



Effective: July 2007

Revised: March 2025

28.0 PURPOSE

The purpose of this chapter is to establish clear guidelines for department commendations and awards, ensuring transparency, fairness, and consistency in recognizing department member's service and performance.

28.1 POLICY

It is the policy of the Golden Police Department to uphold the expectation that members perform their duties with professionalism and excellence. Members whose actions bring noteworthy credit to themselves, the department, or the city may be eligible for recognition.

28.2 COMMENDATIONS AND AWARDS

The issuance of commendations and awards serves to enhance incentive, initiative, and morale. However, excessive or improper use can diminish their significance.

To maintain integrity, all nominations, reviews, and awards must be conducted in a prompt, thorough, and impartial manner.

Additionally, the department is committed to recognizing and encouraging citizens whose actions contribute to crime prevention, public safety, or support the department's mission.

28.2.1 General Criteria for Commendations and Awards

The following criteria outline the eligibility and considerations for commendations and awards. These guidelines ensure that recognition is reserved for acts of exceptional merit while maintaining the integrity and significance of the awards process.

A. Eligibility Criteria:

1. Members who perform a commendable act during their duties.
2. Members who initiate police action while off duty, in accordance with department policies.
3. Only department members, those acting on behalf of the department, or those working in coordination with the department are eligible.
4. Former members are eligible if they were department members at the time of the act in question.

B. Award Criteria – Definitions

The following terms are used to define key eligibility factors across awards:

1. **Above and Beyond the Call of Duty** – Recognizes a specific act where a member goes significantly beyond their standard duties,



demonstrating notable dedication, initiative, or courage that has a clear and meaningful impact on the department, colleagues, or the community. This typically involves a single noteworthy event or a significant action in a critical situation.

2. **Combat** – Direct physical confrontation requiring defensive or offensive action.
3. **Commendable** – Performance that is noteworthy and exceeds expectations in a meaningful way but does not reach the level of exceptional or extraordinary.
4. **Exceptional** – Performance exceeding standard expectations, demonstrating dedication, leadership, or problem-solving.
5. **Exemplary** – Denotes actions or performance that serve as a model of excellence, demonstrating the highest standards of professionalism, dedication, and integrity. Exemplary behavior consistently exceeds expectations, sets a positive example for others, and contributes meaningfully to the department's mission and success.
6. **Exemplary Professional Conduct or Performance** – Recognizes sustained excellence in leadership, integrity, and performance.
7. **Extraordinary** – An act that far surpasses standard expectations and involves significant courage, sacrifice, or outstanding judgment in critical moments.
8. **Extraordinary Merit** – Acts of bravery, decisiveness, or selflessness that far surpass standard expectations and have a profound, lasting impact.
9. **Extreme Risk** – Knowingly facing a high likelihood of serious injury or death.
10. **Gallantry** – Extraordinary courage in a dangerous situation, prioritizing the protection of others.
11. **Lifesaving** – Direct action that preserves human life, where death would have been imminent without intervention.
12. **Noteworthy** – Recognizes performance that exceeds standard expectations in a meaningful way, demonstrating dedication, skill, or impact that is clearly above average but does not meet the threshold for exceptional or extraordinary. A noteworthy act stands out among peers, contributes positively to department objectives, and reflects a strong commitment to duty.



13. **Operational Risk** – Actions involving hazardous situations requiring caution but not posing severe threats to life.
14. **Outstanding** – Performance that is above the norm, demonstrating notable skill, initiative, and commitment. An outstanding act is more than standard expectations but does not reach the threshold of exceptional or extraordinary.
15. **Significant** – Denotes an act, contribution, or injury that is meaningful and has a substantial impact. In the context of the Purple Heart, significant refers to an injury that impairs a member's ability to perform duties, requires medical treatment beyond basic first aid, or results in long-term or permanent effects on physical or psychological well-being.
16. **Significant Risk** – Courageous action with a potential for serious injury or death, though with a lower likelihood than extreme risk.
17. **Severe or Egregious Violation of Department Policies or Procedures** – A severe or egregious violation of department policies or procedures refers to a serious breach of established rules, regulations, or protocols that significantly compromises safety, integrity, or operational effectiveness. Such violations go beyond minor infractions and typically involve reckless, intentional, or grossly negligent actions that result in avoidable harm, jeopardize public trust, or undermine the mission of the department.

