

*"Keep Orlando a safe city by reducing crime and maintaining livable neighborhoods."*

## ORLANDO POLICE DEPARTMENT POLICY AND PROCEDURE

### 1602.11, AWARDS

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#### 1. PURPOSE

This directive authorizes a standing committee to administer the Department's Awards Program and includes procedures for nominating candidates and the presentation of awards.

#### 2. POLICY

This directive establishes procedures concerning Orlando Police Department awards.

The Awards Program provides for positive reinforcement when employees perform their duties in an exemplary manner or with extraordinary compassion, bravery, or courage. This program also provides the Department an opportunity to recognize citizens for their assistance to our employees, the Department, and the community.

#### 3. DEFINITIONS

N/A

#### 4. PROCEDURES

#### **4.1 AWARDS COMMITTEE**

The Awards Committee is a standing advisory committee that serves under the authority of the Chief of Police, who will review the committee's actions at his or her discretion.

The committee will determine the resolution of each nomination. At least seven members shall be present for a quorum, with a simple majority necessary for the passage of a vote. The chairperson will be considered as part of the quorum. Appeals of decisions made by the committee will be routed to the Chief of Police via the committee chairperson.

The committee will refer nominations to the appropriate officials for presentation.

The Patrol Services Bureau Aide shall order all plaques that will be presented.

##### **4.1.1 MEMBERSHIP**

The Awards Committee will consist of 13 members who will serve under the authority of the Chief of Police. The committee chairperson is appointed by the Chief of Police and will serve for an indefinite period. Committee members will be recommended by the committee chairperson and confirmed by the Chief of Police or designee. Two-year terms will begin on May 1<sup>st</sup> and conclude on April 30<sup>th</sup>, two years hence. Appointments will be staggered at one-year intervals to ensure that experience is maintained on the committee at all times. Continued membership on the Awards Committee will be at the sole discretion of the chairperson.

The make-up of the committee will reflect Department-wide representation whenever possible. Therefore, committee members should be selected based on divisional representation: one member from each of the Department's divisions. If a committee member transfers from the division he or she represents, the committee chairperson can facilitate the appointment of a new member from the affected division if deemed necessary.

##### **4.1.2 MEETINGS**

Regular meetings will be designated and scheduled by the committee chairperson.

#### **4.2 AWARDS WITH RIBBONS**

##### **4.2.1 NOMINATIONS FOR AWARDS**

The Awards Committee will initiate or receive nominations for department awards unless otherwise specified below. All correspondence recognizing or nominating employees and citizens for awards should be routed to the Awards Committee via the chain of command, by email. Each person in the Chain of Command must forward the email to the next person in the chain. The Bureau Commander will then forward to the Awards Committee Chairperson. Any employee of the Orlando Police Department may nominate himself/herself, any other employee, or citizen for an award.

Nominations should include an accurate and detailed account of the circumstances surrounding the actions of each nominated employee or citizen. This information shall be in the nomination narrative. The nominations should also include supporting endorsements, copies of reports or other supporting data, and addresses and phone numbers of nominated citizens. All supporting documents must be attached with the email nomination. The Awards Committee will determine the appropriate recognition for each nomination; therefore, they should not be categorized when submitted. Nominations will be submitted to the committee no later than six months after the last day of the nominated action. The Awards Committee Chairperson can make an exception do this deadline requirement on a case-by-case basis.

##### **4.2.2 CLASSIFICATION IOF DEPARTMENT AWARDS**

The following sections explain the criteria for dispensation of each award and the appropriate types of award ceremonies.

#### **4.2.2.1 AWARD OF VALOR**

Awards of Valor are conferred for conduct depicting sound judgment in which one knowingly and despite the clear and present danger of death or great bodily harm performs his or her duty.

Awards of Valor may also be conferred posthumously to any surviving spouse or relative of an officer killed in the line of duty.

Generally, Awards of Valor will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a distinguishing ribbon bar with "V" device of the color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.2 PURPLE HEART AWARD**

The Purple Heart Awards are conferred upon those employees that receive injuries that cause great bodily harm, permanent disability, permanent disfigurement, or death as a result of the overt actions of a suspect during the performance of their duties as a law enforcement officer. The employee shall not be engaged in any activity that is a violation of law or policy at the time of the injury.

