

# OGDEN POLICE DEPARTMENT

## POLICY 30: AWARDS

Subject Department Awards	Effective Date July 23, 2025
Department Police	Replaces Policy Dated August 30, 2022
Division All Police Personnel	July 2028

NOTE: This policy is intended for internal administrative use by the Ogden Police Department. It does not create or enlarge an employee's civil or criminal liability, nor does it establish a higher standard of care or safety applicable to third-party claims. Compliance with this policy is required for internal accountability purposes only. Any violation may be addressed through the department's administrative procedures and does not, by itself, create grounds for civil or criminal liability in any external legal proceeding.

### I. PURPOSE

To establish clear and objective standards for recognizing and rewarding exceptional acts of valor, service, and performance that reflect the missions, values, and priorities of the Ogden Police Department.

### II. POLICY

The Ogden Police Department will recognize and reward exceptional acts of valor, service, and performance. Awards will be issued based on the evaluation of standardized award criteria intended to promote a fair and consistent internal recognition process.

### III. DEFINITIONS

**Awards Committee:** A standing internal body composed of sworn and civilian personnel appointed by the Chief of Police to evaluate and authorize award nominations in accordance with department policy.

**Command Staff:** For the purposes of this policy, command staff refers to Ogden Police Department sworn personnel holding the rank of lieutenant or higher.

**Uniform Ribbon:** A uniform ribbon issued in conjunction with select departmental awards. Authorized for display on designated Ogden Police Department uniforms as a visual representation of formal commendation.

#### **IV. DEPARTMENT AWARDS, COMMITTEE APPROVAL**

The following awards are those formally recognized and issued by the Ogden Police Department which require review and approval by the Awards Committee.

##### **Police Medal of Honor**



###### Eligibility

The Police Medal of Honor is issued to sworn Ogden Police Department law enforcement officers who, while in performance of their duties, distinguish themselves by acts of extraordinary courage and heroism, knowingly and placing themselves at imminent risk of death or serious bodily harm. This award may be conferred posthumously to officers who are killed in performance of the qualifying act.

###### Award Criteria

The qualifying act shall have been performed for the purpose of saving or protecting human life. It must also be voluntary, intentional, and of such a nature that the officer was fully aware of the imminent risk to their personal safety. There must be no doubt or possibility of error in the authorization of this award.

###### Award Components

Award medal, uniform ribbon, and framed commemorative certificate.

##### **Police Medal of Valor**



###### Eligibility

The Police Medal of Valor is issued to sworn Ogden Police Department law enforcement officers who, while in performance of their duties, distinguish themselves by acts of courage involving significant personal risk.

###### Award Criteria

The qualifying act must occur under conditions of imminent danger or grave hazard, whether during a single event or as part of a sustained operation. It must additionally reflect a deliberate and courageous decision to confront danger for the purpose of saving or protecting human life, preventing serious injury, or defending the public or fellow officers. The officer must have voluntarily and intentionally faced a substantial threat to their safety or well-being, and their actions must demonstrate bravery beyond what is normally expected in the line of duty. There must be no doubt or possibility of error in the authorization of this award.

###### Award Components

Award medal, uniform ribbon, and framed commemorative certificate.

## Police Star



### Eligibility

The Police Star is issued to sworn Ogden Police Department law enforcement officers who distinguish themselves by performing exceptionally meritorious service. The award may also be conferred upon officers who, while acting in the performance of duty and under honorable circumstances, sustain serious bodily injury.

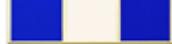
### Award Criteria

The qualifying conduct must include acts that result in departmental recognition, public acclaim, or operational success that clearly exceeds standard expectations. For injuries to be considered qualifying, the officer must have sustained a serious bodily injury directly resulting from official duties and under conditions not rising to the criteria for the Medal of Honor or Medal of Valor.

### Award Components

Award medal, uniform ribbon, and framed commemorative certificate.