! Examples of Severe or Egregious Violations:

- a. Willful disregard for safety protocols leading to injury or death.
- b. Intentional misconduct such as falsifying reports, excessive use of force, or abuse of authority.
- c. Negligence in high-risk situations, such as failing to provide necessary aid or abandoning responsibilities during a critical incident.
- d. Actions that severely compromise an investigation, such as destroying evidence or knowingly providing false information.

C. Exclusions and Limitations

1. Nominations shall not be submitted for acts considered routine or within the normal scope of duties, regardless of the level of proficiency demonstrated.
2. Commendations shall not be used as a means to express appreciation for loyalty, hard work, or general support.



3. Factors that may disqualify a nomination include, but are not limited to:
 - a. An act that was undertaken recklessly, inappropriately, or unnecessarily, regardless of the outcome.

! Example: A member who places themselves or others in avoidable danger by failing to follow policy or standard operating guidelines.
 - b. An act that intentionally or inappropriately jeopardized the safety of citizens or fellow members.
 - c. A failure to act in a situation where another member or a citizen was placed at risk or injured as a result.
 - d. A severe or egregious violation of department policies or procedures that significantly contributed to the incident or outcome
4. Award Limitations

With the exception of the Purple Heart, a member may receive only one award for a specific act, achievement, or period of exemplary professional conduct or performance. However, in rare or extreme circumstances, where the act, achievement, or performance demonstrates extraordinary merit beyond the criteria of a single award, a member may be considered for more than one award. Such exceptions will be subject to review and approval by the Chief of Police.

28.2.2 Commendations and Awards Board and Process

- A. Board Composition: The Commendations and Awards Board is appointed by the Chief of Police following the annual banquet. Board members serve a two-year term, after which their role is reviewed.

The board will consist of:

1. The Board Chair, filled by the Training Coordinator
 2. One member of the executive staff
 3. At least one non-sworn department member
 4. Three additional department members, randomly selected from various sections of the department.
- B. The board operates under the supervision of the Professional Standards Sergeant to ensure fairness and consistency in the awards process.



- C. Nomination Process:
 - 1. Nominations are submitted electronically using the “Award Nomination” form and must specify the recommended award level.
 - 2. External nominations (from other departments, law enforcement agencies, or citizens) are welcome.
 - 3. Self-nominations or mutually exchanged nominations are not permitted unless evaluated by an impartial third party.
 - 4. Ideally, nominations should be submitted within 90 days of the act, though late submissions may be considered if the event comes to light later.
 - 5. A comprehensive report—including all supporting documentation and witness statements—must accompany each nomination.
 - 6. All nominations must be submitted by December 31.
- D. Review and Recommendation: The Board’s chair performs a preliminary review, and the full Board examines the nomination at regular intervals.
 - 1. The Board may:
 - a. Approve the nomination as submitted.
 - b. Recommend a higher or lower level of recognition.
 - c. Recommend that no commendation be granted.
 - 2. Decisions are made by majority vote and forwarded to the Chief of Police for final discussion and approval.
 - 3. The Chief of Police retains authority to override the Board’s recommendation or present awards independently.

28.2.3 Degrees of Commendation - Members

The following commendations / awards are established for a member’s service to the community and department. They are listed in decreasing order of precedence.

A. Medal of Honor:

The Medal of Honor is the department’s highest decoration, awarded exclusively to members who have died in the line of duty. This posthumous honor recognizes those who have made the ultimate sacrifice in service to their community, demonstrating unwavering dedication, selflessness, and courage.

