

<b>DOUGLAS COUNTY SHERIFF'S OFFICE</b>		<b>Policy and Procedure</b>
<b>Specific Personnel / Administrative Policies</b>		<b>P&amp;P-D-111</b>
<b>Badge Retention</b>		
Effective Date: 01-17-18 Supersedes: 06-16-11	Approval: Sheriff	Number of Pages: 2
References: PP-F-101	Reevaluation Date: Annually	Standards:

## I. POLICY

This policy establishes a consistent practice concerning the awarding of badges upon retirement of Sheriff's Office members. This refers exclusively to those employees who were authorized when on active duty to carry a badge.

It is the policy of the Sheriff's Office to show appreciation of an employee's years of dedicated service to Douglas County and the Sheriff's Office. The Sheriff will award each honorable retiree a badge reflecting the last rank held.

## II. DEFINITIONS

### *Retiree*

An Office member who has been with the Sheriff's Office for twenty or more years and retires voluntarily; who has served as a commissioned law enforcement officer with one or more additional agencies for a combined total of 30 years or more, at least 15 of which have been with this Office; or whose service otherwise qualifies them as determined by the Sheriff. Voluntary retirement will generally be considered honorable.

### *Honorable Retiree*

A retiree whose service to the Sheriff's Office exhibited an exemplary sense of personal moral standards and conduct. In all such cases, the Sheriff shall make the determination of whether the retirement is considered honorable.

### *Medical Retiree*

A Sheriff's Office member who has been awarded a retirement due to medical impairment(s). Medical retirement will be generally considered honorable unless they are based on substance abuse or some other condition that has resulted, or could result in, bringing discredit upon the Sheriff's Office or the retiree. In all such cases, the Sheriff shall make the determination of whether the retirement is considered honorable and if the member has served a sufficient length of service for consideration.

### *Honorary Member*

The Sheriff may bestow on any citizen the title "Honorary Member" with the Douglas County Sheriff's Office. This is an honorary title only and does not give the citizen any powers of arrest, authority to carry a concealed weapon (unless granted a concealed handgun permit through proper channels), or to work any assignments or tasks that are skill specific to fully P.O.S.T. certified peace officers.

### **III. PROCEDURE**

- A. A badge of the Office symbolizes the employee's dedication, service and public trust. When awarded to employees upon retirement, they will be a reminder to the retirees and their families of their years of dedicated service, sometimes involving extreme hardship.
- B. Retirees may be issued an identification card bearing the retiree's photograph, rank at time of retirement, and the word 'RETIRED.'
- C. Under no circumstance will a retirement be considered honorable if the employee retires after being administratively discharged, resigns in lieu of disciplinary action, or resigns because of pending criminal charges.
- D. The Sheriff may recognize citizens of the county for their long-time support and relationship with the Sheriff's Office and/or the civil duties they have performed for the community. Individuals receiving the title of "Honorary Member" may be issued an identification card bearing the individual's photograph with the words HONORARY MEMBER on it. This does not give them any authority as a peace officer. The Honorary Member may be issued a concealed handgun permit by following established procedures as set forth by state and federal laws in compliance with Office policy and procedure [P&P-F-101](#).

By Order of the Sheriff