The Purple Heart Award will be conferred at the sole discretion of the Chief of Police. It may be conferred in addition to other awards deemed appropriate by the Awards Committee.

The award will generally be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a distinguishing ribbon bar of the color and design as designated by the Chief of Police.

The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.3 AWARD OF MERIT**

Awards of Merit are conferred for conduct depicting sound judgment where the employee displays exceptional courage or bravery.

Generally, Awards of Merit will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a distinguishing ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.4 PRESERVATION OF LIFE AWARD**

The Preservation of Life Award is conferred in circumstances where officers de-escalate dangerous and potential deadly force situations in a manner that does not place themselves or others in harm.

The Preservation of Life Award may be conferred in addition to other awards deemed appropriate by the Awards Committee. Generally, the Preservation of Life Award will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.5 LIFE SAVING AWARD**

This life-saving award is conferred in two circumstances. The first is when an employee (sworn or civilian) is directly responsible for the saving of human life or substantially prolongs human life. The term *substantial* implies an extended period of days or weeks. The life-saving effort will normally involve one of the learned

life-supporting processes: mouth-to-mouth resuscitation, cardio-pulmonary resuscitation, the Heimlich maneuver for choking victims, or the control of severe bleeding. Actions meriting this award must be significant actions by the employee.

This award will only apply when victims are at imminent risk of death. This will normally not include deliberate acts taken by the victim unless the victim has inflicted injury upon themselves, which is life-threatening.

This award may be conferred in addition to other awards as deemed appropriate by the Awards Committee.

The second situation is when an employee of the Orlando Police Department has achieved a level of blood donation of four gallons or more.

Generally, the Life Saving Award will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.6 AWARD OF COMMENDATION**

Awards of Commendation are conferred for operational excellence and non-routine conduct in a particular assignment. In most cases, the actions should reflect one or more of the following criteria:

- a. Directly result in the prevention of a forcible felony, serious property crime, or the apprehension of a person responsible for such a crime by the nominee taking the initiative to recognize the potential for the criminal act beforehand and taking appropriate action.
- b. Performance beyond the call of duty within the scope of the nominee's normal assignment, or outside that scope should circumstances so dictate. Performance "above and beyond" with substantial results.
- c. Valiant life-saving measures where the victim did not survive.

Generally, Awards of Commendation will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.7 AWARD OF ADMINISTRATIVE EXCELLENCE**

Awards of Administrative Excellence are conferred for non-routine conduct of an administrative nature which surpasses the responsibilities of the current assignment.

Generally, Awards of Administrative Excellence will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall email a copy to the City's Personnel Management Bureau.

#### **4.2.2.8 CHIEF'S SPECIAL AWARD**

The Chief of Police, at his or her discretion, may award a Chief's Special Award. It will be presented to a distinguished employee or citizen.

Generally, the Chief's Special Awards will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a distinguishing medal and ribbon bar of color and design as designated by the Chief of Police. The Community Relations Unit shall email a copy to the City's Personnel Management Bureau.

#### **4.2.2.9 ACHIEVEMENT AWARD**

The Achievement Award is conferred for achievement within the call of duty or outside the scope of duty based on consistent performance or specific achievement of a superlative nature, but which does not warrant a Commendation or higher.

This award may constitute cumulative operational excellence. For awards of cumulative operational excellence based upon statistical information, the submitting employee needs to include comparative statistical information for the same sector and timeframe (e.g., duration, other squads, etc.).

Generally, the Achievement Award will be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall email a copy to the City's Personnel Management Bureau.

#### **4.2.2.10 OFFICERS OF THE YEAR AWARD**

The Officer of the Year Award is granted annually to four officers of the Orlando Police Department who have demonstrated exceptional service above and beyond expectations and have made some significant contribution to the Department's mission or values. The officers receiving this award shall be nominated as follows:

1. Patrol Officer of the Year (inclusive of all patrol divisions)
2. Criminal Investigations Division Detective of the Year
3. Special Enforcement Division Detective of the Year
4. TAC Officer of the Year

The officer must be in good standing and must have an overall performance rating of exceeds standards for the calendar year under consideration. The nominee will be considered for a year's worth of work, not just one particular incident.

Nominations for this award will be submitted to the appropriate Bureau Commanders who will determine the winners and notify the Awards Committee Chairperson and the Patrol Services Bureau Aide. Nominations shall be submitted by **January 10<sup>th</sup>**.

