



Sioux Falls Police Department

Partnering with the community to serve, protect, and promote quality of life!

Policy: Reporting Illness	Related Policies:	Section #: 300 Benefits
		Policy #: 301
		Effective: 4-01-2009
		Page 1 of 2
<p><i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i></p>		
Reference:		

1. Purpose:

1.1. This policy establishes guidelines for employees when they report that they are unable to work due to illness.

2. Policy:

2.1. Sick leave, not vacation, compensatory time, or personal leave, will be used whenever illness or injury renders an employee incapable of performing their assigned duties during a scheduled work shift.

3. Procedure:

3.1. An employee requiring sick leave will enter the sick leave request in the TeleStaff software.

3.2. An employee is also required to contact a supervisor within their division prior to their scheduled work shift.

3.2.1. Division and section guidelines will establish the minimum standard of time necessary for reporting illness for their division or section.

3.2.2. In the *Uniformed Services Division*, officers calling in to report illness will notify a shift supervisor at least 1 hour prior to their scheduled shift.

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- 3.2.2.1. The supervisor will need to know if the sick leave requested is of a personal sick or family sick nature, and if family sick, the family member that is ill.
 - 3.2.2.2. This information will then be entered into Telestaff.
- 3.3. Sick leave with pay shall not be granted for a period longer than three (3) consecutive days.
- 3.3.1. Exceptions:
 - 3.3.1.1. If the employee presents a certificate from a duly licensed health care provider to the Chief of Police or the Director of Human Resources indicating a need to be absent from work longer than three (3) days.
 - 3.3.1.1.1. The absence must be for a personal illness or attending a member of the immediate family which requires the employee's care or attendance.
 - 3.3.1.1.2. The certificate must be from the attending health care provider **and** include a written statement indicating the medical necessity for the employee's absence on the specific date(s) due to personal illness or attendance upon a member of his immediate family.
- 3.4. Sick leave usage covered by the Family Medical Leave Act (FMLA) will not be considered as a performance issue for performance evaluation purposes.
- 3.5. Abuse of sick leave benefits will not be tolerated.
- 3.5.1. The Chief of Police, his designee, or the Director of Human Resources may require that sick leave be granted only by a certificate evidencing the sickness, signed by the employee's attending medical doctor, or require the employee to report to a City-designated medical doctor for a physical examination.
- 3.6. All employees returning to work from sick leave who are taking prescribed medication that may impact their ability to safely perform their duties shall
- 3.6.1. Immediately notify their supervisor.
 - 3.6.2. Provide a doctor's note documenting how the prescribed medication might impact their ability to safely perform their duties.
- 3.7. Management will determine whether the employee may need to be referred to the City's medical doctor for evaluation before being allowed to perform any law enforcement duties.



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Policy: Benefit Leave Time (Vacation – Personal Leave – Comp Time)	Related Policies:	Section #: 300 Benefits
		Policy #: 302
		Effective: 6-01-2009
		Page 1 of 2
<i>This policy is for internal use only and does not enlarge an employee’s civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i>		
Reference:		

1. Purpose:

1.1. This policy is created to provide guidance in the use of benefit leave time afforded to employees of the Sioux Falls Police Department.

2. Policy:

2.1. Benefit leave time will be scheduled at the discretion of the employee’s Shift / Section or Division Commander as staffing availability allows and per applicable labor agreements currently in effect.

3. Procedure:

3.1. Vacation

3.1.1. Vacation time will be scheduled at the discretion of the employee’s Shift / Section or Division Commander as staffing availability allows and per applicable labor agreements currently in effect.

3.1.2. Scheduled vacation time may be cancelled at any time by the Chief of Police in order to adequately staff the department during major incidents and / or natural disasters.

3.1.3. In the *Uniformed Services Division* and Animal Control Section, vacation bidding for the following year will commence with the finality of the annual shift bid, typically in November each year. Vacation bidding will cease when the annual

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shift bids take effect, typically in January. Those dates will fluctuate from year to year and will be announced.

- 3.1.4. In the *Investigative Services Division*, vacation requests will begin January 1st through January 14th of the calendar year. The scheduling sergeant for each section is responsible for processing the initial vacation requests by detectives. Vacation requests will be reserved by seniority during this period. Vacation requests of 40+ hour blocks will take precedence over requests for shorter lengths during this initial submission time frame. Beginning January 15th, all vacation will be on a first come, first serve basis. All time off denials will remain in TeleStaff. If there is an increase in staffing during the year and a day off becomes available, the time off will be granted according to when the denial occurred. If the denial happened during the seniority bid period, the approval will follow the bid rules above. Denials outside of the bid period will be approved in the order the days were requested.

