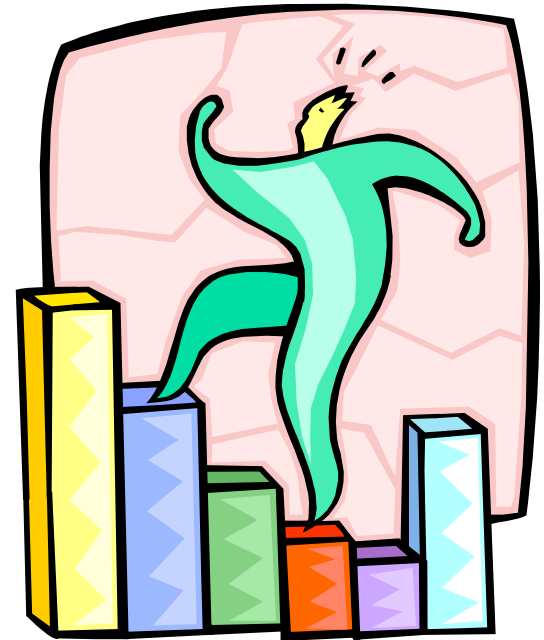
- Motivate
- Increase efficiency, productivity & creativity
- Recognize/reward performance & contributions



Monetary Awards

Quality Step Increase (QSI):

- Accomplished on NGB Form 32
- General Schedule (GS) only
- Qualifications set by local policy
- Expect performance to continue
- Review local supplement



Monetary Awards

Sustained Superior Performance (SSP):

- Accomplished through NGB Form 32 or local form
- Exceeds position's requirements
- Performance maintained at least 6 months

Monetary Awards

Special Act or Service Award:

- Accomplished through NGB Form 32 or local form
- Awarded for heroism
- Awarded for one-time act or service
- Awarded for Scientific achievement



Monetary Awards

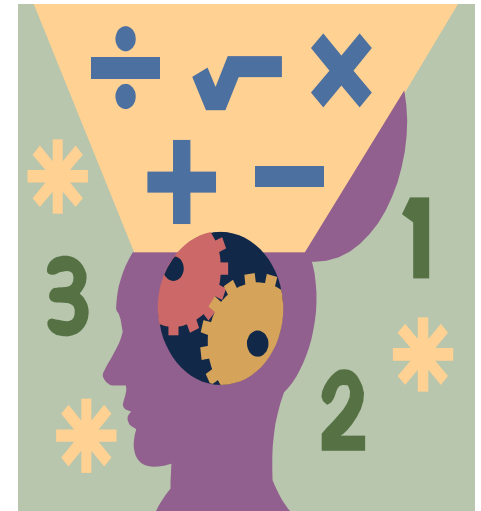
On-The-Spot Award:

- Accomplished through NGB Form 32 or local form
- Each award amount is set by local policy
- In addition to QSI, SSP or other Special Act Award
- Awarded for significant acts related to quality job performance (PD –Position Description)
- Acts of short duration & clearly identified

Suggestion Program

Suggestion Awards:

- AIP – Army Idea Program
(Submit on-line)
- USAF Idea Program
- POC – Call HRO



Non-Monetary Awards



Time-Off Award:

- Accomplished through SF 52, NGB 32 or local form
- Established June 1992 for special act or service
- Up to 40 hrs per contribution; no more than 80 hrs in 1 leave year
- Up to 1 day can be awarded by 1st level supervisor

Non-Monetary Award

Length of Service Award:

- Awarded to NGB Technicians and other Government employees for distinguished service
- Eligible after 10 years of service
- Awarded in 5-year increments



Payment of Awards

- Monetary awards will be paid from State Federal Funds (technician pay)
- Paid as early as possible after approval
- Responsibility remains with organization
- Taxable Income

Supervisory Responsibilities

- Match type of recognition to situation
- Ensure timely, appropriate presentation
- Exercise care in considering recognition



QUESTIONS????

