Performance Evaluation and Recognition for Non-US Civilian Employees

OPR for evaluations: 435 MSS/DPCN, EMR, 480-7153/5365
OPR for awards: 435 MSS/DPCR, 480-2741
Homepage: http://www.ramstein.af.mil

October 2007
Previous edition is obsolete
Introduction

This booklet has been prepared to provide supervisors with a basic understanding of the Awards Program for Non-US civilian employees in Germany. The information is not intended to be all inclusive and does not take the place of regulations and instructions.

You, the supervisor, play a vital role in the success of the Incentive Awards Program. Money, praise, and public recognition can have a powerful impact on how well employees perform.

Employees seek recognition and distinction regardless of their grade or status in the organization. They need to feel that the work they are doing makes an important contribution to the mission of your organization.

The credibility of the awards program and its effect on employee morale and productivity depend largely on how you use it. Assure that the level of performance which earned an award has been significantly high, so co-workers recognize the justice in granting the award. An award is not an entitlement. The decision to grant or not to grant an award is a management prerogative.

Be sure to maintain confidentiality of award nominations during award processing.
REFERENCES:

**USAFE Instruction 36-716**
- Probationary Period Appraisal and
- Performance Evaluation
- Non-US Employees

**USAFE Instruction 36-723**
- Chapter 3, Service Recognition Awards

**USAFE Instruction 36-731**
- Non-US Citizen Honorary and Incentive Award
INDEX

- INTRODUCTION PAGE 2
- REFERENCES PAGE 3
- ANNUAL PERFORMANCE EVALUATION PAGE 6
- PROBATIONARY PERFORMANCE EVALUATION PAGE 7
- EXIT EVALUATION PAGE 8
- LETTERS OF RECOGNITION
  - LETTER OF APPRECIATION PAGE 9
  - LETTER OF COMMENDATION PAGE 10
- SUSTAINED SUPERIOR PERFORMANCE AWARD (SSPA) PAGE 11 & 12
- SAMPLE NOMINATION MEMORANDUM SSPA PAGE 13
- SPECIAL ACT OR SERVICE AWARD (SASA) PAGE 14
- SAMPLE NOMINATION MEMORANDUM SASA PAGE 15
- NOTABLE ACHIEVEMENT AWARD (NAA) PAGE 16 & 17
- SAMPLE NOMINATION MEMORANDUM NAA PAGE 18
- TIME OFF AWARD (TOA) PAGE 19 & 20
- SAMPLE NOMINATION MEMORANDUM TOA PAGE 21
- LENGTH OF SERVICE RECOGNITION PAGE 22 & 23
- RECOGNITION UPON RETIREMENT PAGE 24
Annual Performance Evaluation

Performance evaluation is a continuing process and should be done on a regular basis. However, once a year, on or around 15 May, supervisors are required to conduct an annual performance evaluation on each LN-employee who has completed at least 90 days in the current position.

The major duties are outlined in the position description. Based on that parameter, supervisors are required to establish performance standards for each position in regards to quality, quantity, and timeliness. The performance standards serve as an instrument to measure the value of your employee’s daily work. Supervisors should establish clear, and preferably written performance standards and ensure employees fully understand them. Employees should be informed periodically about their performance. Let them know when they do well. Point out where the performance needs improvement.

When you do the annual performance evaluation, have a private discussion with your employee. Make sure you annotate Part B of Air Force Form 971, Supervisor’s Employee Brief. Both parties should initial and date all entries made on AF Form 971. The use of special rating forms for non-US employees is not authorized.
Probationary Performance Evaluation

The probationary performance evaluation will be made prior to the end of the probationary period. Wage grade and salaried employees alike have an initial probationary period of three months. The probationary performance evaluation is done only once upon completion of the trial period after initial employment with the U.S. Forces. If you are unsure, check block 13A of AF Form 825, Notification of Personnel Action. If that block is blank the employee has already completed the probationary period. Since you have to forward AF Form 825 to the employee, make sure you annotate AF Form 971, Supervisor’s Employee Brief accordingly. This evaluation determines whether an employee will be retained, reassigned, or separated. Please, update AF Form 971, Supervisor’s Employee Brief accordingly. If the employee’s performance is not satisfactory, consult the Civilian Personnel Flight well ahead of the end of the probationary period. Your Employee Management Relations Specialist (EMR) will assist you in taking the appropriate steps.