3.2. Personal Leave

- 3.2.1. Personal leave time will be scheduled at the discretion of the employee's Shift / Section or Division Commander as staffing availability allows and per applicable labor agreements currently in effect.
- 3.2.2. Scheduled personal leave time may be cancelled at any time by the Chief of Police in order to adequately staff the department during major incidents and / or natural disasters.

3.3. Compensatory Time

- 3.3.1. Compensatory time off will be scheduled at the discretion of the employee's Shift / Section or Division Commander and is subject to cancellation on short notice as staffing needs dictate.
- 3.3.2. In the *Investigative Services Division*, compensatory time will not be scheduled for more than 30 days in advance. Once compensatory time is scheduled, it will not be preempted by anyone desiring the same time off using personal leave or vacation. Time off requested as vacation will not be switched to compensatory time at a later day.



Sioux Falls Police Department

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Policy: H.R. 218 – Law Enforcement Officers Safety Act of 2004	Related Policies:	Section #: 300 Benefits
		Policy #: 303
		Effective: 02-01-2012
		Page 1 of 3
<i>This policy is for internal use only and does not enlarge an employee’s civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i>		
Reference: Title 18 Chapter 44 USCA 926B; Title 18 Chapter 44 USCA 926C		

1. Purpose:

1.1. The purpose of this policy is to outline the department’s position regarding the Law Enforcement Officers Safety Act of 2004.

2. Policy:

2.1. It is the policy of the Sioux Falls Police Department that the firearms training cadre ensure that members retiring in “good standing” and meeting the provisions of the Law Enforcement Officers Safety Act of 2004 be qualified on an annual basis.

3. Definitions:

3.1. **Identification (Active duty)** – Photographic identification issued by the governmental agency for which the individual is employed as a law enforcement officer.

3.2. **Identification (Retiree)** – A photographic identification issued by the agency from which the individual retired from service as a law enforcement officer that indicates:

3.2.1. That the individual has, not less recently than one year before the date the individual is carrying the concealed firearm, been tested or otherwise found by the agency to meet the standards established by the agency for training and qualification for active law enforcement officers to carry a firearm of the same type as the concealed firearm; or

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- 3.2.2. a photographic identification issued by the agency from which the individual retired from service as a law enforcement officer; and
- 3.2.3. a certification issued by the State in which the individual resides that indicates that the individual has, not less recently than one year before the date the individual is carrying the concealed firearm, been tested or otherwise found by the State to meet the standards established by the State for training and qualification for active law enforcement officers to carry a firearm of the same type as the concealed firearm.

3.3. Qualified Law Enforcement Officer – An employee of a governmental agency who:

- 3.3.1. Is authorized to engage in or supervise the prevention, detection, investigation or prosecution of or incarceration of any person for any violation of law and has statutory powers or arrest
- 3.3.2. Is authorized by the agency to carry a firearm
- 3.3.3. Is not the subject of any disciplinary action by the agency
- 3.3.4. Meets standards, if any, establish by the agency which require the employee to regularly qualify in the use of a firearm
- 3.3.5. Is not under the influence of alcohol or another intoxicating or hallucinatory drug or substance
- 3.3.6. Is not prohibited by federal law from receiving a firearm.

3.4. Qualified Retired Law Enforcement Officer – An individual who

- 3.4.1. retired in good standing from service with a public agency as a law enforcement officer, other than for reasons of mental instability;
- 3.4.2. before such retirement, was authorized by law to engage in or supervise the prevention, detection, investigation, or prosecution of, or the incarceration of any person for, any violation of law, and had statutory powers of arrest;
- 3.4.3. before such retirement, was regularly employed as a law enforcement officer for an aggregate of 15 years or more; or

- 3.4.4. retired from service with such agency, after completing any applicable probationary period of such service, due to a service-connected disability, as determined by such agency;
- 3.4.5. has a non-forfeitable right to benefits under the retirement plan of the agency;
- 3.4.6. during the most recent 12-month period, has met, at the expense of the individual, the State's standards for training and qualification for active law enforcement officers to carry firearms;
- 3.4.7. is not under the influence of alcohol or another intoxicating or hallucinatory drug or substance; and
- 3.4.8. Is not prohibited by Federal law from receiving a firearm.