## Lifesaving Medal



### Eligibility

The Lifesaving Medal is issued to any Ogden Police Department employee whose voluntary, direct, and intentional actions result in the preservation of human life during a medical or life-threatening emergency. Recipients may be awarded the Life Saving Medal in addition to another award if their actions meet the qualification criteria for both.

### Award Criteria

To qualify, the employee's actions must have been objectively essential to the survival of the individual and must reflect decisive, timely, and competent intervention. The threat to life must have been imminent and independently verifiable through medical documentation, witness statements, or other supporting evidence. The conduct must reflect performance beyond routine first responder duties and be directly attributable to the outcome.

### Award Components

Award medal, uniform ribbon, and framed commemorative certificate.

## **Superior Service Medal**



### Eligibility

The Superior Service Medal is issued to any individual, sworn or civilian, whose long-standing contributions have significantly advanced the mission, professionalism, or operational effectiveness of the Ogden Police Department. Recipients may include individuals who are not OPD employees.

### Award Criteria

To qualify, the recipient's contributions must be clearly demonstrated through the development, implementation, or leadership of impactful systems, policies, practices, programs, or other critical initiatives. These efforts must have produced measurable and enduring improvements to departmental operations, public safety partnerships, or the agency's strategic capabilities.

### Award Components

Sworn: Award medal, uniform ribbon, and framed commemorative certificate.

Civilian: Award medal and framed commemorative certificate.

## **Medal of Merit**



### Eligibility

The Medal of Merit is issued to any Ogden Police Department employee, sworn or civilian, who demonstrates outstanding performance under unusual, complex, or hazardous conditions or circumstances, or who have made substantial contributions to the success of a significant law enforcement initiative.

### Award Criteria

To qualify, the recipient's actions must reflect a high degree of initiative, effectiveness, and professional excellence. The qualifying conduct may include, but is not limited to, exceptional work on long-term investigations, critical incident management, interagency coordination, or other operational efforts that result in a notable benefit to the department or the public. The award may also be conferred upon retirement in recognition of a career marked by sustained, meritorious achievement.

### Award Components

Award medal, uniform ribbon, and framed commemorative certificate.

## **Distinguished Service Award**



### Eligibility

The Distinguished Service Award is issued to any Ogden Police Department employee, sworn or civilian, whose performance of an assigned duty or project is clearly and demonstrably superior to the standard expected of employees in a comparable role.

### Award Criteria

To qualify, the employee's performance of an assigned duty or project must be exceptional and must result in a meaningful contribution to the department's operations, mission, or public image. This award is intended for service that falls short of the criteria for the Police Star, Superior Service, or Medal of Merit, but still warrants formal acknowledgment.

### Award Components

Sworn: Uniform ribbon and framed commemorative certificate.

Civilian: Framed commemorative certificate.

### **Distinguished Unit Award**



#### Eligibility

The Distinguished Unit Award is issued to any unit, division, or workgroup within the Ogden Police Department that demonstrates outstanding collective performance or bravery in the execution of a specific assignment, project, or sustained operational effort.

#### Award Criteria

To qualify, the nominated unit must have delivered results that: (a) exceeded typical performance expectations; (b) were achieved through a coordinated effort; and (c) had a significant positive impact on the department. Nominations must list each of the unit's proposed award recipients and provide a basis for their inclusion.

Receipt of the Distinguished Service Award does not preclude individual members of the unit from being considered for additional awards based on their specific contributions.

### Award Components

Sworn: Uniform ribbon and framed commemorative certificate.

Civilian: Framed commemorative certificate.

### **Police Cross**

#### Eligibility

The Police Cross is issued posthumously to any sworn Ogden Police Department officer who loses their life in the performance of duty and under honorable circumstances.

#### Award Criteria

To qualify, the recipient's death must have occurred while acting in an official capacity and as a direct result of their service to the community. The conduct leading to their death must reflect honor, integrity, and a commitment to duty. This award may be conferred in addition to any other recognition the recipient is entitled to receive.