Sample AF Form 825
Exit Evaluation

Supervisors are required to conduct an exit evaluation upon termination of employment in the event of an employee’s retirement, resignation, or separation. This evaluation covers the entire period of employment with the respective organization and serves as the basis for a certificate of service or testimonial. **USAFe Form 199** will be completed and forwarded to the Civilian Personnel Flight well in advance to the employee’s termination date.

---

**Sample USAFe Form 199**
Letter of Appreciation

PURPOSE
To express appreciation to an employee for his/her work performance, act, or service which exceeds your expectation.

AWARD
Consists of a personalized letter and, as an option, a certificate (AF Form 3033).

MONETARY AMOUNT
None.

ELIGIBILITY
Any Non-US civilian employee.

PROCEDURE
Can be submitted any time through respective supervisory channels. The letter (certificate) is signed by the employee’s immediate supervisor, higher-level supervisor, or any person wishing to recognize the service rendered. The letter is forwarded through the employee’s supervisory channels.

FORMAT
Memorandum on either plain or letterhead stationary.

APPROVING AUTHORITY
Anyone who has knowledge of the accomplishment to be recognized can submit it.

FORM REQUIRED
Optional but recommended: AF Form 3033.

There is no limit on the number of letters and certificates of appreciation that an employee may receive. The award will be recorded on AF Form 971 and a copy will be forwarded to the Civilian Personnel Flight to be filed in the employee’s Official Personnel Folder. The award will also be documented in the civilian personnel data system.


Letter of Commendation

PURPOSE
To recognize a Non-US civilian employee for his/her commendable achievements or contributions which clearly exceed expected performance.

AWARD
Consisting of a personalized letter, and as an option, a certificate.

MONETARY AMOUNT
None.

ELIGIBILITY
Any Non-US civilian employee.

PROCEDURE
Submit any time. Letter is signed and presented by the commander or the director of a major organizational unit. The letter should be on official letterhead stationary subject: “Letter of Commendation.” It should be addressed to the employee through supervisory channels. Terminology such as “I commend,” or “achievement was commendable,” must be used in the letter with reference to the specific accomplishment or service rendered. **Do not use** “I appreciate,” “thanks for a good job,” as this terminology does not meet the criteria.

APPROVAL AUTHORITY
Commander or director of a major organizational unit.

FORM REQUIRED
As an option, AF Form 3034. There is no limit on the number of letters and certificates of commendation an employee may receive. The award will be recorded on AF Form 971, Supervisor’s Employee Brief. Forward a copy to the Civilian Personnel Flight to be filed in the employee’s Official Personnel Folder. The award will also be documented in the civilian personnel data system.
**Sustained Superior Performance Award**

**PURPOSE**
To recognize Non-US employees for performance of duty *clearly* exceeding performance standards *for at least a 12 month period*.

**AWARD**
Consisting of a Certificate (AF Form 2858) *which is prepared by the nominating office* and a cash award ranging from *one to ten percent* of the employee’s annual salary.

**ELIGIBILITY**
The 12-month evaluation period must have been in the same grade, in the same position and the same organization.

**EXCEPTIONS:**
Downgrade other than cause. Upgrade to target grade or as a result of position classification survey.

Sample of AF Form 2858
PROCEDURE

**First-Level supervisor:**
- Submits nomination memorandum and a written justification comparing the performance standards with the actual accomplishments
- Proposes award amount by *indicating the amount only (Euro)*. Award amount must be minimum of *one percent*, but cannot exceed *ten percent* of the employee’s annual salary