4. Procedure:

4.1. Chapter 44 of Title 18 of the United States Code states:

- 4.1.1. Notwithstanding any other provision of the law of any State or any political subdivision thereof, an individual who is a qualified law enforcement officer and who is carrying identification as defined above may carry a concealed firearm that has been shipped or transported in interstate or foreign commerce, subject to subsection (4.1.2).
- 4.1.2. This section shall not be construed to supersede or limit the laws of any State that permit private persons or entities to prohibit or restrict the possession of concealed firearms on their property; or prohibit or restrict the possession of firearms on any State or local government property, installation, building, base, or park.
- 4.1.3. On an annual basis, the firearms training cadre will conduct handgun firearms qualification shoots for retired members of the Sioux Falls Police Department. Upon successful completion of said shoot, the Armorer Sergeant will report the retiree's results of said qualification to South Dakota Law Enforcement Training.



Sioux Falls Police Department

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Policy: Leave of Absence without Pay	Related Policies:	Section #: 300 Benefits
		Policy #: 305
		Effective: 4-01-2009
		Page 1 of 2
<p><i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i></p>		
Reference:		

1. Purpose:

1.1. This policy is created to establish guidelines for employees requesting a leave of absence without pay.

2. Policy:

2.1. An employee may be granted a leave of absence without pay if it can be scheduled without negatively impacting the staffing requirements of their unit.

2.2. No leave of absence without pay may be granted until the employee has exhausted all accumulated vacation, personal leave, compensatory time, and sick leave (if the requested leave is due to illness or injury).

3. Procedure:

3.1. Leave of Absence Requests

3.1.1. All requests for a leave of absence without pay will be submitted in writing.

3.1.2. An advance request for a leave of absence without pay of two (2) days or less may be granted by a Shift / Section Commander.

3.1.3. An advance request for a leave of absence without pay of three (3) to five (5) days may be granted by a Division Commander.

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- 3.1.4. An advance request for a leave of absence without pay of six (6) to (14) fourteen days must be submitted through the chain of command to the Chief of Police for consideration.
- 3.1.5. All requests for a leave of absence without pay of more than fourteen (14) days must be submitted through the chain of command along with a completed "Leave of Absence Application" to be forwarded to the Director of Human Resources for final approval.

3.2. Exceptions

3.2.1. Military Exception

- 3.2.1.1. Any employee of the department who belongs to a Military Reserve Unit or National Guard Unit must be allowed to take a leave of absence without pay to attend active duty and weekend training drills without first expending all vacation, personal leave, and compensatory time.
- 3.2.1.2. All requests for a leave of absence without pay for military training, weekend drills, and activations will be submitted in writing and accompanied by a copy of the employee's military orders through the chain of command to the Chief of Police.
- 3.2.1.3. Employees will make every effort to provide the department with (30) thirty days advance notice of impending weekend drills, military training, and active duty assignments.

3.2.2. Family Medical Leave Act Exception (FMLA)

- 3.2.2.1. Any employee may request up to twelve (12) weeks of unpaid family medical leave without first expending all paid sick leave, vacation, personal leave, and compensatory time.
- 3.2.2.2. Employees should refer to City policy directives and applicable labor agreements for family medical leave protocol.



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Policy: Employee Assistance Program (EAP)	Related Policies:	Section #: 300 Benefits
		Policy #: 306
		Effective: 4-01-2009
		Page 1 of 1
<i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i>		
Reference:		

I. Purpose:

The City recognizes that employees will experience trauma, stress, and other physical and emotional turmoil at times in the normal everyday living and work experience.

II. Policy:

The City has contracted with Family Services and Avera McKennan to attend to the support needs of employees. Any employee feeling like they may need such assistance is encouraged to seek out this help.

III. Procedure:

- a. Employees may seek help voluntarily or be asked to do so by supervisors.
 - i. It should be noted that discipline is a separate matter, and may or may not be imposed irrespective of participation in the EAP.
 - ii. Participation in the program will not preclude discipline when warranted.
- b. For complete confidential details, you should contact Family Services or Avera McKennan.



Sioux Falls Police Department

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Policy: Civic Benefits	Related Policies:	Section #: 300 Benefits
		Policy #: 307
		Effective: 4-01-2009
		Page 1 of 2
<p><i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i></p>		
Reference:		

1. Purpose:

1.1. This policy is created to set a policy for department personnel regarding their participation in civic duties.

2. Policy:

2.1. The Sioux Falls Police Department will permit its employees to take part in approved civic functions while on duty as staffing allows.

3. Procedure:

3.1. Voting while on duty

3.1.1. It is the policy of the City that employees who do not have a period of two (2) consecutive hours during the time the polls are open in which they are not scheduled to work, will be allowed time off with pay for the purpose of voting.