#### Award Components

The officer's next of kin will receive an award medal and a framed letter of commendation from the Chief of Police.

## **Certificate of Merit**

### Eligibility

The Certificate of Merit is issued to individuals not employed by the Ogden Police Department whose actions provide valuable assistance to the department or reflect conduct that would otherwise qualify for a departmental award if they were an employee.

### Award Criteria

To qualify, the individual's actions must be voluntary, intentional, and must demonstrate a significant contribution to law enforcement operations, public safety, or departmental objectives.

### Award Components

Framed commemorative certificate and letter of recognition from the Chief of Police.

## **V. DEPARTMENT AWARDS, ADMINISTRATIVE APPROVAL**

The following awards are those formally recognized and issued by the Ogden Police Department, which are authorized by the Chief of Police and do not require approval of the Awards Committee.

### **Supervisor of the Year**



### Eligibility

The Supervisor of the Year Award is issued to one department supervisor annually, sworn or civilian, whose performance exemplifies excellence in leadership, operational effectiveness, and alignment with the mission and values of the Ogden Police Department. To qualify, the supervisor must have been recognized as Supervisor of the Month during the calendar year in which the award is issued.

### Award Criteria

The Chief of Police is responsible for selecting the Supervisor of the Year Award winner from amongst the pool of eligible candidates. The selection will be informed, in part, by the results of a vote conducted among the department's command staff.

### Award Components

Sworn: Custom award and uniform ribbon.

Civilian: Custom award.

## **Officer & Employee of the Year**



### Eligibility

The Officer/Employee of the Year Award is issued annually to one sworn and one civilian employee whose performance exemplifies dedication, professionalism, and service to the mission and values of the Ogden Police Department. To qualify, the employee must have been recognized as Officer/Employee of the Month during the calendar year in which the award is issued.

### Award Criteria

The Chief of Police is responsible for selecting the Officer/Employee of the Year Award recipients from the pool of eligible candidates. The selection will be informed, in part, by the results of a vote conducted among the department's command staff.

### Award Components

Sworn: Custom award and uniform ribbon.

Civilian: Custom award.

## **VI. DEPARTMENT AWARDS, SERVICE ACHIEVEMENTS & EVENTS**

The following awards are those formally recognized and issued by the Ogden Police Department based on the recipient's achievement of objective service criteria or participation in designated events. These awards do not require review or approval by the Awards Committee.

### **Ogden-Metro SWAT Service Award**



### Eligibility

The Ogden-Metro SWAT Service Award is issued to Ogden Police Department officers who are serving or have served as Ogden-Metro SWAT team members.

### Award Criteria

To qualify, the officer must have served as a full-time member of the Ogden-Metro SWAT team.

### Award Components

Uniform Ribbon. The awarded ribbon may be worn by active team members or former team members who completed at least three years of service.

### **Honor Guard Service Award**



### Eligibility

The Honor Guard Service award is issued to Ogden Police Department officers who are serving or have served as Honor Guard members.

### Award Criteria

To qualify, the officer must be serving or must have served as a member of the OPD Honor Guard.

### Award Components

Uniform Ribbon. The awarded ribbon may be worn by active team members or former team members who completed at least three years of service (for those who joined after July 1, 2020) or at least two years of service (for those who joined the Honor Guard before June 30<sup>th</sup>, 2020).

### **Physical Fitness Award**



### Eligibility

This award is issued to sworn law enforcement officers who demonstrate superior or exceptional performance in the annual fitness assessment through completion of the Battery Test.

### Award Criteria

The award is tiered based on recorded performance in all four events of the Battery Test as follows:

- Basic Fitness Ribbon (White): Awarded to officers who meet or exceed the 50<sup>th</sup> percentile standard in all four fitness assessment events.
- Superior Fitness Ribbon (Red): Awarded to officers who meet or exceed the 75th percentile standard in all four fitness assessment events.
- Exceptional Fitness Ribbon (Blue): Awarded to officers who meet or exceed the 90th percentile standard in all four fitness assessment events.