**Second-level supervisor:**
- Reviews nominations.
- Approves award and submits nominations to the CPF, ATTN: DPCR.
- Ensures nominations above 3% up to 4% are approved by Group/CC and nominations above 4% are approved by Wing/CC (other procedures may apply in certain organizations, e.g. DeCA, DLA, etc).
- Suspense date for submission of award nomination is **15 July**. This is 60 days after the annual performance evaluation cycle for Non-US employees (15 May of each year)

**Civilian Personnel Flight**
- Reviews the Official Personnel Folder and determines employee’s eligibility.
- Verifies that award amount in Euro is within the one to ten percent salary range.
- Directs payment through the Foreign Forces Payroll Office (FFPO)
- Ensures the award is documented in the civilian personnel data system
- Forwards approved memorandum to the organization for presentation by the manager in an appropriate ceremony

**Award Presentation to Employee**

The Award Certificate should be presented to respective employees by the Commander of the organization/unit or a person high enough in the chain of supervision and in an appropriate ceremony.
MEMORANDUM FOR 435 MSS/DPCR

FROM: YOUR ORGANIZATION

SUBJECT: Non-US Employee Award Nomination

Name of Award: Sustained Superior Performance Award

Name of Nominee: JEDERMANN, Marianne

Personnel Number: 1234F0123 - 1234567


Position Title and Grade: Clerk, C-4A Step 5

Salary: Euro (annual)

Award Amount only €

Recommending Official, Signature and Title
JOHN W. DOE, SMSgt
Operations Superintendent
Telephone Number 480-0123

Authorizing Official, Signature and Title
THOMAS X. BLUE, Maj, USAF
Commander

Reviewed by
Civilian Personnel Flight
completed by CPF

Attachment:
Justification

Date:

Reviewed by
Civilian Personnel Flight
completed by CPF

Date:
**Special Act or Service Award**

**PURPOSE**

To recognize an employee, or group of employees, for a special act or service resulting in significant tangible or intangible benefits to the government.

**AWARD**

Consisting of a certificate (AF Form 2860), which is prepared by the nominating office and a cash award.

**PROCEDURE**

**Supervisor**

- Submits nomination memorandum and a written justification describing the achievement and the proposed citation.
- Submits nomination package no later than 90 days after completion of the special act or service.
- Prepares certificate.

**Wing Commander**

- Approves awards of $5,000 or less.
- Presents certificate at an appropriate ceremony.

**Commander HQ USAFE/ CC or Designee**

- Is final approving authority for awards of $5,000 to $10,000.

**Civilian Personnel Flight**

- Processes award and directs payment through the Foreign Forces Payroll Office (FFPO).
- Ensures the award is documented in the civilian personnel data system.
- Forwards approved memorandum to the organization for presentation by the manager in an appropriate ceremony.
**Special Act or Service Award**

**MEMORANDUM FOR 435 MSS/DPCR**

**FROM:** YOUR ORGANIZATION  
**SUBJECT:** Non-US Employee Award Nomination

<table>
<thead>
<tr>
<th><strong>Name of Award:</strong></th>
<th><strong>Special Act or Service Award</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name of Nominee:</strong></td>
<td>JEDERMANN, Marianne</td>
</tr>
<tr>
<td><strong>Personnel Number:</strong></td>
<td>1234F0123 - 1234567</td>
</tr>
<tr>
<td><strong>Period of Service:</strong></td>
<td>15 Jan 06 - 31 Mar 06</td>
</tr>
<tr>
<td><strong>Position Title and Grade:</strong></td>
<td>Clerk, C-4A Step 5</td>
</tr>
<tr>
<td><strong>Award Amount:</strong></td>
<td>$</td>
</tr>
</tbody>
</table>

**Recommending Official,**  
**John W. Doe, SMSgt**  
**Signature and Title**  
Operations Superintendent  
**Telephone Number**  
480-0123

**Authorizing Official,**  
**Thomas X. Blue, Maj, USAF**  
**Signature and Title**  
Commander  
**Date:**

**Reviewed by,**  
**Civilian Personnel Flight**  
completed by CPF  
**Date:**

**Attachment:**  
Justification
**Notable Achievement Award**

**PURPOSE**
To recognize an employee or a group of employees for a special act or service which resulted in a noteworthy contribution.

