



EMPLOYEE RECOGNITION

SCOPE

This guideline shall apply to all members of the Stoney Point Fire Department and shall be adhered to by all members.

PURPOSE

To establish procedures for recognizing outstanding performance by members of Stoney Point Fire Department.

DEFINITIONS

Guideline - a general rule, principle, outline of a policy

Member – any career, volunteer, staff, and auxiliary personnel affiliated with the department

Shall - indicates a mandatory requirement

GUIDELINES

Stoney Point Fire Department is dependent upon its members to be successful. The recognition of those members that exceed the standards and provide outstanding service to the department and the community shall be rewarded. Members of Stoney Point Fire Department may receive recognition by several methods. Most prevalent would be verbal acknowledgement of outstanding performance by department leadership. Additionally, members may receive certificates of appreciation for specific acts, or patterns of performance. Annually, the department recognizes several members for their hard work and performance with plaques and public affirmation. Finally, Stoney Point Fire Department members may be recognized with local, state, or federal awards after being nominated by department leadership. This guideline details the potential forms of recognition.

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Award or Recognition Type

There are several methods of recognizing Stoney Point Fire Department members for their service and extraordinary performance. Among these forms of recognition are:

- Certificate of Appreciation
- Performance Recognition Award
- Service Recognition Award
- Valor Awards
- Life Saving Awards
- Service Awards
- Certification Pins

Certificate of Appreciation

Stoney Point Fire Department shall recognize members of the department and community partners for outstanding service to the department or to the community. These certificates are typically for a single event or service. Recommendations for certificates of appreciation are submitted to the Fire Chief for approval.

Performance Recognition Award

Members of Stoney Point Fire Department are recognized at the annual Christmas party with performance recognition awards. These awards are typically personalized plaques representing the achievement. Members are nominated for these awards by their peers and leadership and submitted to the awards committee. The awards committee is made up of the previous year's awardees and a Chief Officer.

Service Recognition Award

Dedication and longevity of service to Stoney Point Fire Department is celebrated through the award of service recognition awards. These awards are typically personalized plaques representing the achievement. These awards are submitted beginning with the 10th anniversary with the department and every 5 years following. Additionally, retirement awards shall be produced for dedicated service in the service recognition awards category.

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Valor Award

Stoney Point Fire Department does not possess any individual awards. However, members of the department may be submitted for and recognized with local, state, or federal awards for individual acts of heroism. These awards may be physical medals, ribbons, plaques, or certificates. The Fire Chief shall submit members for recognition to the appropriate agency with supporting documentation.

- Greater Fayetteville Chamber
- North Carolina State Firefighter's Association (Medal of Valor)
- International Association of Fire Chiefs (Ben Franklin Award for Valor)
- U.S. Department of Justice (Public Safety Officer Medal of Valor)
- North Carolina Sons of the American Revolution
- Other organizations

Life Saving Award

As an all hazards emergency response organization, Stoney Point Fire Department is charged with saving and preserving life as its primary role. Members of the department shall be recognized for extraordinary life saving efforts through submission of a lifesaving award. The department leadership shall nominate the member and provide the necessary documentation.

- Greater Fayetteville Chamber
- North Carolina State Firefighter's Association
- International Association of Fire Chiefs
- U.S. Department of Justice (Public Safety Officer Medal of Valor)
- North Carolina Sons of the American Revolution
- Other organizations

Service Awards

Individual members or groups may be recognized for outstanding or arduous service in support of the department or community. These awards may take the form of certificates, plaques, coins, or medals. The Fire Chief shall nominate the member, or members for these awards and provide the supporting documentation.

- Greater Fayetteville Chamber
- North Carolina State Firefighter's Association
- International Association of Fire Chiefs
- U.S. Department of Defense (Humanitarian Service Medal)
- North Carolina Sons of the American Revolution
- Other organizations

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Certification Pins

Stoney Point Fire Department members may display certification pins awarded for continually striving for self-improvement. Among these certification pins are:

- Center for Public Safety Excellence
 - Chief Fire Officer
 - Chief Training Officer
 - Fire Officer
- National Fire Academy
 - Executive Fire Officer
 - Managing Officer

References

Stoney Point Fire Department By Laws
North Carolina Sons of the American Revolution
North Carolina State Firefighter's Association
International Fire Chief's Association
US Department of Justice
US Department of Defense
Greater Fayetteville Chamber
Cumberland County Emergency Services

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