The individual events—and the scores that must be achieved to earn the listed ribbons—are listed in Policy 14: *Physical Fitness*.

### Award Components

Uniform ribbon associated with the performance tier achieved. The awarded ribbon may be worn on the recipient's uniform immediately upon earning eligibility and for the duration of the following calendar year.

*Example: An officer meets the criteria for Exceptional Fitness in November 2025. The officer may immediately begin wearing the Exceptional Fitness Ribbon on their uniform and may continue to wear it through December 31, 2026.*

### **FBI National Academy Graduation Award**



### Eligibility

The FBI National Academy Graduation Ribbon is issued to sworn Ogden Police Department officers who successfully graduate from the FBI National Academy program.

#### Award Criteria

To qualify, the officer must have completed all academic, physical, and professional requirements of the FBI National Academy and received formal graduation status.

#### Award Components

Uniform ribbon.

#### **Sesquicentennial Celebration Service**



#### Eligibility

The Sesquicentennial Celebration Service Ribbon was issued to sworn officers of the Ogden Police Department who served the department during the Spike 150 Sesquicentennial celebration in 2019.

#### Award Criteria

To qualify, the officer must have been actively employed by and assigned operational duties on behalf of the Ogden Police Department during the Spike 150 celebration. This ribbon is a one-time, historical service recognition and will not be reissued.

#### **Winter Olympics Service**



#### Eligibility

The Winter Olympics Service Ribbon was issued to sworn officers of the Ogden Police Department who served the department during the 2002 Winter Olympics.

#### Award Criteria

To qualify, the officer must have been actively employed by and assigned operational duties on behalf of the Ogden Police Department during the Olympics in 2002. This ribbon is a one-time, historical service recognition and will not be reissued.

### **VII. AWARD NOMINATION & REVIEW**

#### A. Award Nomination Procedure

1. All award nominations must be submitted in writing. At a minimum, nominations must include:
  - (a) a declaration of the proposed award;
  - (b) the identity of the nominator(s);
  - (c) identity of the nominee(s);
  - (d) dates and circumstances of the relevant event(s);
  - (e) a detailed narrative describing the qualifying conduct; and
  - (f) any supporting documentation or evidence which the nominator(s) consider relevant and would like the Awards Committee to consider.
2. Nominations for recognition of teams, or those that include multiple nominees, must demonstrate how each of the proposed recipients met the award criteria.

3. Completed nominations must be submitted to the Awards Committee liaison for inclusion at the quarterly committee meeting.
4. A submitted nomination may be amended or withdrawn by the original nominator(s) at any point before committee review.

**B. Awards Committee**

1. The Ogden Police Department utilizes an Awards Committee to ensure all departmental awards are received, reviewed, and authorized following a standardized process. The committee is responsible for evaluating award nominations against established criteria to determine whether they meet the standards set forth in this policy.
2. Each January, the Chief of Police or their designee will appoint department personnel to serve on the Awards Committee. Committee members are expected to serve for the duration of the calendar year in which they are appointed.
3. The Awards Committee members will consist of the following:
  - Police Captain (1)
  - Police Lieutenant (1)
  - Police Sergeant (1)
  - Police Officer (2)
  - Civilian Supervisor (1)
  - Civilian Employee (2)
4. The appointed Captain will serve as the committee chair.
5. The Awards Committee will be responsible for reviewing all award nominations submitted in a calendar year. The committee will convene quarterly for the purpose of reviewing and rendering final decisions on all nominations received in the previous quarter.
6. Committee members will cast a vote in support or opposition of each nomination.
7. Award dispositions shall be decided by majority vote of the committee members who are in attendance when the vote is taken.
8. At least five (5) committee members must be present to initiate a vote. In the event of a tie, the nomination will be forwarded to the Chief of Police for final decision.
9. The Awards Committee is not limited to considering only the specific award requested by a nomination and may, at its discretion, recommend a different award

if it determines it more appropriately reflects the nature and merit of the conduct described.