3.2. Donating blood while on duty

3.2.1. Employee members of the Community Blood Bank must make arrangements to donate blood during off-duty hours, except that employees may be allowed to donate on City time on an emergency basis only, with the approval of their immediate supervisor.

3.2.2. The Sioux Falls Regional Bloodmobile will make scheduled visits to City buildings.

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3.2.2.1. When the bloodmobile makes a scheduled visit to a City building, the City will allow employees to donate blood on City time provided that:

3.2.2.1.1. Interested employees preregister.

3.2.2.1.2. Receive an assigned time to donate blood.

3.2.2.1.3. The employee's absence does not adversely affect the functions of the department.

3.2.2.1.4. The temporary absence is authorized by the employee's immediate supervisor.



Sioux Falls Police Department

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Policy: Health, Fitness and Safety Initiative	Related Policies:	Section #: 300 Benefits
		Policy #: 308
		Effective: 9/01/2009
		Page 1 of 2
<p><i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i></p>		
Reference: <i>Sioux Falls Police Health Fitness and Safety Initiative</i>		

1. Purpose:

1.1. The purpose of the Sioux Falls Police Department's Health, Fitness and Safety Initiative is to provide opportunities and support for self-improvement in overall health, well-being, and safety practices; which promotes a positive work environment and enhanced quality of life for all department staff.

2. Policy:

2.1. The Sioux Falls Police Department provides a *voluntary* Health, Fitness and Safety Initiative that all employees may participate in.

3. Definitions

3.1. **Fitness** – The ability to meet life's daily demands, without undue fatigue, while maintaining sufficient energy for leisure time pursuits and to overcome emergency situations that may arise personally or professionally.

3.2. **Health** – A state of complete physical, mental and emotional well being.

3.3. **Wellness** – Those purposeful actions taken to attain and maintain optimal health and fitness.

4. Procedure:

4.1. Initiative

4.1.1. The Initiative is a comprehensive plan that consists of three sections: Health, Fitness, and Safety. All three components work together to strengthen our achievement and maintenance of good health, to better protect you and the public we serve from injury, and to reduce the health risks associated with the job.

4.1.2. In no way, should this initiative be construed as a means of implementing a set of physical standards on employees, but rather a means of establishing an environment that assumes good health.

4.2. Voluntariness

4.2.1. Participation in this initiative is strictly voluntary.

4.3. Medical Screening

4.3.1. Prior to beginning any exercise program employees are encouraged to consult with their physician to make sure that they are well enough for physical exercise.

4.3.2. In addition, employees are encouraged to participate in the annual Health Lifestyles Screenings conducted by the City of Sioux Falls.

4.4. Advisory Committee

4.4.1. A group of employees of the Sioux Falls Police Department will be created to act as an advisory committee for the HFS Initiative.

4.4.2. This group will be made of both sworn and non-sworn employees. The committee will have representation from the different ranks and divisions of the department. The City's Health and Wellness coordinator will also be a part of the group.

4.4.3. The committee will meet as needed to develop the HFS Initiative and make suggestions and recommendations to the administration of the SFPD.

4.5. Facilities

4.5.1. The Sioux Falls Police Department provides a workout room with weights and machines so that employees may participate in both weight lifting and cardio exercises.

4.5.2. The department also provides a mat room with a DVD library of workout routines.



Sioux Falls Police Department

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Policy: Temporary Light Duty	Related Policies:	Section #: 300 Benefits
		Policy #: 309
		Effective: 4-01-2009
		Page 1 of 3
<i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i>		
Reference: <i>City of Sioux Falls Executive Orders</i>		
Sensitivity Level: <input checked="" type="checkbox"/> Public <input type="checkbox"/> Guarded <input type="checkbox"/> Law Enforcement Eyes Only		

1. Purpose:

1.1. This policy is created to outline the availability of temporary light duty positions.

2. Policy:

2.1. The availability of temporary light-duty positions to an employee is not guaranteed, but will be based solely upon the needs of the department, as determined by the Chief of Police or his designee.

3. Definitions:

3.1. **Long-Term Temporary Light-Duty** – Temporary light duty status of more than 3 days.

3.2. **Short-Term Temporary Light Duty** – Temporary light duty status of 3 days or less.

4. Procedure:

4.1. As a general rule, no temporary light-duty position will be available to any employee for longer than six (6) months per injury or illness.

4.2. If at the end of (6) six months, the employee is not able to resume their full duties, the employee will have to use authorized leave and will not return to work until the employee can resume full-duty status.

