

Performance Recognition
APPENDIX B. Eligibility for Awards

Category of Employee	Performance Award	QSI/MSI	Special Act Suggestion Invention	Honor Awards Gold, Silver, Bronze	On-the-Spot Cash-in-Your Account	Time Off	Presidential Honorary	Presidential Rank	Certificate of Appreciation
Presidential Appointee(advice & consent of Senate)	No	No	No	No	No	No	Yes	No	Yes
Noncareer Senior Executive Service (SES/SFS) Service	No	No	No	Yes	No	No	Yes	No	Yes
Career Senior Executive Service (SES/SFS)	No ⁸	No	Yes ¹	Yes	No	No	Yes	Yes	Yes
Senior Level, AD (above GS-15) or Section 3104	Yes	Yes/No	Yes	Yes	No	Yes	Yes	No	Yes
General Schedule (incl. GM)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Foreign Service American	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Foreign Service local employees (direct hires)*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Commissioned Corps, NOAA	No	No	No	Yes	No	No	Yes	No	Yes
Wage Grade, Leader or Supervisor	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes
Excepted Service	Yes	Yes ²	Yes	Yes	Yes	Yes	Yes	No	Yes
Temporary	Yes	No	Yes	Yes ³	Yes	Yes	Yes ⁴	No	Yes
Part-Time Permanent	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Schedule C	No	No	No	Yes	No	Yes	Yes	No	Yes
Term Employees	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Consultants	No	No	No	No	No	No	Yes	No	Yes

Contractors	No	No	No	No	No	No	No	No	Yes
Details	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes ⁷	Yes
Reemployed Annuitants	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes ⁷	Yes
Former Employees	Yes ⁹	No	Yes ⁹	Yes ⁹	Yes ⁹	No	Yes	No	Yes
Volunteers	No	No	Yes ⁵	No	No	No	Yes ⁶	No	Yes
Private Citizens	No	No	Yes ⁵	No	No	No	Yes ⁶	No	Yes
Employees of Other Federal Agencies	No	No	Yes	No	No	No	Yes	No	Yes
Post Secondary Interns (AISES, HCAU, ORAU, TWC, Minority Access)	No	No	Yes ⁵	No	No	No	Yes ⁶	No	Yes
Presidential Management Intern	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Truman Scholars	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Student Career Employee Program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Student Temporary Employee Program	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes

1 - Requests require approval of Chief Financial Officer and Assistant Secretary for Administration

2 - Unless appointment is limited (*e.g.*, not to exceed one year)

3 - Yes, if pending the establishment of a register

4 - Presidential Letters and Management Improvement Awards only

5 - Honorary only

6 - President's Citizen Medal of Honor only

7 - Career SES employees only

8 - Senior Foreign Service Officers are eligible for performance pay only

9 - Contact your servicing human resources office for guidance

(*) Foreign Service local employees covered under Personnel Service Agreements fall under the Post Awards Programs