Generally, the Officer of the Year Award will be presented by the Chief of Police at the first Department Awards Ceremony of the new year. The Officer of the Year Awards will be a framed certificate and ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.11 EMPLOYEE OF THE YEAR AWARD**

The Employee of the Year Award is granted annually to one or more civilian employees of the Orlando Police Department who have demonstrated exceptional service above and beyond expectations and has made some significant contribution to the Department's mission or values.

The employee must be in good standing and must have an overall performance rating of exceeds standards for the calendar year under consideration.

The nominee will be considered for a year's worth of work, not just one incident.

Nominations for this award will be submitted by **January 10<sup>th</sup>** to the Awards Committee Chairperson via the Chain of Command. Generally, the Employee of the Year Award will be presented by the Chief of Police at the first Department Awards Ceremony of the new year. The Employee of the Year Award will be a framed

certificate. Those employees who are in a uniformed assignment will also receive a ribbon bar of the color and design as designated by the Chief of Police.

#### **4.2.2.12 CSO III JOHN T. SEARCY, JR. MEMORIAL SERVICE AWARD**

The CSO III John T. Searcy, Jr. Memorial Service Award is dedicated to the memory of John Searcy, who died on December 18, 2004, and was a dedicated employee of the City of Orlando for 15 years. The award will be presented to a civilian employee of the Orlando Police Department who has performed one or more selfless and compassionate acts or services, on or off duty, for the Orlando Police Department, City of Orlando, or the community at large. These acts or services must have positively impacted the lives or greatly enhanced the reputation of the Orlando Police Department or the City of Orlando.

The Chief of Police will present the award at the first Department Awards Ceremony of each year, and the Award recipient will be given a plaque during the ceremony. The recipient's picture will be hung on the wall in the Patrol Awards area on the ground floor of the Orlando Police Headquarters.

To nominate a civilian employee, a CSO III John T. Searcy, Jr. Memorial Service Award Nomination Form (Attachment B) shall be completed by an employee or member of the Department and emailed to any Community Service Officer supervisor by December 10<sup>th</sup>. The selection committee for this award should be made up of the Community Service Officer supervisors and the CSO Unit's commander. The nominated employee's name will be submitted to the Patrol Services Bureau Chief for approval via the chain of command. The Chief of Police could also nominate an employee and approve the award at his or her discretion.

#### **4.2.2.13 GOVERNOR'S MEDAL OF HEROISM**

The Executive Office of the Governor recognizes law enforcement officers who have distinguished themselves conspicuously by gallantry and intrepidity. They must have risked their life deliberately above and beyond the call of duty while performing duty in their respective position and must have engaged in hazardous or perilous activities to preserve lives with the knowledge that such activities might result in great personal harm. This is a distinguished award presented by the Governor of the State of Florida. It is awarded in recognition of acts of heroism.

The Executive Office of the Governor has online nomination forms. Any nominations for a member of the Orlando Police Department will be forwarded to the Awards Committee via the chain of command. The Awards Committee Chair will consult with the Chief of Police before submitting a nomination for this award.

Accompanying this award will be a distinguishing medal and ribbon bar of the color and design as designated by the Chief of Police.

#### **4.2.2.14 COMMUNITY SERVICE AWARD**

Community Service Awards may be presented for outstanding acts of community service not normally recognized or expected as a normal part of an employee's duty. This may be a single act or cumulative, normally accomplished during the employee's off-duty time, which reflects favorably upon OPD.

These awards will generally be presented by the Chief of Police at a Department Awards Ceremony. Accompanying this award will be a ribbon bar of color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.15 FIELD TRAINING OFFICER OF THE YEAR**

The Field Training Officer of the Year award is conferred to an active-certified field training officer who has exhibited overall excellence and dedication in the Department's field training officer program during the calendar year.

The Field Training Officer of the Year will be selected by a panel comprised of the Training Section Commander, the Field Training/Inspections Unit supervisor, and the two Field Training Coordinators. The Training Section Commander or designee will notify the Awards Committee Chairperson of the member chosen to receive this award for inclusion in the Awards Ceremony.

