



Awards and Recognition

Captain Pat McEvoy
Human Resources Bureau



Why Give Awards?

- **When hard work is acknowledged & recognized, morale & job satisfaction soar**
- **This leads to higher retention rates**
- **It is the right thing to do**

The 3 R's of Employee Retention



- **Respect**
- **Recognition**
- **Rewards**

Employee Recognition



- **Low Cost**
- **High Impact**
- **Recognition is not “one-size-fits-all”**
- **Money is not the top form of recognition**



Policy Section 3.23

- **Any Sheriff's employee may recommend an award**
- **All Sheriff's personnel are eligible**
- **Private citizens also eligible**

Categories of Awards



- **Bravery & Service Awards**
- **Performance Awards**
- **Unit Awards**
- **Citizen Awards**
- **Employee Recognition Program***

Bravery & Service Awards



- **Medal of Honor**
- **Medal of Valor**
- **Medal of Courage**
- **Silver Cross**



Bravery & Service Awards (continued)

- **Medal for Lifesaving**
- **Lifesaving Award**
- **Distinguished Service Medal**
- **Medal of Merit**

Performance Awards



- **Certificate of Commendation**
- **Letter of Commendation**
- **Report of Exemplary Performance**
- **Employee Service Awards***



Unit Awards

- **Sheriff's Unit Citation**
- **Meritorious Unit Citation**

Citizen Awards



- **Distinguished Service Award**
- **Meritorious Service Award**
- **Civilian Commendation**
- **Certificate of Appreciation**
- **Letter of Appreciation**

Employee Recognition Program



- **Peer Recognition Award**
- **Customer Service Award**
- **Extraordinary Achievement Award**
- **Employee of the Quarter**
- **Outstanding Employee Award**



Bravery & Service Awards



Medal of Honor

- **Highest Award Possible**
- **Extraordinary Bravery/Valor**
- **Above & Beyond Call of Duty**
- **In the Face of Imminent Life-Threatening Peril**



Medal of Valor

- **Second Highest Award**
- **Outstanding Bravery/Acts of Heroism**
- **Employee Placed Themselves in Danger to Perform Duties**
- **To Lesser Decree than MOH**



Medal of Courage

- **Distinguished Performance by Choosing to Confront Danger**
- **Acts Demonstrate Great Courage**
- **To Lesser Decree than MOV**



Silver Cross

- **While Acting in Official Capacity**
- **Seriously Wounded or Killed**
- **As Result of Hostile Encounter**
- **SDSO Equivalent of Purple Heart**
- **May be Received in Conjunction w/ MOH or MOV**



Medal for Lifesaving

- **Save a Life by Direct Action**
- **Actions Performed Requiring Bravery or Exposure to Danger**
- **Independent Documentation Required to Verify Life Saving**



Lifesaving Award

- **Save a Life by Direct Action**
- **No Dangerous Conditions Required**
- **Independent Documentation Required to Verify Life Saving**
- ***Example: CPR Save***

Distinguished Service Medal



- **Demonstrate Exceptional Achievement**
- **In Assigned Duties**
- **Over Prolonged Period**



Medal of Merit

- **Perform Superior Accomplishments**
- **Resulting in Significant Contribution to SDSO**
- **Major Improvements in Tech/Organization/Procedures**

Certificate of Commendation



- **SDSO Member –or– Other LE Agency Members**
- **Outstanding Acts of Service**
- **Assist in Fulfilling Objectives**
- **Above and Beyond Normal Job**

Letter of Commendation



- **SDSO Member –or- Other LE Agency Members**
- **Exceptional Job Performance**
- **Contribute to SDSO Mission**
- **Lesser Degree than Cert. Comm.**



Report of Exemplary Performance

- **Service or Act Worthy of Recognition**
- **Lesser Degree than Letter of Commendation**



Unit Citations

- **Recognize Particular Organizational Unit**
- **Outstanding Service for Team Effort**
- **May Be Given in Addition To Individual Awards**



Sheriff's Unit Citation

- **Collective Bravery by Unit Members**
- **Functioning as Team**
- **In Pursuit of Worthwhile Objective**
- **Typically Involves Risk or Threat**



Meritorious Unit Citation

- **Outstanding Service by Unit**
- **Functioning as Team**
- **In Pursuit of Worthwhile Objective**
- **May Include Multiple Units / Agencies**



Citizen Awards

Distinguished Service Award



- **Highest Private Civilian Honor**
- **Distinguished Service**
- **Involving Great Risk of Personal Injury**
- **Fulfills SDSO Objective**

Meritorious Service Award



- **2nd Highest Private Citizen Award**
- **Meritorious Service or Act**
- **Involving Possible Risk of Injury**
- **Fulfills SDSO Objective**

