



**DEPARTMENT OF THE ARMY**  
**GEORGIA ARMY NATIONAL GUARD**  
Joint Force Headquarters  
1000 Halsey Avenue  
Marietta, Georgia 30060

REPLY TO  
ATTENTION OF

NGGA-AGD-AR

1 August 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Georgia Army National Guard Command Guidance for Peacetime Awards

1. References:

- a. AR 600-8-22 (Military Awards), 5 March 2019.
- b. AR 672-20 (Incentive Awards), 1 April 2014.
- c. DA Pam 672-20 (Incentive Awards Handbook), 1 July 1993.
- d. TPR 451 (Performance Management: Awards), 15 December 1998.
- e. Ga NGR 672-1 (Decorations, Awards, and Honors: Individual and Unit Awards), 8 January 2015.
- f. G-1/HR Services Branch SOP (Processing Military Awards in Peacetime), 1 October 2018.

2. Recognition of meritorious service, act, or achievement is part of every commander's awards program. I am committed to ensuring that all deserving members of our organization receive appropriate recognition for their meritorious service or achievement. The goal of the awards program is to foster mission accomplishment by recognizing excellence of both military and non-military members of the force and motivating them to high levels of performance and service.

a. Commanders and supervisors will recognize meritorious service and achievement of their assigned DA Civilians (DACs), dual-status military technicians (MilTechs), and non-dual-status technicians through the incentives and awards programs outlined in references b, c, and d.

3. Contractor employees (CEs) are not authorized military awards of any type in the performance of their duty under contract with Federal or state governments. Each Contracting Officer's Representative (COR) is encouraged to recommend awards and incentives through the contractor for CEs who have demonstrated superior performance.

4. Retirement Awards.

NGGA-AGD-AR

SUBJECT: Georgia Army National Guard Command Guidance for Peacetime Awards

a. Commanders will ensure that all retiring Soldiers and their spouses receive appropriate retirement recognition from our organization, and must be prepared to explain, in writing, why they will not recommend a retiring Soldier for recognition.

b. When considering the appropriate recognition for Soldiers who are retiring, commanders and supervisors will take the following guidelines into consideration:

(1) Sergeant First Class and below. The Army Commendation Medal (ARCOM) or the Georgia Commendation Medal (GA COM) should be the starting point. For Soldiers whose service far exceeded that normally recognized by award of the ARCOM or the GA COM, commanders and supervisors may consider recommending the Meritorious Service Medal (MSM) or the Georgia Meritorious Service Medal (GA MSM). Recommendations for award of the Legion of Merit (LM), the Oglethorpe Distinguished Service Medal (ODSM), or the Army Achievement Medal (AAM) are not normally appropriate.

(2) Master Sergeant and above. The MSM or the GA MSM should be the starting point. Commanders and supervisors will consider recommending the LM or the ODSM only for those Soldiers who, in the last ten years of service, have demonstrated a level of performance that far exceeds that normally recognized by award of the MSM or the GA MSM. The bar has been set high for award of the LM and the ODSM, requiring clear demonstration of a strong impact on our organization at a statewide or strategic level.

(3) Command Teams and Headquarters Staff. The LM should be the starting point of consideration for the following personnel. The ODSM, the MSM, or the GA MSM are also appropriate. As discussed above, the bar is set high, even for these duty positions. The duty position alone does not merit award of the LM.

(a) Those personnel who, within the last ten years, led a battalion, squadron, brigade, or major subordinate command (MSC) as a commander, executive officer, or command sergeant major.

(b) Those personnel who, within the last ten years, were assigned to the G-staff or J-staff as a primary staff officer (lieutenant colonel and above), senior non-commissioned officer (master sergeant and above), or warrant officer (chief warrant officer four and above).

(4) I will not normally consider recommendations for the Distinguished Service Medal (the Army DSM) for Soldiers other than general officers, the State Command Sergeant Major, or the State Command Chief Warrant Officer, due to the stringent requirements for this award.

NGGA-AGD-AR

SUBJECT: Georgia Army National Guard Command Guidance for Peacetime Awards

c. Spouses. Commanders and supervisors will recognize the spouses of Soldiers at retirement ceremonies and are encouraged to consider award of the GA COM. For those spouses who have rendered distinguished service that made an impact at a statewide level, commanders and supervisors may consider recommending the ODSM. Per reference e, commanders and supervisors may not recommend award of the GA MSM to private citizens.

d. Retirement recognition is appropriate even for those Soldiers whose careers have been marked by some difficulty or by modest performance of duty. At a minimum, commanders and supervisors may consider the GA COM for these Soldiers. The AAM is not normally appropriate for a retirement award.

#### 5. Posthumous Awards.

a. My guidelines for posthumous awards mirror those for retirement awards, above. Commanders and supervisors will consider the totality of service performed when making award recommendations.

b. Suicide is a grievous end to a person's life that greatly affects the lives of surviving Family and friends. Commanders of brigades/major subordinate commands may approve an award under the normal posthumous awards guidelines.

#### 6. Awards upon Transfer or Separation.

a. Award submissions are not a requirement for every Soldier who transfers to a new duty position or new unit (including permanent change of station (PCS) moves for full-time support (FTS) staff), nor for every Soldier who separates without retiring. However, these transitions provide commanders and supervisors an opportunity to recognize the contributions of Soldiers in their charge.

b. When considering the appropriate recognition for departing Soldiers, commanders and supervisors will consider the totality of service performed during the period of service. The ARCOM, the GA COM, and the AAM are often the most appropriate service / PCS awards, at all levels.

#### 7. Impact / Achievement Awards.

a. Commanders will remind and encourage their subordinates to submit appropriate award recommendations for Soldiers in their organization who perform a meritorious act or achievement. Timeliness is important; the closer the award presentation date is to the meritorious act or achievement, the greater the impact of that award on the recipient.


NGGA-AGD-AR

SUBJECT: Georgia Army National Guard Command Guidance for Peacetime Awards

b. The ARCOM, the GA COM, and the AAM are often the most appropriate impact / achievement awards, at all levels.

8. I have designed the guidance outlined here to be applicable to both M-Day Soldiers and to FTS staff and to shape the options available to commanders and supervisors so they can make informed decisions. Neither rank, nor duty position, nor duty status alone determines the most appropriate award for a team member's meritorious service, act, or achievement.

9. Point of contact for this is the G1/Deputy Chief of Staff, Personnel, COL Jason Baker, (678) 569-5535, jason.s.baker26.mil@mail.mil.



RANDALL V. SIMMONS JR.  
Brigadier General, GAARNG  
Commanding General

DISTRIBUTION:

Cdr, 48th IBCT  
Cdr, 648th MEB  
Cdr, 78th ATC  
Cdr, 78th TC  
Cdr, 201st RSG  
Cdr, HHD JFHQ  
Cdr, R&R Bn  
CoS