CHAPTER 28
COMMENDATIONS AND AWARDS



1. Recognition of Sacrifice: The death of a member in the line of duty is, in itself, an act of valor and honor. This award serves as a lasting tribute to their dedication, bravery, and ultimate sacrifice.
2. Eligibility Criteria
 - a. A fallen member is eligible for the Medal of Honor if their death occurred under the following circumstances:
 - b. While performing their official duty.
 - c. As a result of initiating police action while off duty.
 - d. The nomination must be supported by clear documentation confirming the circumstances of the member's passing.
3. Award Details
 - a. Medal: A custom-designed gold medal featuring an eagle, badge, star, and banner in 3D, inscribed with "MEDAL OF HONOR" and "FALLEN BUT NOT FORGOTTEN," suspended from a navy-blue ribbon with white stars. The officer's badge number will be inscribed on the front of the badge and the member's name and end of watch date on the back of the medal.
 - b. Bar: A blue commendation bar with stars.
 - c. A shadow box to prominently display the medal and commendation bar.
 - d. Certificate of Recognition: Official recognition of the recipient's heroism, sacrifice, and unwavering commitment to duty.



B. Medal of Valor:

The Medal of Valor is the highest decoration awarded to sworn members, aside from the posthumously awarded Medal of Honor. It is presented to those who have demonstrated extraordinary merit by performing above and



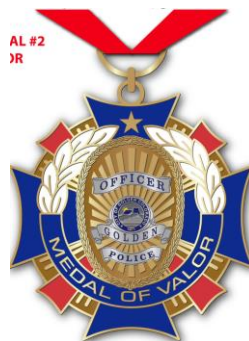
beyond the call of duty in situations involving extreme risk, particularly in combat or life-threatening situations.

1. Eligibility Criteria

- a. The recipient must have displayed exceptional courage, heroism, conspicuous bravery, or self-sacrifice in the performance of duty.
- b. The act must be so extraordinary that it clearly sets the member apart from their peers.
- c. Clear and indisputable evidence of the act is required, and nominations will only be considered if they meet the standard of extraordinary merit.

2. Award Details

- a. Medal: A custom-designed gold and blue medal featuring a police badge, star, laurel wreaths, and a banner inscribed with "MEDAL OF VALOR." The medal is suspended from a red, white, and blue ribbon and symbolizes extraordinary bravery and heroism in the line of duty.
- b. Commendation Bar: A red, white and blue commendation bar with a "V" in the center. Stars will be added for each subsequent award.
- c. Certificate of Recognition: Official recognition of the recipient's courage, selflessness, and exceptional service in the face of extreme danger.



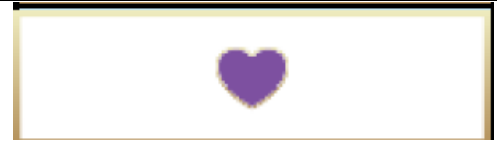
C. Purple Heart:

The Purple Heart is awarded to any department member who sustains a serious physical or psychological injury (as defined below) in the line of duty, either through direct or indirect actions of another.

CHAPTER 28
COMMENDATIONS AND AWARDS



1. Serious Physical or Psychological Injury:
 - a. A serious physical or psychological injury is one that results in significant and lasting impairment that affects a member's ability to perform their duties or requires substantial medical or psychological treatment. This includes, but is not limited to:
 - b. Serious Physical Injury – An injury sustained in the line of duty that:
 - i. Requires hospitalization, surgery, or long-term medical treatment.
 - ii. Causes permanent or long-term disability, disfigurement, or functional impairment.
 - iii. Involves major trauma, such as gunshot wounds, fractures, burns, or other critical injuries.
 - c. Serious Psychological Injury – A psychological or emotional trauma directly resulting from duty-related incidents that:
 - i. Is clinically diagnosed by a licensed mental health professional.
 - ii. Results in post-traumatic stress disorder (PTSD), acute stress disorder, or other significant mental health conditions.
 - iii. Causes substantial impairment in daily life or work performance, requiring ongoing treatment.
2. Award Details
 - a. Medal: A custom-designed gold and purple heart-shaped medal featuring a police badge, laurel wreath border, and a banner inscribed with "PURPLE HEART", symbolizing sacrifice and resilience. The medal is suspended from a red ribbon.
 - b. Commendation Bar: A white bar with a purple heart centered, worn to represent the recipient's bravery.
 - c. Certificate of Recognition: Official recognition of the recipient's sacrifice and service.