- 4.3. There is a potential for this period to be extended, based on the specific circumstances of a case.
- 4.4. Written approval from the employee's physician is required before an employee can return to their full duties.
- 4.5. If it is determined that an employee is permanently disabled to the extent that they cannot carry out their assigned duties, then the matter will be handled as described in the City of Sioux Falls Executive Orders, entitled "Return To Work Program."
- 4.6. Officers on a temporary light-duty status will not operate marked police vehicles.
- 4.7. Short-Term Temporary Light Duty
 - 4.7.1. Section or Shift Commanders may grant an employee temporary light-duty status for a maximum of three (3) working days per illness or injury provided the position is productive and beneficial to the department.
 - 4.7.2. Such positions will be filled on a first-come, first-served basis.
 - 4.7.3. Preference will be given to employees with injuries or illnesses covered by the City's Workers' Compensation Insurance when filling available temporary light-duty positions.
 - 4.7.4. The supervisor granting temporary light-duty status will notify the Division Commander in writing as to the circumstances involved and the duties assigned the requesting employee.
- 4.8. Long-Term Temporary Light-Duty
 - 4.8.1. All requests for temporary light-duty status exceeding the three (3) day limit will require the approval of the Division Commander.
 - 4.8.2. All requests for extended temporary light-duty assignments will be in writing and submitted to the Division Commander for approval.
 - 4.8.2.1. Included in the request there will be a department form filled out by the employee's physician.
 - 4.8.2.2. The form must identify the nature of the medical problem, work limitations, rehabilitation requirements, if any, and an estimate as to when the employee will be able to return to full-duty status.
 - 4.8.2.3. The form will also identify any medication the employee is taking that may have an adverse effect on their ability to assume a temporary light-duty assignment and what those limitations are.

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- 4.8.3. No employee will return to work on extended temporary light-duty status until the requested information has been presented to the Division Commander and a temporary light-duty position is authorized.
- 4.8.4. The requesting employee will be notified by a supervisor as to whether or not a temporary light-duty position has been approved.
- 4.8.5. The department may ask for further clarification from the employee or their physician, if needed.
- 4.8.6. The final decision as to whether or not an employee will return to work on temporary light-duty status is that of the Chief of Police.
- 4.8.7. Preference will be given to employees with injuries or illnesses covered by the City's Workers' Compensation Insurance when filling available temporary light-duty positions.
- 4.8.8. It is possible that an employee with a work-related injury or illness will bump an employee with a non-work-related injury or illness out of a temporary light-duty position.



Sioux Falls Police Department

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Policy: Light Duty	Related Policies:	Section #: 300 Benefits
		Policy #: 309
		Effective: 6-02-2015
		Page 1 of 3
<p><i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i></p>		
Reference: <i>City of Sioux Falls Executive Orders</i>		

1. Purpose:

1.1. This policy is created to outline the availability of light duty positions.

2. Policy:

3. The purpose of light duty assignments is to provide a temporary assignment, within medical restrictions, for employees that have suffered an injury. Light duty assignments are provided when a medical prognosis indicates the employee is expected to return to full duty following a course of medical treatment. The work assignment must be consistent with the employee's physical/mental abilities.

3.1. The availability of light-duty positions to an employee is not guaranteed, but will be based solely upon the needs of the department, as determined by the Chief of Police or his designee.

4. Procedure:

4.1. Written approval from the employee's physician is required before an employee can return to their full duties.

4.2. If it is determined that an employee is permanently disabled to the extent that they cannot carry out their assigned duties, then the matter will be handled as described in the City of Sioux Falls Executive Orders, entitled "Return To Work Program."

4.3. Officers on light-duty status will not operate marked police vehicles.

4.4. Short-Term Light Duty

- 4.4.1. Section or Shift Commanders may grant an employee light-duty status for a maximum of three (3) working days per illness or injury provided the position is productive and beneficial to the department.
- 4.4.2. Such positions will be filled on a first-come, first-served basis.
- 4.4.3. The supervisor granting light-duty status will notify the Division Commander in writing as to the circumstances involved and the duties assigned the requesting employee.
- 4.4.4. All requests for light-duty status exceeding the three (3) day limit will require the approval of the Division Commander.
- 4.4.5. All requests for extended light-duty assignments will be in writing and submitted to the Division Commander for approval.
 - 4.4.5.1. Included in the request there will be a department form filled out by the employee's physician.
 - 4.4.5.2. The form must identify the nature of the medical problem, work limitations, rehabilitation requirements, if any, and an estimate as to when the employee will be able to return to full-duty status.
 - 4.4.5.3. The form will also identify any medication the employee is taking that may have an adverse effect on their ability to assume a temporary light-duty assignment and what those limitations are.
- 4.4.6. No employee will return to work on extended light-duty status until the requested information has been presented to the Division Commander and a light-duty position is authorized.
- 4.4.7. The requesting employee will be notified by a supervisor as to whether or not a temporary light-duty position has been approved.
- 4.4.8. The department may ask for further clarification from the employee or their physician, if needed.
- 4.4.9. The final decision as to whether or not an employee will return to work on light-duty status is that of the Chief of Police.