Accompanying this award will be a ribbon bar of color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

**4.2.2.16 AWARD OF SPECIAL SERVICE**

Awards of Special Service will be awarded to an employee who completes five years of consecutive, satisfactory service in one of the following specialized Department units:

- a. Special Weapons and Tactics (SWAT)
- b. Emergency Response Team (ERT)
- c. Crisis Negotiation Team (CNT)
- d. Critical Incident Stress Management Team (CISM)
- e. Honor Guard
- f. Domestic Violence Response Team (DVRT)
- g. Crisis Intervention Team (CIT)
- h. Emergency Services Unit (ESU)
- i. Gang Enforcement Team (GET)
- j. DUI Enforcement Team (DUI)

The commander of the specialized unit will be responsible for nominating an eligible employee and will provide any supporting documentation (if available) to the Awards Committee. These awards will generally be presented by the Chief of Police or the Team Commander at an appropriate ceremony. Accompanying this award will be a ribbon bar of color and design as designated by the Chief of Police. Subsequent awards would be presented for each block of five years of continuous service.

**4.2.2.17 RECRUITING AWARD**

The Recruiting Award will be conferred to employees who successfully recruit three or more applicants, who complete the hiring process and become permanent employees. The Recruiting Unit will keep a log of recruiting efforts until the recruit gains permanent status.

The Recruiting supervisor will be responsible for nominating an eligible employee and will provide any supporting documentation (if available) to the Awards Committee. These awards will generally be presented by the Chief of Police or the Professional Standards Division Commander at an appropriate ceremony.

Accompanying this award will be a ribbon bar of color and design as designated by the Chief of Police.

**4.2.2.18 FRATERNAL ORDER OF POLICE OFFICER OF THE QUARTER/YEAR**

Lodge 25 of the FOP accepts monthly nominations for consideration of the FOP Officer of the Month. The FOP Board members select the recipient for this monthly award and presents them with a plaque and a ribbon at a monthly membership meeting. Each year, the board reviews their list of monthly award recipients and selects an FOP Officer of the Year. The award and plaque are presented to the recipient at a monthly FOP meeting.

**4.2.2.19 NATIONALLY RECOGNIZED LEADERSHIP COURSE GRADUATE**

Members who successfully complete a nationally recognized law enforcement leadership long course (i.e. FBINA, SPI CODC or Admin) are authorized to wear the pin designated and issued by that course. The pin should be worn above the name tag, above the right breast pocket.

#### **4.2.2.20 UNIT CITATIONS**

Each bureau commander will review unit citation nominations and approve those deserving of the award. The bureau commander will forward the award nomination, along with his or her approval for the award, to the Awards Committee Chairperson. It will be presented to a distinguished unit within the bureau. The citation will be of the design chosen by the Chief of Police and will be presented at a Department Awards Ceremony.

Accompanying this award will be a ribbon bar of the color and design as designated by the Chief of Police. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.2.2.21 SPECIAL EVENT CITATION**

Special Event Citations may be awarded for an employee's participation in a significant event. The Chief of Police will determine whether an event qualifies for the issuance of this citation.

This award will be a ribbon bar of the color and design as approved by the Chief of Police. To date, the current issued special event ribbons approved by the Chief of Police are the Marathon ribbon, Pulse ribbon, IACP ribbon, NBA All-Star ribbon, World Cup ribbon, Olympic Soccer ribbon, and Hurricane ribbon. The stated ribbons shall be worn in this order.

#### **4.2.2.22 AWARD OF FITNESS**

Awards of Fitness are conferred for developing and maintaining high levels of personal fitness. Interested employees must perform the fitness test at or above the 85% level during annual block training or other dates and times designated by the in-service training staff. For consistency, the Department's in-service training staff shall administer all fitness tests.

The Training Section Commander or his or her designee will present the Award of Fitness in ribbon bar form to a member who achieves this level of fitness.

The employee must requalify yearly to continue wearing the ribbon. Employees who fail to requalify must return the ribbon to the fitness instructor.

#### **4.2.2.23 MILITARY SERVICE AWARDS (CAMPAIGN RIBBONS)**

Members of the Orlando Police Department who are veterans of foreign wars are authorized to wear the campaign ribbon awarded to them for their participation in a particular conflict (i.e., Operation Iraqi Freedom, Operation Enduring Freedom, etc).