10. The Awards Committee may, at its discretion, add or remove nominees from any award nomination if it determines that inclusion or exclusion is necessary to ensure alignment with the eligibility criteria and intent of the award.
11. The Awards Committee may request additional information in support of its review of any nomination. This includes, but is not limited to, supplemental documentation or evidence, clarification about the award criteria, or the appearance of the nominator at a committee meeting to answer questions relevant to the nomination.
12. Awards Committee members will be excluded from the review and vote of any nomination for which:
  - (a) they are a nominator;
  - (b) they are a nominee; or
  - (c) a clear conflict of interest exists.
13. Awards Committee discussions, deliberations, and voting outcomes shall remain strictly confidential and may not be disclosed to anyone outside of the committee without authorization from the Chief of Police.

## **VIII. AWARD DISPLAY, UNIFORM REQUIREMENTS**

1. Officers may display award ribbons on their uniform in either a single vertical column or in horizontal rows, depending on the number of awards received and departmental uniform standards as follows:
  - (a) When worn in a single vertical column, the highest-ranking ribbon shall appear at the top, with subsequent ribbons displayed in descending order beneath it.
  - (b) When worn in horizontal rows, ribbons shall be arranged from left to right (as viewed by the officer wearing the uniform), with the highest-ranking ribbon positioned to the centerline of the body. Additional rows shall follow in descending order from top to bottom. No more than three ribbons shall be worn per row.

2. Award ribbons shall be displayed in order of precedence as follows:
  1. Police Medal of Honor
  2. Police Medal of Valor
  3. Police Star
  4. Lifesaving Medal
  5. Superior Service Medal
  6. Medal of Merit
  7. Supervisor of the Year
  8. Employee of the Year
  9. Distinguished Service Award
  10. Distinguished Unit Award
  11. Ogden-Metro SWAT Service Award
  12. Honor Guard Service Award
  13. Physical Fitness Award
  14. FBI National Academy Graduation Ribbon
  15. 2002 Winter Olympics Service Ribbon
  16. 2019 Sesquicentennial Service Ribbon
  17. Outside Agency Awards
3. Only one ribbon per award type shall be displayed on the uniform. Officers who have received multiple awards of the same type shall be issued the corresponding ribbon featuring a star (in recognition of duplicative achievements).
4. Ogden Police Department officers are authorized to display, on their uniform, award ribbons issued by other law enforcement agencies if:
  - (a) the ribbon was awarded for actions, service, or achievements performed while an employee of the Ogden Police Department;
  - (b) the ribbon was awarded for actions, service, or achievements that reflect standards of conduct and recognition consistent with the values and mission of the Ogden Police Department; and
  - (c) the ribbon is consistent in size, style, and format with award ribbons issued by the Ogden Police Department.
5. Ogden Police Department officers who wish to wear award ribbons issued by other law enforcement agencies that do not meet the requirements of subsection (4) must receive authorization from the Chief of Police.
6. Officers are authorized to wear a single American Flag ribbon on their uniform in conjunction with any award ribbons. If worn, the flag ribbon shall be positioned above all other ribbons – centered horizontally over the topmost ribbon (or row of ribbons).

7. Officers shall not wear any ribbon on their uniform associated with any award for which they are not a formal recipient.
8. Award medals are issued for commemorative purposes only and are not authorized for wear on the department uniform.

## **IX. ACCOUNTABILITY**

Any Ogden Police Department employee found to have knowingly, intentionally, or negligently acted in violation of this policy will be subject to remedial and/or disciplinary action, up to and including termination, in accordance with the processes outlined in Ogden Police Department Policy 01A: Remedial and Disciplinary Procedure.

## **X. FINAL AUTHORITY**

The Chief of Police retains final operational and decision-making authority in matters related to this and all other departmental policies. Decisions or actions enacted by the Chief are final, subject to all applicable legal and regulatory constraints.