

Fry Fire District

Medals, Awards, Commendations, Citations and Criteria

1. **Medal of Honor:** *(a.k.a. the Firefighter's Medal)*

The *Medal of Honor* is the most prestigious and revered award bestowed to an individual of the Fry Fire District. This award is given for *extraordinary* individual heroism, sacrifice and intrepidity while operating at the scene of an emergency, at tremendous personal risk, and courageously saving the life of, or protecting another person or persons from, certain harm or death. This honor is given on an individual basis to those members who have truly acted above and beyond the call of duty, reflecting great credit upon themselves and the fire service.

Recipients of the *Medal of Honor* will receive a six-point gold medal, (A1595), with solid light blue "Windsor Fold" ribbon. Center seal will be comprised of a blue firefighter "scramble." A Commendation Bar representing this award, will be worn on the member's Class B and Class A uniform, in compliance with District Guidelines.

Commendation Bars representing the *Medal of Honor* will be solid blue (azure) with a gold border, (A7140). Commendation Bars with a gold star or gold stars (devices) will represent subsequent awards. Devices (gold stars) will also be adorned on the original medal received, which will also represent subsequent awards. Nominations for this honor, may be submitted by any individual on the department, however, all nominations/submittals, must be documented and submitted to the department's administration office. Documentation will include full details regarding the emergency call and the specific acts or deeds executed. All nominations will be reviewed and approved or disapproved by the Fire Chief.

2. **Medal of Valor:**

The *Medal of Valor* is bequeathed to individuals of the Fry Fire District whose performance, whether in the line of duty or not, resulted in a successful rescue of an individual or individuals, or protected said individual or individuals from certain harm or death, under exceptionally hazardous or dangerous conditions. Acts or deeds must clearly exhibit individual bravery, gallantry and/or heroism *above the call of duty*, but to a lesser degree than those acts or deeds deserving of the *Medal of Honor*.

Recipients of the *Medal of Valor* will receive a gold "arrowhead" medal, (A2366), with solid red "Windsor Fold" ribbon. Center seal will be comprised of a red firefighter "scramble." A Commendation Bar representing this award, will be worn on the member's Class B and Class A uniform, in compliance with District Guidelines.

Commendation Bars representing the *Medal of Valor* will be solid red with a gold border, (A7140). Commendation Bars with a gold star or gold stars (devices) will represent subsequent awards. Devices will also be adorned on the original medal received, which will represent subsequent awards. Potential recipients may be nominated by any individual on the department and all nominations must be documented and submitted to the department's administration office, which will include full details regarding the emergency call and the specific acts or deeds executed. All nominations will be reviewed and approved or disapproved by the Fire Chief.

3. Distinguished Service Medal:

The *Distinguished Service Medal* is the most celebrated award bestowed to an individual of the Fry Fire District, encompassing superior contributions, outstanding personal or professional achievement and/or exemplary service, which may not involve emergency operations.

The *Distinguished Service Medal* is presented to any individual whose overall contributions to the community, the Fire District, or the fire and emergency medical services as a whole, have greatly benefited our constituents, compatriots or fellow emergency providers. Contributions must have been performed with distinction, over an extended period of time, and in an exceptional manner, which exceed the criteria for the *Meritorious Service Medal*.

Criteria for consideration regarding the *Distinguished Service Medal* includes:

- A. The nominee must have acquired a minimum of seven (7) years of honorable field experience in the fire and emergency medical services while serving in the capacity of career/full-time employee, or, the individual must have acquired ten (10) years field experience as a full-time Reserve Firefighter, to be eligible for this award.
- B. The nominee must have demonstrated unwavering dedication to the constituents he/she serves, through unprecedented community or public service, including leadership or coordinator roles in successful charitable efforts and/or contributions which result or have resulted in enormous benefits regarding the masses, or, superior commitments to public safety, education and the public welfare, preferably without regard for remuneration or compensation.
- C. The nominee must have demonstrated or demonstrates unsurpassed commitment to professional development and personal growth, through rigorous training and/or formal education and related instruction, received throughout his/her tenure.

II.

