
	<b>SPRINGFIELD POLICE DEPARTMENT</b> <b>POLICY MANUAL</b>	<b>POLICY</b> <b># 26.4.1</b>
EFFECTIVE DATE 2-21-23	 Andrew Shearer, Chief of Police	ACCREDITATION REFERENCE N/A

## Awards

### 26.4.1 PURPOSE AND SCOPE

The purpose of this policy is to establish a procedure to recognize members of the Department and/or Community Members for meritorious service. The Springfield Police Department's award program provides recognition to individuals for achievements during the preceding year.

### 26.4.2 POLICY

The Chief of Police shall form an annual awards review committee consisting of one member of the command staff, one supervisor and three to five non-supervisory employees. The committee shall convene throughout the year to review events from the previous calendar year for award consideration.

The chair of this committee will distribute a memorandum to all personnel requesting the submission of nomination forms to the awards review committee. The nomination form shall include the name of the individual recommended for commendation, a chronological description of the event and any supporting data relevant to the award. The nomination forms will be submitted for review through the employee's Chain of Command, to include the office of Professional Standards, before being reviewed by the Awards Committee.

The awards review committee is responsible for reviewing the nominations to determine if each recommendation complies with the requirements of the specific award. The awards review committee shall investigate and determine eligibility for achievement and service awards. Upon review of a nomination, no subsequent reviews will be considered by future committees for recognition of the same incident.

The awards review committee may recognize awards for Medal of Valor, Purple Heart and Lifesaving for acts transpiring during prior service with another police organization. The standards of the Department's awards program apply when reviewing each incident.

The awards review committee shall prepare a citation appropriate to the respective award for presentation by the Chief of Police. The awards review committee shall present their recommendations to the Chief of Police for final approval or disapproval.

### 26.4.3 AWARD CLASSIFICATIONS

#### Medal of Valor

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The Medal of Valor is the most distinguished award presented to a sworn member of the Police Department for an act of outstanding valor. An act of valor is considered to be above and beyond the call of duty; and exhibiting exceptional courage, extraordinary decisiveness and presence of mind along with unusual swiftness of action, regardless of his or her personal safety, in an attempt to save or protect human life. The nominee must have demonstrated, in great degree, the qualities of selflessness, personal courage and devotion to duty. Factors for consideration of the nominee for this award are:

- a. The act involved the preservation of human life.
- b. The situation was extremely hazardous; the nominee was able to evaluate the situation, was aware of the hazards and took action.
- c. A strong possibility of death or serious physical injury existed when the nominee acted.
- d. The nominee's actions were consistent with good judgement and SPD training and policy.
- e. The nominee would not be subjected to reasonable criticism had he/she not taken action.
- f. The objective was of sufficient importance to justify the risk.

The Medal of Valor may also be awarded by the Chief of Police to community members who risk life and personal injury in assisting a Springfield Police Officer.

#### Purple Heart

An award presented to any employee for serious physical injury sustained as a result of an intentional act by another person through the use of a dangerous weapon or any injury sustained as a result of an intentional act by another person through the use of a deadly weapon. (See ORS 161.015)

#### Lifesaving Award

An award presented to any employee or community member for the saving of a life under circumstances such that the employee or community member was not in danger as a result of this act.

#### Meritorious Service Award

The Meritorious Service Award is given for a highly unusual accomplishment, under adverse conditions, with some degree of hazard to life and limb, or where death or injury to a third party is prevented.

#### Superior Tactics and Response Award (STAR)

Awarded to an individual who, through exceptional tactics, acts to successfully resolve a critical incident, thereby promoting a culture of safety and professionalism to which all should aspire. The tactics displayed or performed must be conspicuously effective and above the standard expected. Presented to any employee or community for resolving an incident without resorting to force through the use of de-escalation or other techniques.

#### Chief's Award

An award to any employee or community member for:

- An outstanding accomplishment which has resulted in improved operation, or created substantial efficiencies in service delivery and/or operational costs or
- For outstanding work which has brought great credit to the Department or that demonstrated a personal commitment to the success of the organization and,

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- Where the recipient has gone beyond the requirements of his/her normal assignment to contribute to a more effective and efficient police service.

#### Employee of the Year

A nomination for Employee of the Year can occur at any time through the nomination form. At the end of the calendar year, those nominations will be distributed to the department for an election process by ballot to determine the recipient of this award.

#### Unit Citation

Presented to a Departmental unit whose performance of duty has been indicative of a high degree of initiative, determination, and cooperative effort in the fulfillment of difficult or important assignments, the furtherance of protecting life and/or property, or increasing the effectiveness and prestige of the Department. The award may be considered in those instances where several members of a given unit, or units, participate in an operation, and where it is difficult to isolate the specific acts of each individual in contributing to its successful culmination. For the purpose of this citation, "Unit" shall be considered as any identifiable element of the Department, i.e., Bureau, Division, Unit, or Squad.

#### **26.4.4 MEDALS/RIBBONS**

Each award is represented by a medal and/or ribbon. Medals and ribbons shall be presented for the Medal of Valor, Purple Heart, Lifesaving Award and Meritorious. Ribbons only will be presented for the STAR Award, Chief's Award and the Unit Citation.

Medals and award ribbons are issued for the first award in each respective category although a member may receive multiple citations for certain awards.

Community member awards will vary dependent upon the award

#### **26.4.5 RESIGNATION/RETIREMENT**

Members of the department who voluntarily resign after completing 10 years or more of service, or who officially retire shall be presented with their badge(s) mounted upon a plaque. Members who are not issued badges shall be presented with an appropriate plaque recognizing their years of service.

Members who officially retire shall be issued an identification card signifying their retired status from the Department.

Retired identification cards and badges are intended to be recognition and symbols of a retired employee's years of service. They do not provide the retired member with authority to act as a police officer or as an agent of the City.