**AWARD**
Certificate (AF Form 3032) with a cash award ranging from $25 to $500.

**ELIGIBILITY**
Non-US employee who has made personal effort resulting in the elimination of a wasteful or inefficient practice, or the enhancement of mission effectiveness as a one-time occurrence, or a short time period. (Sample AF Form 3032)

**Some other examples:**
- Displaying initiative, perseverance and dedication to duty.
- Improving work methods or procedures.
- Eliminating or minimizing safety hazards.
- Increasing productivity.
- Saving time, money and resources.
- Improving customer service to the public.

AF Form 3022
PROCEDURE

Supervisor submits a nomination memorandum and a justification describing the employee's achievement to the second level supervisor. Nomination has to be submitted within 30 days of the noteworthy contribution.

FINAL APPROVING AUTHORITY

Second-level supervisor approves the Award Nomination and forwards to the Civilian Personnel Flight ATTN: DPCR. (Special procedures within your organization may apply, i.e. approval of funds).

MONETARY AMOUNT

Based on the benefits received by the government AWARD amounts may range from $ 25 to $ 500. There is no limit on the number of Notable Achievement Awards that a Non-US employee may receive. The award must not be granted for a contribution of a previously granted award.

Civilian Personnel Flight (CPF):

- Reviews nomination
- Directs payment of the award through the Foreign Forces Payroll Office (FFPO)
- Ensures the award is documented in the civilian personnel data system.
- Forwards approved memorandum to the organization for presentation by the manager in an appropriate ceremony

FORMS REQUIRED

AF Form 3032 (Certificate of Achievement) is prepared by the nominating office and is signed by the nominating supervisor. The award should be presented in an appropriate ceremony.
MEMORANDUM FOR 435 MSS/DPCR

FROM: YOUR ORGANIZATION

SUBJECT: Non-US Employee Award Nomination

Name of Award: Notable Achievement Award

Name of Nominee: JEDERMANN, Marianne

Personnel Number: 1234F0123 - 1234567

Period of Service: 15 Jan 06 - 31 Mar 06

Position Title and Grade: Clerk, C-4A Step 5

Award Amount: $

Recommending Official, Signature and Title: JOHN W. DOE, SMSgt Operations Superintendent

Telephone Number: 480-0123

Authorizing Official, Signature and Title: THOMAS X. BLUE, Maj, USAF Commander

Reviewed by Civilian Personnel Flight: completed by CPF

Attachment: Justification
Recognition for Non-US Employees

Time-Off Award (TOA)

PURPOSE
To recognize significant contributions/accomplishments toward fulfilling the Air Force Mission. TOAs may be granted as stand alone awards or in combination with monetary awards (i.e., NAA, SSPA or SAS). When granting combination awards, the guidance pertaining to the monetary award with which the TOA is being combined takes precedence.

AWARD
A Certificate of Achievement (USAFE Form 221) to be prepared by the nominating office and granting of 1-10 days time off without charging annual leave. Employees may receive several TOAs during a calendar year (CY), but total time off will not exceed 10 days per year. Time off for an award is to be granted in whole day increments only.

ELIGIBILITY
A TOA may be given to any Non-US employee that has demonstrated significant contributions/accomplishments not normally expected within the scope of the job being performed. The significance and value of the accomplishment will determine the amount of time off given.

APPROVING AUTHORITY
TOAs of up to two (2) days may be granted by the first line supervisor directly. More than two (2) days requires Squadron Commander, more than five (5) days Group Commander approval. These approval levels are to be observed for individual TOAs as well as any combination of TOAs over the CY, i.e., the immediate supervisor can for example approve two one-day awards a year, the third will need Squadron level approval.

