
	SALISBURY POLICE DEPARTMENT
	Written Directive: Department Commendations
	Publication Date: February 21, 2025
	 Approved: David Meienschein Chief of Police
Related CALEA Standards: 26.1.2	Department Commendations Section #101

Department Commendations

1. Purpose:

The purpose of this policy is to provide submission procedures and eligibility criteria for each departmental award, as well as to outline responsibilities of nominators, supervisors, and commanders.

2. Policy:

It is the policy of the Salisbury Police Department to recognize and present awards or citations for acts of valor, outstanding performance and dedication to the profession and community service. The chief of police, commanders and supervisors are encouraged to submit nominations for both sworn and non-sworn personnel. Nominations are also encouraged to recognize personnel from other law enforcement agencies and community members who have provided valuable assistance to the department.

3. Awards Nominations:

All award nominations will be forwarded to the Chief of Police via Chain of Command and/or the Salisbury Police Department's Personnel Committee. The Chief of Police will have the sole authority for approval.

4. Types of Awards:

A. Medal of Honor

- a) Is the highest and most prestigious department award.
- b) May be awarded, when all of the following criteria are met, to living persons who:
 - i. With knowledge of risk, found themselves in a life threatening situation.

- ii. Intelligently committed themselves to dangers.
- iii. Unless physically incapable of doing so, were successful in completing their objective.
- iv. Acted in the only way open to accomplish their objective.

B. Silver Star

- a) Is the second highest department award and is presented in recognition of service to the department and the citizens of Salisbury wherein valor, courage, intelligence and bravery are demonstrated over and above that normally demanded and expected of dedicated police officers.
- b) May be awarded to a person who was either involved in a criminal apprehension, enforcing the law, or attempting to maintain the public peace and any of the following:
 - i. Was aware of the danger present and took action with full knowledge of the hazards involved.
 - ii. Was in danger of being seriously injured or killed, by gunfire aimed at the officer or wounds caused by another deadly weapon, and made a subsequent successful effort to make an arrest if physically able to do so.
- c) May be awarded to a person who is involved in a lifesaving effort if all of the following criteria are met:
 - i. There was substantial risk to the officer's life.
 - ii. There was no other reasonable way for the officer to affect an arrest or attempt to save another's life.
 - iii. Immediate action had to be taken.
 - iv. The officer would not have been criticized had the effort not been undertaken.
 - v. The officer endured great physical discomfort or mental anguish during the effort.
- d) Is not awarded to a person who:
 - i. Took action in violation of department policy.
 - ii. Deliberately or ineptly caused an escalation of the incident to the point that it caused one of the following:
 - 1) The nominee or others were placed in jeopardy.
 - 2) Injury to any persons.
 - 3) A more serious situation to arise.
 - iii. Violated a direct order of a superior, when such disregard caused the nominee to become involved in the event under scrutiny.

C. Combat Cross

- a) The recipient is to receive a citation bar.
- b) The combat cross may be awarded to any member who performs an act of heroism at imminent personal hazard of life while under fire from an armed adversary.

D. Meritorious Service Award

- a) Is the third highest department award.
- b) May be awarded to a person when any of the following criteria is met:
 - i. Displayed courage and devotion to duty that is over and above that usually required when enforcing the laws of arrest.
 - ii. Displayed intelligence and devotion to duty during unusual circumstances.
 - iii. Demonstrated initiative, intelligence, expertise, and self-sacrifice that is over and above that required by the Written Directives for solving crime and apprehension of offenders.
 - iv. Arrests an armed and dangerous person, when all of the following criteria are met:
 - 1) The nominee knew the offender was armed before making the arrest.
 - 2) The offender was, in fact, armed.
 - 3) The offender was armed in a manner that could have harmed the nominee had the offender chosen to do so.
 - v. Requires that the arrest had an element of danger, and the offender was one of the following:
 - 1) Armed with a firearm and the arrest was made at close range.
 - 2) In possession of the mental attitude, capacity, and means to harm the nominee or others with a dangerous weapon other than a firearm, and attempted to do so.
 - 3) Apprehended in the act of committing or fleeing a violent crime (e.g. armed robbery, assault with a deadly weapon, etc.)
 - vi. Will not be awarded for the mere arrest of a person carrying a concealed deadly weapon, or when the offender disposes of the weapon before the officer comes into range, or when the offender was overpowered or would recognize the futility of resistance in the presence of an overwhelming number of police.

- E. Chief's Award
 - a) Is issued solely by the chief of police to recognize outstanding efforts and performance.
 - b) Is not reviewed or approved by the awards committee.
 - c) Nominations may be submitted to the chief of police by a nominee's commander, citing the reason for the nomination.