D. The nominee has demonstrated or presently demonstrates an unwavering desire to mentor and/or instruct his/her fellow emergency services providers, or has assiduously coordinated emergency services training, education and related activities, which have resulted in a profound increase in emergency provider skill and knowledge at a local, state or federal level.

E. The nominee has received a combination of no less than eight (8) formal or “in-house” commendations, letters of commendation, other fire service related awards or acclamations, Fry Fire District “of-the-year” awards, “Special Recognition Awards” or documented merit increases, (notwithstanding those received on a fixed, annual basis).

F. The nominee has demonstrated or demonstrates continuous and/or active participation in extra-curricular activities and/or services, which have proven invaluable to the community and the District, beyond those basic skills required for employment, which simply meet job description responsibilities and standardized service. A few examples are described below:

Successful advanced life support achievement and practice; participation with the County’s Hazardous Materials Team; acquisition of CONTOMS training and certification; utilizing acquired Technical Rescue expertise; or, participating in any other atypical service or discipline.

G. The nominee must have profoundly, diligently and consistently contributed internally to the Fire District. The contributions will have resulted in an escalation and/or augmentation of routine or extracurricular tasks or duties performed by department members, thus increasing the level of service department employees provide, or have provided our constituents.

H. Any act or acts of heroism, valor or gallantry, sacrifice or displays of exceptional life-saving skills by individuals of the department, which have been officially documented, but are of a lesser degree than those acts meeting the criteria for the *Medal of Honor* or *Medal of Valor*.

If nominees have met the aforementioned standard described in Criteria H, but have less than the required time-in-grade, (see Criteria “A”), nominees should be considered for *Firefighter of the Year* or the *Meritorious Service Medal*. Once the nominee has successfully attained the minimum required time-in-service, consideration for the *Distinguished Service Medal* may be re-evaluated by a review panel, if all other required criteria are met.

III.

All nominees considered for the *Distinguished Service Medal*, **must** have met or exceeded Criteria A. However, in addition, nominees must also have met or exceeded a minimum of four (4) of the remaining seven (7) criteria, to be eligible for this prestigious honor.

Recipients of the *Distinguished Service Medal* will receive a gold maltese style cross, (A4131), with alternating red and white patterned “Windsor Fold” ribbon. Center seal will be comprised of a white firefighter “scramble.” A Commendation Bar representing this award, will be worn on the member’s Class B and Class A uniform, in compliance with District Guidelines.

Commendation Bars representing the *Distinguished Service Medal* will be comprised of a solid white background with three (3) red vertical stripes centered on the bar, adorned by a gold border, (A6266). (*The DSM is difficult to achieve, since it entails not only tenure, but superior achievements and/or services rendered the community, Fire District or its members, over an extended period of time*). Only one medal per member shall be bequeathed.

NOTE: The *Medal of Honor*, *Medal of Valor*, *Distinguished Service* or *Meritorious Service* medals, may be awarded posthumously and, when so awarded, may be presented to such representative of the deceased as may be deemed appropriate by the Fire Chief, whether the deceased has perished in the line of duty or not.

4. Meritorious Service Medal:

Recipients of this venerated honor will have proven themselves worthy of this award and will have performed meritoriously, in some circumstances over a sustained period of time, with dedication and fervor worthy of recognition. *Exceptional performance of normal duties will not alone justify an award in this category.*

The deeds, acts, meritorious achievements or services rendered, may have occurred on or off duty and will have been accomplished with distinction. Acts or deeds will usually be associated with the following:

Emergency responses; unwavering and non-capricious community service, including public education and/or participation in charitable events; unparalleled performance of duty regarding extra-curricular/non-standardized emergency services, or any other related activity benefiting the general populace, community, Fire District or members of this department, but to a lesser degree than those acts or deeds deserving of the *Distinguished Service Medal*. There are no stipulations relating to *time-in-service*, regarding this esteemed honor.

IV.

However, as stated earlier, capricious or limited participation in the aforementioned activities shall not justify the acquisition of this award.