PROCEDURE

First-Level supervisor:
- Submits nomination memorandum and a written justification addressing employee accomplishments.
- Sets the number of days to be granted as an award.
- Prepares the certificate (USAFE Form 221)
- Obtains necessary signatures from the appropriate approval authority and the CPF.
After approval:
- Arranges for Award Presentation in an appropriate setting
- Annotates date of the award and number of days in the REMARKS Section of the USAFE Form 202, Annual Leave Record which is maintained for each employee.
- Grants days off at employee’s request (using USAFE Form 857 for request and approval. In remarks enter “Admin Leave for TOA dated ________”).
- Ensures time off taken is properly documented (as admin leave) on daily time and attendance record for the employee (USAFE Form 591) and maintained on file for reference for the prescribed time period.

Approving Authority

- Reviews nominations.
- Approves award by signing the nomination memorandum and the certificate and submits both to 435 MSS/DPCR for further validation and processing.

Civilian Personnel Flight

- Validates employee’s eligibility.
- Updates the personnel system to show a TOA.
- Forwards approved memorandum and certificate back to the recommending supervisor for presentation to the employee.
MEMORANDUM FOR 435 MSS/ DPCR

FROM: Enter Your Organization

SUBJECT: Non-US Employee Award Nomination - Time-Off Award

Name of Nominee: EDERMANN, Marianne
Personnel Number: 1234F5678 - 99XXXXXXXX
Position Title and Grade: Admin Clerk C4a / 6

Number of Days: □ □ □ □ □ □ □ □ □ □

Previous TOAs this CY? □ YES □ NO
If “Yes” - please list all dates and Number of Days:

Recommending Official
John Doe, SMSgt
Signature and Title Operations Superintendent
Telephone Number 480-0213

Authorizing Official, Thomas X. Blue, Lt Col, USAF
Signature and Title Commander
Date:

Reviewed by completed by Civilian Personnel Flight
Civilian Personnel Flight Date:

2 Attachments: Electronic Blank Form
Justification Certificate (USAFE Form 221)

Page 20 of 23
Service Recognition for Non-US Employees

Length of Service Recognition
Local national employees are recognized for completion of periods of service in 5-year increments, beginning with 10 years of service.

10 and 15 Years of Service
The organizational unit prepares USAFE Form AF Form 3589-1, Certificate of Service for honorees with 10 years of service, USAFE Form 221, Certificate of Achievement, for 15 years of service, with employee’s name, number of years of service and eligibility date. The commander signs and presents the certificate and a pin in an appropriate setting. The Civilian Personnel Flight will notify the organization when employees are eligible. Starting with 20 years of service the certificates are prepared by the Civilian Personnel Flight and presented together with a service pin during an official Length of Service Awards Ceremony. Honorees are invited to bring their spouses to this event. Commanders, supervisors and coworkers are encouraged to attend as well.

Sample USAFE Form 3589-1

Sample USAFE Form 221
20, 25, 30, 35, 40, 45 Years of Service

Honorees with 20 years of service receive a certificate AF Form 3590-1 and a pin. Honorees with 25, 35 years of service receive a certificate USAFE Form 221 and a pin. Honorees with 30 years of service receive a certificate AF Form 3591-1 and a pin. Honorees with 40 and 45 years of service receive a certificate AF Form 3033 and a pin. Additionally all of the above categories are authorized three days of special leave. This one-time leave entitlement may be taken any time after the eligibility date, however, not later than the end of the following calendar year.

25 Years of Service

In addition to the certificate and pin, these honorees receives a bonus of 1,000.00 Euro.

40 & 50 Years of Service

In addition to the certificate and pin, these honorees receive a bonus of 2,000.00 Euro and 3,000.00 Euro respectively.
Recognition Upon Retirement

Retiring Non-US employees are recognized for their loyal service if they have completed at least 10 years with the US Forces, or at least 5 years if the service rendered included significant acts or contributions.

AWARD

Certificate of Appreciation, AF Form 3033

PROCEDURE

Civilian Personnel Flight (CPF) will prepare the certificate and forward it to the Installation Commander or designated representative for signature. Upon request CPF will also prepare a Certificate of Appreciation, USAFE Form 3033, for the spouse if applicable.

The certificate(s) should be presented by the commander in an appropriate ceremony.

Sample USAFE Form 3033

For DLA and DeCA organizations, other procedures apply