D. Distinguished Service Medal:

The Distinguished Service Medal is awarded to members who have demonstrated extraordinary gallantry, exceptional courage, and unwavering professionalism while persevering through significant risk to complete a mission or duty. This honor also recognizes individuals who have risked their own safety to save a human life or perform a critical duty under dangerous conditions, regardless of whether the lifesaving attempt was successful.

1. Eligibility Criteria

- a. Exhibited gallantry beyond the call of duty, showing exceptional bravery while facing significant personal risk.
- b. Performed a lifesaving act while facing significant personal risk, demonstrating unwavering dedication to service, even if the lifesaving effort was not ultimately successful.

2. Award Details

- a. Medal: A custom-designed silver medal with red accents, featuring a police badge and laurel wreath, symbolizing bravery and dedication. The medal is suspended from a red silken ribbon.
- b. Commendation Bar: A red bar with a “D” in the center, representing distinguished service. Additional stars will be added for each subsequent award.
- c. Certificate of Recognition: Official acknowledgment of the recipient’s heroism, perseverance, and exceptional service in the face of danger.



E. Meritorious Service Medal:

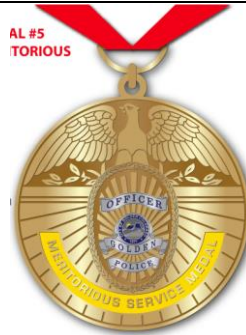
The Meritorious Service Medal is awarded to department members who have exhibited exemplary service, courage, or significant contributions to the advancement of the department.

1. Eligibility Criteria

- a. Exceptional performance in a duty of great responsibility during a critical incident, demonstrating courage and professionalism.
- b. Acts involving operational risk or personal danger during a lifesaving or attempted lifesaving act that required exceptional efforts.
- c. Significant achievements, including:
 - i. Recognition for members who have served in good standing for 25 years or more.
 - ii. Recognition for those who have played a pivotal role in the advancement of the department.

2. Award Details

- a. Medal: A custom-designed bronze medal featuring gold accents, a police badge, and a laurel wreath, symbolizing dedication and service. The medal is suspended from a gold silken ribbon.
- b. Commendation Bar: A yellow commendation bar with an "M" in the center, representing meritorious service. Stars will be added for each subsequent award.
- c. Certificate of Recognition: Official recognition of the recipient's dedication, significant contributions, and lasting impact on the department.



F. Lifesaving Medal:

The Lifesaving Medal is awarded to department members who perform a lifesaving act that goes above and beyond the call of duty by taking direct, and immediate action to preserve the life of another. The recipient must have demonstrated extraordinary efforts in preventing the loss of life, where any delay in intervention would have likely resulted in death.

1. Eligibility Criteria

- a. The lifesaving act must involve decisive, extraordinary actions that significantly increase the chances of survival for the individual in danger of dying.
- b. The recipient's actions must be exceptional and beyond routine medical aid, displaying quick thinking, expertise, or extraordinary dedication in responding to the life-threatening situation.
- c. The member did not face a direct risk to their life.
- d. The person whose life was saved must survive the incident and, if transported, be discharged from a medical care facility.

2. Award Details

- a. Medal: A custom-designed silver medal featuring a blue and white color scheme, a police badge, and a Star of Life with the Staff of Asclepius, symbolizing lifesaving heroism and medical intervention. The medal is suspended from a blue silken ribbon.
- b. Commendation Bar: A blue and white commendation bar with a Star of Life (with the Staff of Asclepius) in the center, inscribed with "1" and "Save" astride. Additional numbers will be added for each subsequent lifesaving act recognized.