NOTE: Department members who have been awarded three (3) or more Fry Fire District “of-the-year” honors, in any combination, have justifiably earned the right to receive the *Meritorious Service Medal* and related commendation bar, which will be worn on their Class B or Class A uniform, sans review panel approval.

The *Meritorious Service Medal* ranks just below the *Distinguished Service Medal*, regarding precedence.

Recipients of the *Meritorious Service Medal* will receive a Commendation Bar, to be worn on the member’s Class B and Class A uniform, in compliance with District Guidelines. Recipients will also receive a gold, circular medal, (A1789), with solid purple “Windsor” fold ribbon. Center seal will be comprised of a purple firefighter “scramble.”

Commendation Bars will be comprised of colors representing other esteemed awards, specifically purple, (*Firefighter of the Year*), white, (*Distinguished Service*), and red, (*Valor*). The bar will incorporate a gold border, (A1475). Award winners in this category who have received multiple or subsequent honors, will display a gold star or stars (devices), on the commendation bar and the initial medal bestowed to them, representing each successive award earned. (Maximum of three devices per bar).

5. David R. Deary Unit Citation:

This award will be presented to individuals which make up a company, division or team, who have performed in an exemplary or outstanding manner, beyond the standard services we provide while overcoming obstacles or difficulties under adverse, *extraordinarily* stressful or *unusual* conditions, in the successful completion of a task, duty, assignment or rescue, utilizing unparalleled skill, confidence, gallantry, knowledge and dedication to duty.

The *David R. Deary Unit Citation Award* is not an individual tribute. It is in fact, bequeathed to members who have participated in a *TEAM* effort regarding the aforesaid criteria. All nominations for *David R. Deary Unit Citation Awards* will be reviewed and approved or disapproved by the Fire Chief.

Nominations for the *DRDUC*, must be documented and submitted to the department's administration office, which will include full details regarding the specific scenario, difficulties or obstacles encountered and actions taken which enabled a "team" to succeed beyond "normal" expectations. Submittals may be turned in at any time.

This award is a "ribbon-only" honor. Commendation Bars will be a blend of colors representing *Valor* (red), *Distinguished Service* (white) and *Meritorious Service* (purple center stripe), (A8709). Starting from left to right, one large red square followed by a white/purple center, followed by another large, red square.

6. Firefighter of the Year:

Given annually at the Fire District's "Annual Awards Banquet/Ceremony," recipients are bestowed this honor for exemplary performance or meritorious achievements or services to the community, District or District members, during a calendar year.

Activities include, but are not limited to: Superior community/public service; significant contributions to the District and/or its members; acts of heroism, valor, gallantry or life-saving activities which are of a lesser degree than those acts or deeds deserving of a *Firefighter's Medal* or *Medal of Valor*; selfless, non-compensatory efforts regarding charitable work; or any other invaluable services which have benefited our constituents, the District or its members. In addition to the aforementioned, as with all award winners, the recipient must have conducted him/herself with steadfast professionalism, superior moral conduct, leadership and provided unparalleled "customer service."

Firefighter of the Year nominations are submitted by members of the Fry Fire Department to the administrative office, prior to the "annual banquet." Nominees are then judged and selected by a panel of their peers.

Recipients of the *Firefighter of the Year* award will receive a recognition plaque along with a Commendation Bar, which is to be worn on the member's Class B and Class A uniform, in compliance with District Guidelines.

Commendation Bars will consist primarily of a purple background/center, along with light blue (representing *Honor*) and red (representing *Valor*) vertical rectangles, (A8105). Award winners in this category who have or will receive multiple honors, will display a gold star or gold stars (devices), on the commendation bar for each subsequent award received. (Maximum of three devices per bar).

7. Emergency Medical Professional of the Year:

Recipients are bestowed this honor for exemplary activities pertaining to the Emergency Medical Services, during a calendar year.

Activities and/or services deserving of this award include, but are not limited to: Obtaining and/or maintaining instructional certifications and consistently availing oneself by participating in public and peer training events, seminars, sessions and related activities including CPR, emergency medical technology, first aid, etc.

Displaying outstanding expertise and skill on emergency medical calls, concurrently demonstrating sincere empathy and compassion toward all those in need of medical attention, as well as understanding and fulfilling the needs of the victim's families.