The ribbon will be of the same material as those currently utilized for awards of the Orlando Police Department. Any award presented by the Orlando Police Department will take precedence over the campaign ribbon. The campaign ribbon will be worn to the left of and on the bottom row of the least OPD award.

#### **4.2.2.24 SUBSEQUENT AWARDS WITH RIBBONS**

Each award in the same class shall be designated by a three-sixteenth-inch bronze star centered on the ribbon. Five awards in the same class will be designated by a silver star worn centered on the ribbon. Once the silver star has been earned, there will be no additional stars affixed to the ribbon for subsequent awards. A subsequent Award of Merit will be designated by a single oak leaf cluster, and an additional with a double oak leaf cluster. Once a double oak leaf cluster has been earned, there will be no additional clusters affixed to the ribbon for subsequent awards.

#### **4.2.2.25 RANKING ORDER FOR AWARDS**

The following is a rank order from the highest to the lowest award. This order also applies to awards accompanied by a ribbon. Ribbons will be worn on the uniform in ranking order, highest to lowest. See the current version of P&P 1624, Uniforms, for proper placement:



- a. Award of Valor
- b. Purple Heart Award
- c. Award of Merit
- d. Preservation of Life Award
- e. Life-Saving Award
- f. Award of Commendation
- g. Award of Administrative Excellence
- h. Chief's Special Award
- i. Achievement Award
- j. Officer/Detective/Employee of the Year
- k. CSO III John T. Searcy, Jr. Memorial Service Award
- l. Governor's Medal of Heroism
- m. Community Service Award
- n. Field Training Officer of the Year
- o. Award of Special Service
- p. Recruiting Award
- q. Fraternal Order of Police Officer of the Year
- r. Fraternal Order of Police Officer of the Quarter
- s. FBI National Academy Graduate
- t. Public Safety Leadership Course Graduate
- u. Unit Citation
- v. Special Event Citation
- w. Award of Fitness
- x. Military Service Awards (Campaign Ribbons)
- y. Awards issued by other agencies (only on approval by the Chief of Police)

When worn on the uniform, all award ribbons will be in proper order with the highest award closest to the center of the garment.

#### **4.2.2.26 AWARDS CEREMONY**

Normally, an Awards Ceremony will be scheduled quarterly to honor those receiving Department awards, along with employees who are retiring or being promoted. The Awards Committee Chairperson will coordinate scheduling with the Chief of Staff, Community Relations Unit, and all others participating in the ceremony.

### **4.3 AWARDS WITHOUT RIBBONS**

#### **4.3.1 CERTIFICATE OF APPRECIATION**

Certificates of Appreciation may be awarded for excellence in the performance of assigned duties. They are also conferred for outstanding performance of a cumulative nature. Generally, they will be presented at roll call or a section meeting by the appropriate section commander. The Community Relations Unit shall forward a copy to the City's Personnel Management Bureau.

#### **4.3.2 LETTER OF RECOGNITION**

Letters of Recognition are administered by bureau commanders and awarded to employees who receive recognition from citizens or other employees for professional, courteous performance of assigned duties. They will be presented by the recipient's immediate supervisor at a function of the supervisor's choice. The bureau commander's office shall forward a copy to the City's Personnel Management Bureau.

#### **4.3.3 AWARDS OF PROMOTION**

Promotions to the rank of supervisory or management positions will be conducted at a ceremony in which the Chief of Police will preside. The Chief of Staff to the Chief of Police will coordinate these ceremonies.

#### **4.3.4 AWARDS OF TENURE**

Tenure Awards will be forwarded by the City's Personnel Management Bureau to the recipient's appropriate manager for presentation. Presentations will be made at an appropriate ceremony.

Generally, tenure awards will be presented as follows: five-year awards by a unit supervisor, ten-year awards by a section commander, and fifteen-year awards by a division commander. All other Tenure Awards will normally be presented at a Department Awards Ceremony by the Chief of Police.

#### **4.3.5 GOOD CITIZENSHIP AWARDS**

Good Citizenship Awards are conferred on citizens for exemplary assistance to the Orlando Police Department and its employees. Generally, Good Citizenship Awards will be presented by the Chief of Police at a Department Awards Ceremony.

The Awards Committee Chairperson will be responsible for coordinating the attendance of citizens nominated for an award. The officer/employee nominating a citizen for an award will be responsible for delivering the award in the event the citizen is unable to attend the ceremony.