- F. Lifesaving Performance Award
 - a) Is awarded for an effort to save a human life, if all of the following criteria are met:
 - b) Immediate and positive medical treatment or rescue efforts had to be taken.
 - c) The action taken was during a life threatening situation.
 - d) The incident was verified by medical reports or witnesses.
 - e) The nominee experienced physical hardship during such efforts.
 - i. May be awarded regardless of whether the lifesaving effort was successful.

- G. Croix De Negotiator Laurel
 - a) Is awarded to a person who keeps their composure in a life threat situation and is able to talk-down someone to prevent a life threatening situation.

- H. Wound Award
 - a) May be awarded for a wound received in the line of duty, inflicted intentionally by an adversary with a weapon, resulting in severe injury causing disfigurement, permanent loss of limb or body function, lacerations or fractures being suffered by the nominee.

- I. Exceptional Duty
 - a) The exceptional duty medal may be awarded for a highly creditable accomplishment, bringing public acclaim to the nominee, the nominee's department or the public profession, as a result of training, devotion to duty, or service to the public.

- J. Honorable Service
 - a) The honorable medal may be awarded for an intelligent and creditable act in the line of duty, unusual in nature showing initiative and accomplishment.

- K. Distinguished Service
 - a) Is awarded to a person who contributes to a successful outcome of an incident when other members of service are earning award's stemming from the same incident.

- L. Distinguished Narcotic Service
 - a) Is awarded to an officer who has five possessions with intent to distribute convictions within a 12-month period.

- M. Community Policing Award
 - a) Is awarded to a person, unit or squad that displays exceptional progress in community awareness and relations related to a specific community or group of citizens.
 - b) Nominations shall include specific actions taken and groups affected along with the following information:
 - i. Examples of community and police interaction.
 - ii. Resources used throughout the project.

- N. Unit Citation
 - a) Is awarded to a specific squad or unit for superior performance during a calendar year that is clearly deemed exceptional and worthy of recognition.

- O. Samaritan Award
 - a) Is awarded from an officer to another officer who displays an act of humanity in the time of a crisis.

- P. Volunteer Award
 - a) Is awarded to a person while in an off duty capacity volunteers assistance which improves services for their community.

- Q. K-9 Commendation
 - a) Is awarded for a coordinated team of Officer-Master and Dog in recognition of completion in a full year.

- R. Educational Achievement
 - a) The educational achievement award shall be awarded to any member of the department upon satisfactory proof that the requirement leading to the granting of an associate of arts, bachelors, or master's degree has been met. Satisfactory proof shall be a copy of a grade or transcript.

- S. Civilian Service Medal
 - a) The civilian service medal is awarded to a member of the Police Department who displays outstanding efforts towards the community or Police Department while on or off duty.

- T. Retirement
 - a) In recognition of an ordinary or medical retirement.

- U. Years of Service
 - a) This award is issued for every 5 full years of service.

- V. Patriot-Military Award
 - a) This is awarded for recognition of service in the United States military.

- W. Civilian Awards (non-employee)
 - a) Civilian awards will be awarded when a civilian renders valuable assistance to a member of the Department which benefits this Department and the citizens of Salisbury.
 - b) This award will be a certificate only; no citation bar will be awarded.

- X. Marksmanship Award
 - a) Will be awarded to members who maintain a yearly qualification score of 90 or above.

- Y. Officer of the Year
 - a) This award will be recommended by your supervisor and for command staff determination.

- Z. Certificate of Appreciation
 - a) May be awarded for an act of extraordinary intelligence which reflects a highly creditable police accomplishment.
 - b) May be awarded for displaying perseverance and devotion to duty in extraordinary situations.
 - c) May be awarded for involvement in an outstanding Salisbury city community service activity while on or off duty, including but not limited to:
 - i. Charitable fund raising efforts.
 - ii. Planning, directing and coordinating of community programs aimed at fostering esprit de corps, sense of pride, etc.
 - iii. Carrying out crime prevention/community relations oriented programs.
 - iv. Active involvement in various community organizations.
 - 1) May be awarded for action taken which results in the prevention or solution of a crime when the circumstances do not merit the issuance of any other department award.

AA. Appurtenance

a) Devices such as stars, acorns, oak leaves and numerals worn in the citation bar indicate additional awards or years' service. The device shall mean the following:

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| i. | Gold Star | 2nd subsequent award |
| ii. | Oak Leaf | 3rd subsequent award |
| iii. | Acorn | 4th subsequent award |
| iv. | Cross | 5th subsequent award |
| v. | Torch | 6 th subsequent award |
| vi. | Lamp | 7 th subsequent award |

b) After the 7th award, numbers will be given to indicate the number of awards you have been issued in each category.