- c. Certificate of Recognition: Official recognition of the recipient's extraordinary efforts, decisive action, and commitment to preserving life.



G. Employee Of the Year:

1. All nominations for Employee of the Year will be submitted to the Chief of Police through the Board chair.
2. Eligibility Criteria
 - a. The Employee of the Year Award may be awarded to a member who has shown exemplary performance in their responsibilities and service beyond their assigned duties. The recipient must establish a record of significant achievement sustained over a one-year period and demonstrate leadership, innovation, and dedication to the department and community.
 - b. Additional considerations include contributing creative ideas that improve efficiency or effectiveness, performing tasks beyond expectations, pursuing professional development opportunities, fostering cooperation and harmony within the department, and being a role model respected by fellow members.
3. Award Details
 - a. Plaque
 - b. Commendation Bar: A blue commendation bar with Employee of the Year or Officer of the Year centered. Stars will be added for each subsequent award.
 - c. Member's photograph displayed in the department lobby.
 - d. Member's name added to the department's Employee of the Year plaque in lobby.



OFFICER
OF THE YEAR

EMPLOYEE
OF THE YEAR

H. Chief's STAR Award:

(Selflessness, Teamwork, Accountability, and Respect)

The Chief's STAR is a distinguished honor awarded to members who exemplify the department's mission, vision, and values through extraordinary dedication, professionalism, and contributions that exceed expectations. This award recognizes individuals whose actions embody Selflessness, Teamwork, Accountability, and Respect, reinforcing the highest ideals of law enforcement and community service.

1. Eligibility Criteria

A department member may be awarded the Chief's STAR for exemplifying at least ONE (1) of the four core values in an extraordinary manner that significantly impacts the department, colleagues, or the community. The recipient's actions must go well beyond standard expectations, demonstrating dedication and commitment to service.



Selflessness – "Courage and Compassion in Service"

"We do the right thing for the right reason, even when difficult or unpopular; we face uncertainty and danger with bravery."

- i. Demonstrates courage and compassion in service to others, especially in times of crisis.
- ii. Prioritizes the safety and well-being of the community and colleagues over personal interests.



Teamwork – "One Team, Stronger Together"

"We respect and value all members of our team and their contributions in service of our profession and community."



- i. Strengthens collaboration within the department and the community, enhancing public trust through equitable policing.
- ii. Assists colleagues and the community by mentoring, leading, or supporting initiatives that improve departmental operations.
- iii. Develops or implements innovative strategies, policies, or projects that enhance efficiency, morale, or public safety.



Accountability – "Integrity in Action"

"We are honest, trustworthy, and transparent; we are dedicated to ethical conduct."

- i. Maintains the highest ethical standards, ensuring honesty, transparency, and professionalism.
- ii. Takes responsibility for actions and decisions, demonstrating a commitment to fairness and justice.
- iii. Serves as a role model for accountability and leadership, reinforcing public trust through integrity.



Respect – "Equity and Dignity for All"

"We recognize that each person has varying needs, life experiences, and resources; we approach each person based on their unique circumstances."

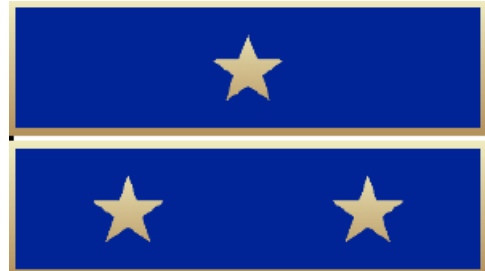
- i. Treats all individuals with dignity, fairness, and respect, ensuring equitable policing.
- ii. Promotes community engagement and inclusivity, strengthening relationships between the department and the public.
- iii. Advocates for policies and actions that reinforce the department's commitment to serving all members of the community.

2. Award Details

- a. Commendation Bar: A blue bar with a gold star in the center. Additional stars will be added for each subsequent award.



- b. Certificate of Recognition: Official acknowledgment of the recipient's outstanding service, leadership, and dedication to the Golden Police Department's mission, vision, and values.