4.4.10. A Job Function Analysis may be required by Risk Management before returning to full duty for employees that have had an on duty injury that required an extended absence from full duty.

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Policy: Service Recognition Program	Related Policies:	Section #: 300 Benefits
		Policy #: 310
		Effective: 4-01-2009
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<i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i>		
Reference:		

1. Purpose:

1.1. This policy is created to establish a means of recognizing members of the Sioux Falls Police Department for exemplary work.

2. Policy:

2.1. The Sioux Falls Police Department expects a high level of professional conduct from its members. When members of the department perform their duties in a manner that exceeds its highest standards, the department recognizes such outstanding conduct with official commendation.

2.2. The department also honors citizens of the community who substantially assist the department in a manner beyond their normal civic responsibilities.

3. Procedure:

3.1. Nomination:

3.1.1. Any member of the Sioux Falls Police Department may recommend any other member of the department for an award.

3.1.2. Such recommendations shall be made within fifteen (15) days after the event that prompted the nomination.

3.2. Submission:

- 3.2.1.** All nominations for award consideration are to be submitted in writing to the Service Recognition Board by using the Service Recognition Nomination Form.
- 3.2.2.** The completed form will be submitted to the immediate supervisor of the officer who has been nominated.
- 3.2.3.** The supervisor so informed shall forward the form to the Chairperson of the Service Recognition Board within five (5) days after being so notified.
- 3.2.4.** In a situation where a citizen of the community is being nominated for recognition, the form shall be submitted directly to the Chairperson of the Service Recognition Board.

3.3. Investigation and Voting:

- 3.3.1.** The Service Recognition Board will be responsible for gathering all information concerning the nomination for recognition, and will assemble the information into a recommendation report.
- 3.3.2.** The members of the Service Recognition Board shall vote on all nominations, and the following shall apply:
 - 3.3.2.1.** It shall be required that at least five members of the board be present for a vote.
 - 3.3.2.2.** A majority vote will be considered a unanimous vote.
 - 3.3.2.3.** No records will be maintained of the voting records of individual members of the Service Recognition Board.
 - 3.3.2.4.** Each nomination for recommendations shall be considered and voted on separately.

3.4. Recommendation:

- 3.4.1.** The Service Recognition Board shall submit to the Chief of Police, in writing, their recommendation in reference to the nomination for an award within fifteen (15) days, unless special circumstances exist that could delay the process.

3.5. Presentation of Award:

- 3.5.1. Upon final approval of the recommendation for award by the Chief of Police, presentation will take place as soon as possible.
- 3.5.2. Every effort will be made for all award presentations to be made to the recipient in person, and in the presence of as many of his peers as possible.

3.6. Levels of Awards:

3.6.1. Blue Star Medal: The Blue Star Medal is awarded to Sioux Falls Police Department officers who receive a wound or injury of a serious nature capable of causing death or extended disability.

- 3.6.1.1. To qualify for this award, the wound or injury must have been caused by the deliberate actions of another, in an attempt to cause injury to the officer, some other person, or property, or in the attempted apprehension of said person, reporting officer in an attempt to save a human life, placing oneself in immediate danger.
- 3.6.1.2. The form of the medal shall be as shown in the Blackinton Badge Company catalog.
- 3.6.1.3. Item # A1595, which is a gold star medal with the state seal of SD in the center.
- 3.6.1.4. The words "Blue Star" will be around the state seal.
- 3.6.1.5. The medal shall be fastened to a blue drape-style ribbon.
- 3.6.1.6. The commendation bar shall be Item #A4616H, a blue bar with a gold star in the center.
- 3.6.1.7. A certificate shall accompany the medal.
- 3.6.1.8. If, during an officer's career, he is awarded more than one of these medals, extra stars may be added to the bar.
- 3.6.1.9. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.

3.6.2. Chief's Commendation: The Chief's Commendation is awarded to an employee for exceptional performance in a duty of great responsibility, or of critical importance to law enforcement.