Acquiring, developing and utilizing skills and knowledge, above the levels required to practice in one's particular emergency medical services discipline; procuring communication variants via formal and informal continuing education; sharing acquired knowledge to other members of the department and providing positive leadership and mentorship to all department members or members of the community, who are in need, or desiring to excel in the emergency medical services. Last but not least, exemplary contributions made to the emergency medical services, which are innovative and productive, resulting in effective, efficient, and professional emergency medical care.

Emergency Medical Professional of the Year nominations are submitted by members of the Fry Fire Department to the administrative office, prior to the "annual banquet." Nominees are then judged and selected by a panel of their peers.

Recipients of the *Emergency Medical Professional of the Year* award will receive a recognition plaque along with a Commendation Bar, which is to be worn on the member's Class B and Class A uniform, in compliance with District Guidelines.

Commendation Bars will contain three squares consisting of the colors blue and white. (Looking left to right), the bar begins with a dark blue square, followed by a white center, then followed by a dark blue square, along with a gold border, (A7142).

The bar's color scheme represents the hues of the "*Star of Life.*" Award winners in this category who have received multiple honors, will display a gold star or gold stars (devices), on the commendation bar for each subsequent award received. (Maximum of three devices per bar).

8. Outstanding Achievement Award:

This venerated award is bestowed to individuals for exceptional performance of duties and specific services rendered the community, the Fire District and/or its members, during a calendar year. Outstanding achievements may be recognized in several ways. The following are a few examples:

1. The acquisition of various, yet essential material goods, supplies and equipment without monetary cost to the department.
2. Acquiring subsidies, which will benefit the department, from other means or resources, lessening the burden of property taxation.
3. Coordinating and/or participating in fund-raising activities, charitable events and other activities, which procure monies, goods or supplies for the needy.
4. Participating in, and displaying steadfast commitment to the overall proficiency of extra-curricular programs or services, department members offer the community; augmenting personal benefits which department members currently receive, or arranging for the addition of valuable personal benefits, which prove to increase morale, productivity and enhance working environments.
5. Outstanding personal growth gained through formal education, continuing or advanced instruction/certification, or, conceiving and implementing fresh, new programs or services benefiting our community and/or our constituency, specifically regarding the community's youth and/or elderly.

The *Outstanding Achievement Award* nominations are submitted by members of the Fry Fire Department to the administrative office, prior to the "annual awards banquet." Nominees are then judged and selected by a panel of their peers.

Recipients of the *Outstanding Achievement Award* will receive a recognition plaque along with a Commendation Bar, which is to be worn on the member's Class B and Class A uniform, in compliance with District Guidelines.

Commendation Bars will consist of the colors black and maroon/burgundy. (Looking left to right), starting with a horizontal black rectangle which is then divided by a gold vertical line and followed by a maroon/burgundy, horizontal rectangle, (A7141). A gold border will outline the bar. Award winners in this category who have received multiple honors will display a gold star or stars (devices), on the commendation bar for each subsequent award received. (Maximum of three devices per bar).

VIII.

9. Reserve Firefighter of the Year:

Please refer to *Award #4, "Firefighter of the Year"* for criteria, submission of nominations, etc. This award is strictly reserved for **Reserve Firefighters** only. Reserve Firefighters are eligible to receive *ANY* Fire District "of-the-year" award, save for "Firefighter of the Year," which is obviously reserved for firefighters who are employed as full-time, career oriented employees.

Similar to "Firefighter of the Year" recipients, the "Reserve Firefighter of the Year" honoree will receive a recognition plaque, along with a Commendation Bar, which is to be worn on the member's Class B and Class A uniform, in compliance with District Guidelines.

Commendation Bars will consist of two horizontal rectangles and one smaller vertical rectangle of two separate colors: Hunter green and purple. (Looking left to right, the first rectangle will be hunter green, followed by a purple vertical rectangle, then followed by another hunter green rectangle). The border surrounding the bar will be gold, (A8711).

Award winners in this category who have received multiple honors will display a gold star or gold stars (devices), on the commendation bar for each subsequent award received. (Maximum of three devices per bar).

