
Performance Awards

1030.1 PURPOSE AND SCOPE

This policy provides general guidelines for recognizing commendable or meritorious acts of members of the Barstow Police Department and individuals from the community.

1030.2 POLICY

It is the policy of the Barstow Police Department to recognize and acknowledge exceptional individual or group achievements, performance, proficiency, heroism and service of its members, others from partnering agencies, and individuals from the community through commendations and awards.

Whenever personnel of the Department, or individuals from partnering agencies, perform an action worthy of recognition, the following procedure will be followed.

1030.3 NOMINATIONS AND SELECTION PROCEDURES

The recommending person shall submit an Awards Nomination Submission Form outlining the details of the action performed. All pertinent reports, documents, etc., will also be attached. All employees, especially first line supervisors, are encouraged to submit nominations as soon as practical after the event giving rise to the nomination. All nominations will be forwarded to the Chief of Police via the chain of command. Personnel of the department who believe they are deserving of recognition and have not been recommended, may also submit an Awards Nomination Submission Form on their own behalf.

Once received, the merits of the nomination will be discussed and evaluated by the Command Staff and the Chief of Police will make the final determination on the award to be given.

Any nomination may be approved, denied, or modified by the Chief of Police.

A "Certificate of Commendation" and or Leadership Coin may come directly from the Chief of Police without formal discussion from the Command Staff.

Once a qualification has been determined for a particular award, arrangements will be made for the presentation of the award at a time and place designated by the Chief of Police.

1030.4 CRITERIA FOR OFFICER OF THE YEAR / EMPLOYEE OF THE YEAR / VOLUNTEER OF THE YEAR

Nominations may include but are not limited to:

- Award of Excellence or Higher
- Chief's Commendation Recipient
- DUI Award Recipient
- Professional Recognition / Awards from outside agencies

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- Consistently Superior rating in overall annual evaluations
- Outstanding performance at a single event
- Consistent excellence performance involving several calls or situations
- Community Service (formal or informal)

An effort should be made to ensure that the nominees represent the various work groups, units and teams within the Department. Units may be combined with the approval of the Division Commander. All nominations are to be submitted using the Awards Nomination Submission Form.

The intent of this policy is to increase the pool of nominees so that the great work of all employees and volunteers does not get overlooked, and the finest representative for our Department is selected for the prestigious titles of Officer/Employee/Volunteer of the Year. All personnel are encouraged to submit nominations for these awards.

1030.5 AWARDS

In addition to the criteria listed within each award, subsequent consideration may be given to those Department personnel who have distinguished themselves by employing exceptional tactics and or exercising sound judgment, beyond the normal demands of duty, to preserve the life of another during a volatile or dangerous encounter while protecting the safety and security of the public and other officers.

The following awards are listed in order of importance:

- (a) Medal of Valor - Red, white, and blue with a "V" in gold in the center of the white (plaque, medal, ribbon). May be awarded to department personnel who distinguish themselves by a display of extraordinary courage while confronting or responding to an incident wherein there is a belief by the officer that a life-threatening situation exists. The threat to life must be actual and personnel must have placed themselves in immediate danger to protect his/herself or others.
- (b) Bravery Award - Dark blue with a red strip down the center and a light blue stripe at each end (plaque, medal, ribbon). May be awarded to those department personnel who display a high degree of fearlessness, initiative, professionalism, and courage in a dangerous situation.
- (c) Meritorious Award - Solid blue with a silver "M" in the center (plaque, medal, ribbon). May be awarded to an employee for any action that brings credit to the individual, the department and/or a fellow employee through the display of a high degree of initiative, professionalism, proficiency and performance in an extremely demanding and critical situation.
- (d) Chief's Award of Distinction - Silver with a white center that is bordered by blue stripes (plaque, medal, ribbon). May be awarded to an employee who is personally selected by the Chief of Police for outstanding performance and/or service to the community (This award is outside the standard nomination process).

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- (e) Excellence Award - Dark blue with two silver stripes bordering the center, two red sections with silver stripes bordering the red and blue at the end (plaque, medal, ribbon). May be awarded to an employee or member of a partnering agency, who distinguishes him/herself from others and brings credit to the individual and/or to the department through superior job performance.
- (f) Life Saving Award - Blue with white center bordered by two red stripes and with a red cross within the white center (plaque, medal cross, ribbon). May be awarded to an employee for the saving of a human life by applied knowledge of life saving or rescue techniques. Presented during situations that do not place the employee's life in danger.
- (g) Unit Citation Award - Blue with silver center (plaque, medal, ribbon). May be awarded to members of a unit, team, or bureau who distinguish themselves as a group: bring credit to the department and/or their respective team through exemplary performance within a single event or sustained exemplary performance over an identified period of time. This award may include members from outside agencies.
- (h) Officer of the Year - Silver top and bottom with blue center (plaque, medal, ribbon). May be awarded for selection as the Barstow Police Department Officer of the Year per the suggested criteria listed in section 1030.4.
- (i) Employee of the Year - Silver top and bottom with blue center (plaque, medal, ribbon). May be awarded for selection as the Barstow Police Department Employee of the Year per the suggested criteria listed in section 1030.4.
- (j) Volunteer of the Year - Silver top and bottom with blue center (plaque, medal, ribbon). May be awarded for selection as the Barstow Police Department Volunteer of the Year per the suggested criteria listed in section 1030.4.
- (k) Chief's Commendation - (plaque) May be presented by the Chief of Police commending an employee or member of an outside agency for outstanding job performance.
- (l) Leadership Coin - May be presented by the Chief of Police expressing appreciation to any employee or member of an outside agency who displays outstanding leadership.
- (m) Citizen Commendation - This is an award that may be issued to outstanding citizens who, through their personal efforts or devotion of time and effort, accomplish a commendable act on behalf of the police department and/or the City of Barstow.

1030.6 DISPLAY OF AWARDS AND RIBBONS

Performance Awards may be worn on either class "A" or class "B" uniforms. The wearing of these awards and/or ribbons is optional.

Ribbons will be worn over the left breast pocket (under the badge) directly in line with the top of the pocket flap. If two or more ribbons are worn they may be placed in a row on a ribbon holder and displayed on the wearer from left to right by order of importance. No more than three ribbons may be displayed in a row. Performance Awards take priority over Service Ribbons and will be so placed in order of priority (Performance) and then in order by receipt (Service).

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1030.7 DUPLICATE AWARDS

A single silver star will serve as recognition for an individual having received a subsequent award(s) in the same category. A single gold star will serve as recognition for an individual having received a subsequent award(s) in the same category five or more times. Employees shall only wear one ribbon for the same award at one time.