- 3.6.2.1. Such service shall be clearly above that normally expected, and shall have contributed significantly to the success of a major project, field operation, or investigation.
- 3.6.2.2. The award will be in the form of a certificate.

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- 3.6.2.3. A commendation bar is authorized and shall be Blackinton item #A3704 with blue/white.



- 3.6.2.4. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.
- 3.6.2.5. The wearing of this commendation supersedes the wearing of a Shift/Section or Division commendation medal.

3.6.3. Division Commendation: The Division Commendation is awarded to an employee who distinguishes themselves by an act or achievement that is beyond the normal performance of members of that division, and reflects well upon the department.

- 3.6.3.1. Such service shall be clearly above that normally exhibited by an officer of the department in equivalent circumstances.
- 3.6.3.2. The award will be in the form of a certificate.
- 3.6.3.3. A commendation bar is authorized and shall be Blackinton item #A3704 with green/white.



- 3.6.3.4. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.
- 3.6.3.5. The wearing of this commendation bar supersedes a Shift/Section commendation and is superseded by the awarding of a Chief's commendation.

3.6.4. Life Saving Award: To qualify for this award, an employee must be credited with taking physical action that results in a life being saved from certain death and there is no danger to the officer's life. Typically, these incidents will involve, but are not limited to, CPR, AED usage, Heimlich maneuver, etc., and will generally fall outside the realm of other listed service recognition categories.

- 3.6.4.1. The form of the Life Saving Bar shall be as shown in the Blackinton Badge Company catalog.
- 3.6.4.2. Item A8074. Should an officer be recognized for additional saves, A8074A and A8074B will be awarded, replacing the previously awarded bar.
- 3.6.4.3. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.

3.6.5. Marksmanship Awards: Marksmanship awards are to be awarded on the basis of recommendations by the Sioux Falls Police Department Armorer Sergeant based upon the yearly qualification shoot.

3.6.5.1. Marksmanship awards shall be based upon classifications formulated by the National Rifle Association (NRA) already in existence.

3.6.5.2. Awards will be for:

Distinguished Expert	Item #A6140L	Score of 98 or higher
Expert	Item #A6140K	Score of 94 to 97
Sharpshooter	Item #A6140J	Score of 90 to 93
Marksman	Item #A6140H	Score of 86 to 89

3.6.5.3. The form of the award shall be a bar that may be worn centered on the left shirt pocket flap. The bar shall be silver for patrol grade officers and gold for supervisory grade officers.

3.6.6. Medal of Honor: The Medal of Honor is the highest award presented by the Sioux Falls Police Department to members of the department.

3.6.6.1. The Medal of Honor is awarded to an officer for an act that involves extreme risk to the officer’s life, which is performed above and beyond the call of duty.

3.6.6.2. The Medal of Honor is awarded posthumously to an officer who loses his life in the performance of their duty under honorable circumstances.

3.6.6.3. If an officer uses poor judgment that created the necessity for his actions, he will not be eligible for this award.

3.6.6.4. The form of the medal shall be as shown in the Blackinton Badge Company catalog.

3.6.6.4.1. Item #A1660 which is a gold cross with the state seal of SD in the center.

3.6.6.4.2. The words “Medal of Honor” will be around the state seal.

3.6.6.4.3. The medal shall be fastened to a red / white / blue drape-style ribbon.

3.6.6.4.4. The commendation bar shall be Item #A7175, a red / white / blue bar with the word “Honor” in the center in gold.

3.6.6.4.5. A certificate shall accompany the medal.

3.6.6.5. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.

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3.6.7. Medal of Merit: The Medal of Merit is the second highest award presented by the Sioux Falls Police Department to members of the department.

- 3.6.7.1. The Medal of Merit is awarded to an officer for an act that saves a human life or for valiant life-saving efforts, even though the victim may perish.
- 3.6.7.2. The act must involve a high degree of risk to the life of the officer, but under conditions less hazardous than those constituting Medal of Honor actions.
- 3.6.7.3. The form of the medal shall be as shown in the Blackinton Badge Company catalog.
 - 3.6.7.3.1. Item #A1789, which is a round gold medal with an eagle on top with the state seal of SD in the center.
 - 3.6.7.3.2. The words "Medal of Merit" will be around the state seal.
 - 3.6.7.3.3. The medal shall be fastened to a blue / white / blue drape-style ribbon.
 - 3.6.7.3.4. The commendation bar shall be Item #A7176, a blue / white / blue bar with the word "Merit" in the center in gold.
 - 3.6.7.3.5. A certificate shall accompany the medal.
- 3.6.7.4. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.