10. Firefighter Commendation:

This unique award (ribbon-only) may be bequeathed to Fire District members in appreciation of their sound character, high moral standards, integrity, positive attitude, and displays of constant commitments to excellence. Through their undying devotion to service and professionalism, the recipient of this award is truly an inspiration to co-workers and has provided countless contributions to the Fire District and its constituency.

The following are a few examples:

1. Consistently dedicates him or herself, on or off duty, to the betterment of the District, without the expectation of recognition, i.e., routinely volunteers to serve the community through public education, charitable and fire prevention activities.
2. Gives 110% regarding daily activities, to improve the standard of service and care provided to our citizens.

3. Although not particularly recognized in the past for their outstanding efforts, this individual continues to display a character of strength, respect, integrity and professionalism, with absolutely no bitterness or contempt in his/her demeanor.
4. Understands the value of being a mentor and positive example to co-workers and civilians alike.
5. Comprehends the very essence of teamwork and its necessity.
6. Sets aside *personal* agendas for the betterment of the crew, the District and most importantly, the constituency we serve.
7. Embraces the true spirit of the fire service and honors the tradition of the “brotherhood.”

The potential recipient of this venerated honor must meet a minimum of four (4) of the aforementioned criteria to be eligible for this award, although the aforesaid are not all-inclusive.

Bars will consist of a yellow background with a black “maltese cross” or “firefighter scramble.”

Members receiving subsequent honors will display white vertical lines, centered on the commendation bar for each subsequent award.

Members of the District who have a co-worker in mind to receive this honor, will write a “Letter of Commendation” to his/her immediate supervisor. The commendation letter will then be forwarded to the Fire Chief. The Fire Chief or his appointee will then make the final decision as to whether the member nominated is indeed worthy of this prestigious award.

11. Specialized Service/Unit Bars:

Team bars will be presented to department members who actively participate in any specialized service, i.e., Hazardous Materials Team; Technical Rescue Team; SWAT or B.A.G. units; CISM; the District’s CPR program; fire service/EMS instruction; Child Safety Technicians; etc.

Specialized Service Bars will be represented by the colors white and black with a small badge centered on the bar.

The “badge” will contain a number, which obviously represents the number of specialized teams/units the member participates with.

Bars will be worn on the member’s Class B and Class A uniform, in compliance with District Guidelines. All aforementioned awards listed, are not meant to be all-inclusive, nor are the aforesaid awards the *only* honors that the Fry Fire District will bequeath individuals of the department for specific acts of heroism or exemplary achievement or service.

The addition of new awards, medals or other commendations, will be added to this segment of the District Operating Guidelines, as deemed appropriate by the Fire Chief.

Displaying your Commendation Bars

Individual Commendation Bars, including bars representing the *David R. Deary Unit Citation Award*, will be worn on the right breast, 1/2 of an inch from the top of the member’s name plate. (The bottom portion of the name plate, not to be confused with the “serving since” bar, will abut the top seam and be centered above the right pocket). Recipients of multiple commendation bars, specifically those who will be displaying more than one tier, will place the bars akin to a “pyramid,” with the most prestigious honors at the highest point and, when necessary, closest to the heart.

For multiple tiers, the Commendation Award Bar Slide Holders or “CABs,” can be soldered together.

Specialized Service/Unit Bars, will be worn on the left pocket, ½” below the top seam and centered with said pocket.

Display cases for Medals and Commendation Bars may be purchased through independent dealers. Medals will be worn/displayed on Class A uniforms, above the corresponding commendation bar that represents the particular medal earned.