#### **4.3.6 PATROL OFFICER OF THE MONTH**

Patrol Officer of the Month is created to show appreciation for the daily efforts of the member of the Patrol Services Bureau.

Nominations may be for a single incident, an exceptional investigation, or cumulative performance in any combination of the following categories: Adaptability, Dependability, Judgment, Written Expression, Oral Expression, Initiative, Statistics, Investigative Skill, Courage, Community Service, Special Teams, and/or Exceptional Incidents.

The officer chosen as the Patrol Officer of the Month will receive a letter of recognition, with a copy to be put in his or her personnel file. An announcement will be listed in the Awards Ceremony agenda.

To nominate an officer, a Sworn Officer Nomination Form (Attachment C) shall be completed by a unit supervisor and emailed to the bureau commander via the chain of command. The bureau commander shall make the selection.

#### **4.3.7 DETECTIVE OF THE MONTH**

The Detective of the Month Award was created to highlight and acknowledge a deserving detective assigned to the Investigative Services Bureau. The nomination may be for a single incident, an exceptional investigation, or cumulative performance in any combination of the following categories: adaptability, dependability, judgment, written or oral expression, initiative, statistics, investigative skill, courage, community service, exceptional incident, and/or special teams.

For the Detective of the Month Award, a Sworn Officer Nomination Form (Attachment C), with any supporting documentation attached, should be emailed to the Criminal Investigations Division Commander. The lieutenants and captain will then meet to review the nominations and select the winner.

The selection as Detective of the Month will be noted in the recipient's personnel file.

#### **4.3.8 COMMUNITY SERVICE OFFICER OF THE YEAR**

The Community Service Officer Award was created to show appreciation for the daily efforts of the Community Service Officers.

Nominations may be for a single incident, an exceptional investigation, or cumulative performance in any combinations of the following categories: adaptability, dependability, courtesy, positive attitude, exceptional effort, initiative, assistance to others, investigative skill, positive image, knowledge, exceptional incident and/or appearance.

The CSO chosen as the Community Service Officer of the Year will receive a letter of recognition, with a copy to be put in his or her personnel file, and a plaque. The CSO's picture will also be displayed at the Primrose Substation. This award will be presented at the 1<sup>st</sup> quarter Awards Ceremony of the following year.

Any OPD employee wishing to nominate a CSO for the Community Service Officer of the Year Award shall complete a Community Service Officer Award Nomination Form (Attachment D) and email it to the CSOs' section commander **December 31<sup>st</sup>**. The bureau commander shall make the CSO of the Year selections. The chosen CSO for the Community Service Officer of the Year Award will receive a plaque.

#### **4.3.9 CRIME SCENE INVESTIGATOR OF THE YEAR**

The Crime Scene Investigator (CSI) award was created to acknowledge and show appreciation for the daily efforts of the Crime Scene Investigators.

Nominations may be for a single incident, an exceptional investigation, or cumulative performance in any combinations of the following categories: adaptability, dependability, courtesy, positive attitude, exceptional effort, initiative, assistance to others, evidence processing skills, positive image, knowledge, exceptional incident and/or appearance.

The CSI chosen as the Crime Scene Investigator of the Year will receive a plaque and a letter of recognition, with a copy to be put in his or her personnel file. The CSI's picture will also be displayed at the Crime Scene Facility lobby. This award will be presented at the 1<sup>st</sup> quarter Awards Ceremony of the following year.

Any OPD employee wishing to nominate a CSI for the Crime Scene Investigator of the Year Award shall complete a Crime Scene Investigator of the Year Award Nomination Form (Attachment E) and email it to the Forensics Manager by the 10th day of December. The Forensics Manager shall email the forms to the division commander by the 15th day of December. The division commander shall select two candidates and forward those names to the Investigative Services Bureau Commander by the 20th day of December. The bureau commander shall make the CSI of the Year selection.

## **5. FORMS AND APPENDICES**

**ATTACHMENT A-Awards Nomination Form**

**ATTACHMENT B-CSO III John T. Searcy, Jr. Memorial Service Award Form**

**ATTACHMENT C-Sworn Officer Nomination Form**

**ATTACHMENT D-CSO Nomination Form**

**ATTACHMENT E-CSI of the Year Nomination Form**