


ELIZABETH POLICE DEPARTMENT GENERAL ORDERS			
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SUBJECT: DEPARTMENTAL AWARDS			
EFFECTIVE DATE: November 29, 2022		ACCREDITATION STANDARDS: N/A	
BY THE ORDER OF: Chief Giacomo Sacca			
BY AUTHORITY OF: Police Director Earl J. Graves			
SUPERSEDES ORDER #: G.O. #45 and G.O. #77			

PURPOSE The purpose of this general order is to provide for various gradations of departmental awards or creditable mentions as forms of departmental recognition. Five departmental awards are adopted and procedures established for making these awards.

POLICY It is the policy of the Elizabeth Police Department to recognize officers for acts of valor and service that extend beyond the requirements of daily operations. Awards may be issued for individual acts or operations as a group or unit.

PROCEDURES

I. RESPONSIBILITIES

A. Supervisor:

1. After receiving a report of an incident, which may be worthy of receiving an award, a supervising officer (preferably the involved officers' primary supervisor) will investigate the incident.
2. If the investigation shows such action to be warranted of a departmental award, the supervising officer will prepare and enter into Guardian a *Commendation Request* to be forwarded through the chain of command up to the Chief of Police.
3. Commendations should be based only upon firsthand knowledge and presented with supporting written reports. Supervisor recommendation reports should suggest the gradation of the departmental award. The Chief of Police shall ultimately decide the gradation of all awards and shall forward all reports to the personnel bureau for filing.

B. Personnel Bureau:

1. The personnel bureau supervisor shall ensure that approved commendation reports are placed in each officer's personnel file and shall maintain a separate commendation tally record listing total commendations to date for each officer. Such record shall be continuously updated.
2. The personnel bureau shall issue commendation bars and numbers for multiple awards.

C. Commendation Recipients:

1. Commendation bars may be displayed above an officer's breast shield in descending gradation order on both daily and Class A uniforms.
2. Accepted optional commendation bars include the following:
 - a. Above the departmental award bars officers may display an American Flag commendation bar.
 - b. Officers who are the recipients of the Union County 200 Club may wear that organization's bar.
3. Understanding that officers may complete other police achievements and be recognized by additional civic associations that award commendation bars, the Chief of Police may grant permission for individual officers to wear bars not listed in this order. If an officer wishes to display a commendation bar not listed, permission must first be obtained from the Chief of Police, through the chain of command.

II. DEPARTMENTAL AWARDS

- A. VALOR (Gradation 2.00) – is an award to any member of the department for an act of outstanding heroism in which the member has demonstrated in great degree the characteristics of selflessness, personal courage and devotion to duty, involving risk of life. A departmental citation bar with a green enameled background superimposed with twelve (12) gold stars will be issued to recipients of this award. Multiple awards of this type will be designated by adding the numerals 2, 3, 4, etc. to the center of the bar.
- B. MERIT (Gradation 1.00) – is an award for outstanding performance in a specific incident, which in kind or degree is clearly beyond the requirements of the job, but is not of the caliber that would qualify the recipient for the Award of Valor. A two-color enamel departmental citation bar (green and white) will be issued to recipients of this award. Multiple awards of this type will be handled in the same manner as the Award of Valor.
- C. EXCELLENT POLICE SERVICE (Gradation .75) – is an award granted to any member of the department for exceptional performance, which is not of the caliber to qualify the member for either the Award of Valor or the Award of Merit. A three-color enamel departmental citation bar (blue, white, and green) will be issued to recipients of this award. Multiple awards will be handled in the same manner as the Award of Valor.
- D. POLICE SERVICE AWARD (Gradation .50) – is an award granted to any member of the department for an outstanding accomplishment, which has resulted in improved administration, improved operation, or substantial savings in staffing or operation costs, where a member has gone beyond the requirements of his normal assignments to contribute to a more effective and efficient police service. A three-color enamel departmental citation bar (green, white, blue) will be issued to recipients of this award. Multiple awards of this type are to be handled in the same manner as the Award of Valor.
- E. COMMENDATION (Gradation .25) – is an award granted to any member of the department for exceptional performance, but which is not of the caliber to qualify for the higher awards. A three-color enamel departmental citation bar (red, white, and yellow) will be issued to recipients of this award. Multiple awards of this type are to be handled in the same manner as the Award of Valor.
- F. MILITARY SERVICE BAR- is an award granted to any member of the department who has served and has been honorably discharged or is still currently serving in the Armed Forces of the United States, in a combat theater of operation, or in direct support of that operation. A four-color enamel citation bar (blue, yellow, red, green, blue, green, red, yellow, blue) will be issued to the recipients of this award.
 - 1. To qualify for this award, members must meet the criteria for veteran's preference in accordance with the NJ Civil Service Commission and New Jersey state law PL. 2007, Chapter 115.
 - 2. Veterans eligible to be compensated by the United States Veterans Administration for a service-related disability from war service in accordance with New Jersey state law PL 2007, Chapter 115 shall be eligible to wear

the Military Service Bar with one (1) gold star indicator. The gold star indicator shall be placed in the center of the Military Service Bar.

- G. ESPRIT de CORPS AWARD– is an award granted to any member of the department who demonstrates a high degree of professionalism, dedication, and extraordinary work. These individuals are best compared to a “quiet leader.” Members are nominated for the award by their peers, and strong consideration is given to someone who is a team player, supports a collaborative learning environment, and continually encourages other members to achieve success while juggling their own professional challenges. This award honors the individual who through their actions has instilled, sustained, and created an Esprit de Corps within the organization. This person provides valuable insight and challenges the critical thinking processes of our members. The department shall award three individuals within these categories: Supervisor, Investigator, and Police Officer. This award is presented to the individuals in December at the venue the honoree designates appropriate.