Addendum approved, this 16th day of November, 2004

Hubert F. Jackson, District Manager/Fire Chief

William T. Miller, Asst. Fire Chief

Displaying one (1) Commendation Bar:

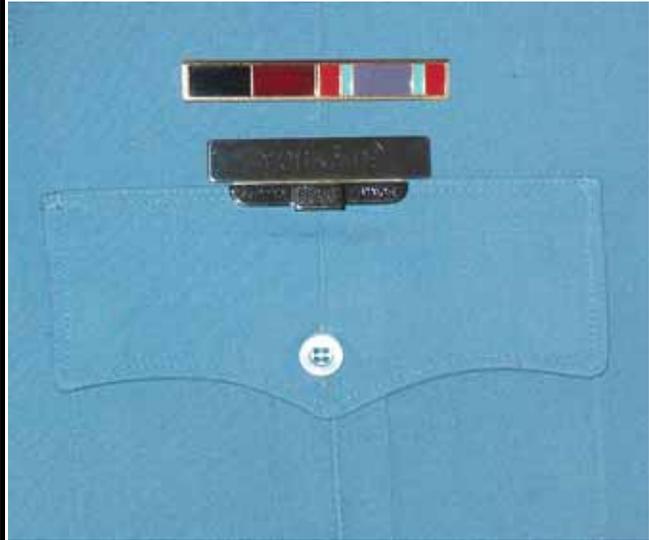


Bar shown for example:

Emergency Medical Professional of the Year

Note: Bottom of bar should be 3/8 " - 1/2 " above top of name tag. Bar should be centered, using name tag as a guide.
(Please note placement of nametag).

Displaying two (2) Commendation Bars:



Bars shown in order of precedence (looking R to L) include:

Outstanding Achievement, Firefighter of the Year

Displaying three (3) Commendation Bars:



Bars shown in order of precedence (looking R to L) include:

TOP ROW: Meritorious Service Medal w/device
BOTTOM ROW: Outstanding Achievement;
Firefighter of the Year.

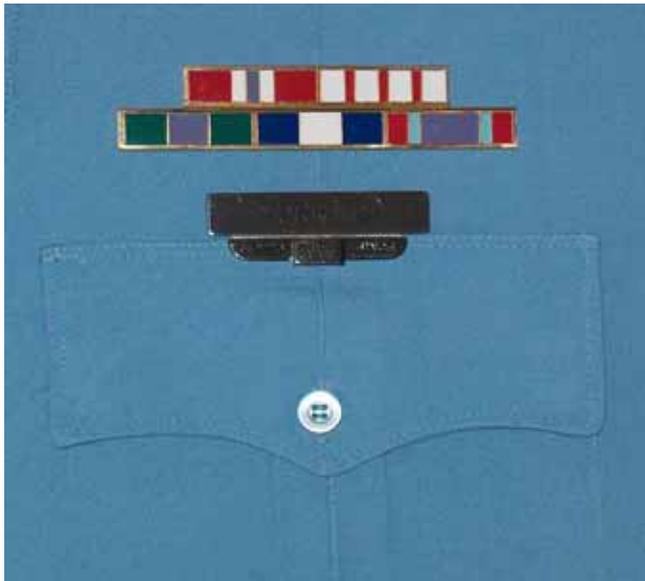
Displaying four (4) Commendation Bars:



Bars shown in order of precedence (looking R to L) include:

TOP ROW: Medal of Valor.
BOTTOM ROW: Reserve Firefighter of the Year;
Emergency Medical Professional of the Year;
Meritorious Service Medal.

Displaying five (5) Commendation Bars:



Bars shown in order of precedence (looking R to L) include:

TOP ROW: David R. Deary Unit Citation;
Distinguished Service Medal.
BOTTOM ROW: RFFOY; EMPOY; FFOY.

Displaying six (6) Commendation Bars:



Bars shown in order of precedence (looking R to L) include:

TOP ROW: DSM.
MIDDLE ROW: DRDUC; MSM.
BOTTOM ROW: RFFOY; EMPOY; FFOY.

Displaying seven (7) Commendation Bars:



Bars shown in order of precedence (looking R to L) include:

TOP ROW: Medal of Valor
MIDDLE ROW: DRDUC; MSM w/device; DSM.
BOTTOM ROW: OA; EMPOY w/device; FFOY.

Displaying eight (8) Commendation Bars:



Bars shown in order of precedence (looking R to L) include:

TOP ROW: DSM; MOH.
MIDDLE ROW: FFOY; DRDUC; MSM w/device
BOTTOM ROW: RFFOY; OA; EMPOY.