



DEPARTMENT OF DEFENSE
UNITED STATES SOUTHERN COMMAND
OFFICE OF THE COMMANDER IN CHIEF
3511 NW 91ST AVENUE
MIAMI, FL 33172-1217

REPLY TO
ATTENTION OF

SCCC

15 November 2000

POLICY MEMORANDUM NO. 19-00

From: Commander in Chief
To: SEE DISTRIBUTION

SUBJECT: USSOUTHCOM Awards and Decoration Policy

1. This policy memorandum supersedes, CINC Policy Memo No. 1-98 – Awards and Decoration Policy.
2. As your Commander in Chief, I want you to know I believe it is important to recognize the meritorious service of the men and women of United States Southern Command, both military and civilian, by presenting joint and civilian awards. However, we must never forget that all awards must be earned. Accordingly, I ask each of you to make full and wise use of this policy when recommending or approving personnel awards. To assist you, I offer the following guidance:
 - a. Retirement awards that properly recognize those eligible military members with 20 or more years of service rendered to our country should be the rule rather than the exception.
 - b. End-of-tour awards should be the norm. If you or the awarding official determine that a member has maintained a sustained superior performance throughout his or her tour, an end-of-tour award is appropriate.
 - c. Impact awards, normally no more than one per tour, should be targeted to our enlisted personnel who perform a rare, single extraordinary act or accomplishment that is separate and distinct from regularly assigned duties. In limited cases, officers may be considered for an impact award.
 - d. Service awards should be considered in lieu of joint awards only in cases for which a Service decoration might be more appropriate, e.g., retirement.
 - e. Civilian awards, like military awards, should be conferred in recognition of superior performance on the part of our most dedicated civilians. I ask that each of you who supervise civilian employees take time to familiarize yourselves with available awards and incentives in order to properly recognize our civilian team members.

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3. I ask for your support in making full and wise use of this policy when recommending or approving military and civilian awards.

A handwritten signature in black ink, appearing to read "Peter Pace". The signature is written in a cursive style with a large initial "P" and a distinct "Pace" at the end.

PETER PACE
General, U. S. Marine Corps
Commander in Chief, U. S. Southern Command

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