3.6.8. Outstanding Citizen Award: The Outstanding Citizen Award is presented to a citizen who substantially assisted the Sioux Falls Police Department or any of its members, or another member of the community, above and beyond the scope of normal civic responsibility.

- 3.6.8.1. The award will be in the form of a plaque and / or certificate.

3.6.9. Shift / Section Level Commendation: The Shift / Section Level Commendation is awarded to an employee who distinguishes themselves by an act or achievement that is exemplary. This award would recognize a shift or section level officer for work that is done exceptionally well or where the officer takes the initiative to go the extra mile in assisting the public.

3.6.9.1. The award will be in the form of written documentation on department letterhead that will be placed in the employee's shift file for documentation in the annual review.

3.6.9.2. A commendation bar is authorized and shall be Blackinton item #A3704 with black/white.



3.6.9.3. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.

3.6.9.4. The wearing of this commendation bar would be superseded by the awarding of a Chief's or Division commendation.

3.6.10. Medal of Valor: The Medal of Valor is the third highest award presented by the Sioux Falls Police Department to members of the department.

3.6.10.1. The Medal of Valor is awarded to an employee who distinguishes themselves in combat with an armed adversary, through an individual act of heroism, or at the imminent personal hazard of life.

3.6.10.2. The form of the Medal of Valor shall be as shown in the Blackinton Badge Company catalog.

3.6.10.3. Item #A4131, which is a gold Maltese cross medal with the state seal of SD in the center.



3.6.10.4. The words "Medal of Valor" will be around the State Seal.

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- 3.6.10.5. The medal shall be and fastened to a white/blue/red/blue/white drape-style ribbon, item #RC-44.



- 3.6.10.6. The commendation bar shall be item #A7177, a blue/red/blue bar with the word "Valor" in the center.



- 3.6.10.7. A certificate shall accompany the medal.
- 3.6.10.8. The commendation bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam.
- 3.6.10.9. The wearing of the commendation bar would be superseded by the awarding of a Medal of Honor or Medal of Merit.

3.6.11. Military Recognition Medal

- 3.6.11.1. The Military Recognition bar can be worn by any officer that has served in any branch of the military and is or has left in good standing. The bar is optional for officers that have served and will be paid for by the officer.
- 3.6.11.2. The bars to be worn are shown in the Blackinton Badge Company catalog. The medals are listed as follows:

ARMY A11173



USAF A11173-A



NAVY A11173-B



USMC A11173-C



USCG A11173-D



- 3.6.11.3. The Military Recognition bar may be worn on the duty uniform shirt, above the right shirt pocket centered with the name tag and any other unit identifying pins.

3.6.12. Employees of the Year/Supervisors of the Year

- 3.6.12.1. The Department will annually recognize one supervisory sworn employee, one non-supervisory sworn employee and one non-sworn employee as employees/supervisor of the year. The designation recognizes those who have exhibited an attitude of professionalism coupled with a high degree of performance in their assigned tasks during the course of the past year. Supervisors below the rank of Captain are eligible for the Supervisor of the Year award.
- 3.6.12.2. Any employee may nominate one non-supervisory sworn employee, one non-sworn employee and one supervisor for these awards.
- 3.6.12.3. All nominations will include an account of the employee's action(s) that led to the nomination. Such documentation may include (but is not limited to) examples of the employee's devotion to the Department, specific accomplishments made by the employee and examples of the employee's overall attitude and demeanor. All such examples will address activity during past calendar year only.
- 3.6.12.4. All nominations will be submitted by December 1st of the award year.
- 3.6.12.5. All nominations will be forwarded to the direct supervisor of the nominated persons for forwarding through the chain-of-command to the Service Recognition Board. The Service Recognition Board will review each nomination and make final recommendations on the awards to the Chief of Police. The Chief of Police will review these recommendations and determine which employees will be named employees/supervisor of the year.

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- 3.6.12.6. Individual plaques naming the employees/supervisor of the year will be conspicuously displayed in the Law Enforcement Center. The plaque will specify the name of the employee and the year for which it was presented.
- 3.6.12.7. An award to each individual is authorized and will be in the form of a plaque.
- 3.6.12.8. An award bar is authorized for sworn employees and shall be Blackinton #A3705 blue, light blue and blue with gold tone for supervisors and nickel for officers. The award bar will bear the year for which the award is presented and will be worn for one year from the award date.
- 3.6.12.9. The award bar may be worn on the duty uniform shirt, centered on the left shirt pocket flap, on the seam. It will be worn above any bar or pin currently authorized.