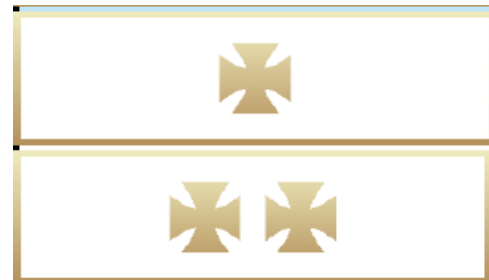
I. Professional Conduct Award:

The Professional Conduct Award recognizes sustained excellence, professionalism, and notable contributions, reinforcing the department's commitment to high standards and exceptional service. This award may be given for:

1. Consistent or sustained excellence in professional behavior and performance over time, honoring members who maintain exceptional skill, leadership, integrity, and professionalism in their daily responsibilities, demonstrating ongoing dedication to high standards and making a meaningful impact through continuous outstanding service.
2. Singular instances of exceptional job performance that are highly commendable but do not meet the criteria of the Chief's STAR Award.
3. Eligibility Criteria
 - a. A member may receive the Professional Conduct Award if they meet one or more of the following criteria:
 - b. Consistently perform their duties at an exceptional level, exceeding expectations in professionalism and service.
 - c. Successfully complete special projects with outstanding results, demonstrating commitment to excellence.
 - d. Make significant contributions that improve department efficiency and morale, fostering a better working environment.
 - e. Maintain a higher standard of performance compared to their peers, serving as a role model in their field.



- f. Go above and beyond their duties, bringing positive recognition to themselves, the department, and the city.
 - g. Demonstrate exceptional job performance in a singular instance, significantly benefiting the department or community, without meeting the higher threshold required for the Chief's STAR Award.
 - 4. Award Details
 - a. Commendation Bar: A white bar with a gold Maltese cross in the center. Additional awards will be marked with extra crosses.
 - b. Certificate of Recognition: Official recognition of the recipient's professionalism, sustained excellence, or singular outstanding performance, bringing distinction to the department.



J. Leadership Excellence:

The Leadership Excellence Award recognizes members who consistently demonstrate exceptional leadership qualities, fostering guidance, mentorship, and professional growth within the department. Recipients of this award:

- 1. Exemplify leadership excellence by providing guidance, support, and mentorship, while upholding empathy, accountability, and professionalism.
- 2. Demonstrate key leadership competencies, including effective communication, teamwork, creative problem-solving, interpersonal skills, relationship management, self-motivation, coaching abilities, project management, and conflict resolution.
- 3. Eligibility Criteria

A member may receive the Leadership Excellence Award if they:



- a. Foster a positive and collaborative work environment, encouraging professional growth among colleagues.
 - b. Provide outstanding mentorship and guidance, shaping the professional development of others.
 - c. Consistently display strong decision-making and problem-solving skills, leading with confidence and integrity.
 - d. Effectively manage relationships and communication, ensuring cohesive teamwork and productivity.
 - e. Exemplify adaptability and innovation, contributing to the department's continuous improvement and success.
4. Award Details
- a. Commendation Bar: A red bar with a star on the left and "Leadership Excellence" inscribed in the center. Stars will be added for each subsequent award.
 - b. Certificate of Recognition: Official recognition of the recipient's exceptional leadership, mentorship, and contributions to the professional development of others.



K. Community Oriented Policing:

1. The Community Oriented Policing Award recognizes members who demonstrate innovation, initiative, and a commitment to problem-solving by identifying a specific community need, developing a practical solution, and successfully implementing the solution. The impact must be measurable or readily apparent, addressing long-standing concerns or improving community relations through creative and effective policing strategies.
2. Eligibility Criteria
 - a. A member may receive the Community Oriented Policing Award if they:
 - b. Identify and assess a significant community issue, demonstrating an understanding of the needs of the population they serve.



