



SECRETARY OF THE ARMY
WASHINGTON

31 MAR 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2015-19 (Outstanding Service in an Army Senior Level or Senior Scientific and Professional Position)

1. References:

- a. Army Regulation (AR) 672-20 (Incentive Awards), 1 April 2014.
- b. Department of Defense (DoD) Instruction 1400.25, Volume 451 (DoD Civilian Personnel Management System: Awards), November 4, 2013.

2. This directive establishes the Outstanding Service in an Army Senior Level (SL) or Senior Scientific and Professional (ST) Position Award and associated accouterments, to include an SL or ST flag, lapel pin replica of the Army SL or ST flag and an official commendation certificate (DA Form 2443) for outstanding Army SL or ST service.

3. Background

a. AR 672-20, chapter 8-15 contains a provision that provides for the Award for Outstanding Service in the Army Senior Executive Service (SES), which consists of the Army SES flag, lapel pin replica of the Army SES flag and an official commendation for outstanding Army SES service. No similar award is authorized for those individuals occupying SL or ST positions.

b. Executive and senior professional positions are those positions above GS-15, and include the SES, as well as those in other pay systems, such as SL and ST systems. Positions that are classified above the GS-15 but do not meet the SES functional criteria are established as SL or ST positions depending on the nature of the work:

- SL positions involve the performance of high-level research and development in a field other than the physical, biological, medical and engineering sciences or a closely related field.
- ST positions carry out research and development functions requiring the services of specially qualified personnel. Their duties involve the performance of high-level research and development in the physical, biological, medical, or engineering sciences or a closely related field.

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c. Because SL and ST positions are classified above the GS-15 or equivalent level, the Army has recognized the stature of SL and ST positions by assigning them a protocol precedence code level 6. Other positions assigned code level 6 are brigadier generals and Army Tier 1 SES positions.

d. Since 2003, the Presidential Rank Award has recognized and rewarded career members of the SES, as well as SL and ST personnel, who have demonstrated exceptional performance over an extended period of time.

e. SLs and STs are also permitted to accrue the same amount of annual leave a pay period regardless of length of service and are entitled to the same maximum annual leave carry-over as members of the SES.

4. Therefore, to recognize the Army's SLs and STs for their service in an outstanding manner for 3 years or more in an Army SL or ST position, it is appropriate to afford them the recognition they deserve. I hereby direct that, effective immediately, an Award for Outstanding Service in a Senior Level or Senior Scientific and Professional position be established in AR 672-20. Accordingly, the regulation should be revised to include a new paragraph 8-16, which will read:

8-16. Awards for Outstanding Service in a Senior Level or Senior Scientific and Professional Position.

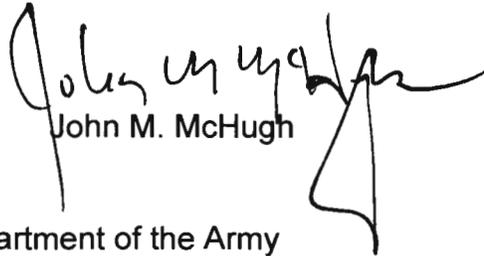
The Award for Outstanding Service in a Senior Level (SL) position or Senior Scientific and Professional (ST) position consists of an Army SL or ST flag, lapel pin replica of the Army SL or ST flag, and an official commendation certificate (DA Form 2443) for outstanding service in an Army SL or ST position. This award is given upon retirement to those individuals who have served in an outstanding manner for 3 years or more in an Army SL or ST position. If an additional honorary award nomination is submitted for the retiree, both awards will be submitted together.

5. Additionally, I hereby approve the establishment and presentation of an SL or ST flag and lapel pin replica of the Army SL and ST flag to accompany the official commendation and award.

6. The Deputy Chief of Staff, G-1 is the proponent for this policy and will incorporate the provisions of this directive into AR 672-20 as soon as practicable.

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7. This directive is rescinded upon publication of the revised regulation



John M. McHugh

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