- c. Develop and implement a creative, effective, and sustainable solution, utilizing resources to address the concern.
 - d. Demonstrate measurable success in reducing crime, improving safety, or strengthening relationships between law enforcement and the community.
 - e. Establish or improve programs that promote proactive problem-solving, collaboration, and community engagement.
3. Award Details
 - a. Commendation Bar: A red, white, and blue striped bar with "Community Oriented Policing" centered within the stripes. Stars will be added for each subsequent award.
 - b. Certificate of Recognition: Official recognition of the recipient's dedication to innovative policing strategies and meaningful community engagement.



L. Certificate of Commendation:

The Certificate of Commendation is awarded to members who demonstrate commendable performance and dedication in specific assignments or incidents. This recognition is given to those who:

1. Exhibit outstanding thoroughness, conscientiousness, determination, and initiative, going beyond routine expectations.
 2. Display noteworthy attention to duty, detail, and observation in handling a specific assignment or incident, demonstrating performance that stands out significantly from standard expectations.
3. Award Details
 - a. Certificate of Recognition: Official recognition of the recipient's dedication, professionalism, and exceptional contributions in a specific instance or assignment.

28.2.4 Degrees of Commendation - Citizens

These awards are established to recognize a citizen's service to the department, which may be exceptional. They are listed in decreasing order of precedence.



A. Distinguished Citizen Medal

1. Citizens who perform selfless acts of courage, heroism, valor, or significantly contribute to the accomplishment of the department's mission may be awarded the Distinguished Citizen Medal. This recognition honors individuals whose actions have had a meaningful impact on public safety or the department.
2. Award Details
 - a. Medal: The award will consist of a silver medal with a yellow silken ribbon.
 - b. Certificate of Recognition.



B. Citizen Commendation

Citizens who aid the police department that, while valuable, does not meet the criteria for the Distinguished Citizen Medal may be awarded the Citizen Commendation. This recognition acknowledges contributions that enhance public safety or support department operations in a meaningful way.

1. Award Details
 - a. The Citizen Commendation will be in the form of a plaque.

28.3 COMMENDATION BAR STANDARDIZATION

Standardization ensures a uniform, easily recognizable system that appropriately reflects an individual's ongoing excellence and dedication while maintaining the integrity of the department's awards and commendations program.

To ensure consistency and clarity in the recognition of multiple awards within the same category, commendation bars shall be standardized as follows, unless otherwise stated:

- A. A single commendation bar will be awarded for the initial recognition.
- B. For each additional award of the same category, a gold star will be added to the commendation bar to signify multiple recognitions.



- C. If a member receives five awards in the same category, a single silver star may replace the gold stars to maintain a professional and organized appearance.

28.4 PRESENTATION OF AWARDS

- A. Awards are publicly presented at the annual awards ceremony.
- B. The Chief of Police or designee may present Certificates of Commendation in an informal setting when timely recognition is required.

28.5 POSTHUMOUS AWARD

- A. Commendations and awards may be nominated and presented posthumously.
- B. A member's surviving family will receive an American flag and any commendations at the next awards ceremony.

28.6 RECOGNITION AT DEPARTURE

- A. The department will recognize the length of service of members who resign, retire, or become unable to continue employment due to medical circumstances or death.
- B. Service recognition will be provided to any member who retires or resigns in good standing. Those whose service is terminated by death shall be recognized posthumously. Other members may be recognized for their contributions at the discretion of the Chief of Police.
- C. Service recognition is awarded based on tenure:
 - 1. Less than 5 years – Thank-you card.
 - 2. 5-9 years – Reception, card, and plaque.
 - 3. 10-19 years – Reception and shadow box.
 - 4. 20+ years – Reception, shadow box, and appreciation gift.
- D. In addition to these recognitions, any member who retires from the department, including those with medical retirements, shall be recognized at the department's annual awards ceremony.

28.7 PURCHASE OF DUTY WEAPON

Members may purchase or receive their duty weapon upon separation based on their years of service.

- A. 1-2 years – Full replacement cost.
- B. 3-4 years – 75% of replacement cost.
- C. 5-9 years – 50% of replacement cost.
- D. 10+ years – Department transfers ownership upon request.