Civilian Commendation



- **Private Citizen**
- **Performs Commendable Acts, Services, or Contributions**
- **Fulfills SDSO Objectives**

Certificate of Appreciation



- **Private Citizen**
- **Intelligently Perform Act**
- **Assisting in SDSO Objectives**
- **Act Constitutes Valuable Services to SDSO**



Letter of Appreciation

- **Private Citizen**
- **Perform Service**
- **Contributing to Accomplishment of SDSO Mission**



Employee Recognition Program Awards



Peer Recognition Award

- **Allows Employees to Acknowledge & Recognize Others**
- **For Job Well Done**
- **Pertains to Extraordinary Effort, Productivity, Performance, Etc.**

Customer Service Award



- **Provide Exceptional Customer Service (to Public and/or SDSO)**
- **Exceeds Normal Expectations**

Extraordinary Achievement Award



- **Demonstrate Sustained Outstanding Job Performance**
- **Contributes to SDSO Objectives**
- **Exceeds Expectations All Around**
- **Exemplifies SDSO Mission**

Employee of the Quarter



- **Outstanding Employee for 3-Month Period**
- **Bureau-Specific Award**

Outstanding Employee Award



- **Demonstrate Outstanding Performance**
- **Complete Tasks in Exemplary Fashion**
- **High Quality Work**
- **Overcome Obstacles to Accomplish Tasks**

Employee Recognition Award Extra Perks



- **Cash Award Included**
 - **\$200 for Peer Recognition, Customer Service, & Employee of Quarter**
 - **\$500 for Outstanding Employee**
 - **\$1,000 for Extraordinary Achievement**
- **Employee Recognition Leave (ERL)**
 - **8, 16, or 24 Hours**

How To Submit Award Recommendations



- **PAD-1 Form:**

- **Bravery & Service Awards, Unit Awards, & Citizen Awards**

- **PAD-2 Form:**

- **Employee Recognition Program**

- **SO-34 Form: Exemplary Performance**



PAD-1 & PAD-2

- **Complete Top Half of Form**
- **Attach Narrative**
- **Submit to Captain/Manager**
- **Committee Review**
- **Presentation at Awards Ceremony**

SO-34



- **Complete Form**
- **Narrative Written On Form**
- **Submit to Captain/Manager**
- **Once Approved, Returned to Command**
- **Transcribe to “Nice” Paper**
- **Presentation at Station/Facility**

**Recommendation for Medal of Valor
Deputies Aaron Tenorio (#3413) and Sean O'Rourke (#1401)
2219 Dain Court, Lemon Grove
April 17, 2021
SDSD Case #21115904**



On the evening of April 29, 2021, Deputies O'Rourke and Tenorio responded to a radio call of domestic violence occurring between a husband and wife at a residence on Dain Court in Lemon Grove. Upon arrival, Deputies O'Rourke and Tenorio met with a concerned family member outside the residence. The family member expressed concern that the husband was being violent. Deputies O'Rourke & Tenorio could hear sounds of a struggle followed by a female screaming inside the residence from the second story. At this point, the incident was still rapidly developing and other responding support units were still a considerably distance out, which enhanced the dangerous situation.

Realizing the severity of the situation and aware that someone inside the home was in imminent distress, Deputies O'Rourke & Tenorio breached the locked front door and made entry into the residence to intervene on the domestic violence incident. Deputies O'Rourke & Tenorio quickly moved to the master bedroom on the second story of the residence where they last heard the victim in distress. There was fresh blood on the walls and floor of the master bedroom, and Deputies O'Rourke & Tenorio followed a blood trail to a walk-in closet, where they encountered a female victim who was bleeding profusely from multiple stab wounds. The suspect was on top of the victim and partially concealed under piles of clothing scattered on the floor. Deputies O'Rourke and Tenorio immediately addressed the male suspect and overcame his resistance, taking him into custody after a brief struggle. A large knife covered in the victim's blood was found where the suspect was initially contacted.

Life-saving efforts were made on the victim, but unfortunately her wounds were not survivable, and she died of her injuries sustained by the suspect. During her final moments, the tending deputies remained compassionate and reassured the victim, relieving her of significant emotional trauma. The suspect was arrested on scene for murder.

Deputies O'Rourke and Tenorio are to be commended for their unhesitating response to a volatile, dangerous situation and their fast intervention in their attempt to save lives. During their actions to breach the front door and make entry into the residence to locate the victim, they put their own personal safety in peril to try to save the life of an innocent victim. Using sound tactics, they were able to avoid becoming subject to an ambush and successfully resolved the incident. Their actions on scene resulted in the immediate arrest of an extremely dangerous individual and provided closure to the family of the victim in this tragic incident.

I am honored to recommend Deputies O'Rourke and Tenorio for a Sheriff's Medal of Valor for their actions during this incident.

Respectfully submitted,

Patrick McEvoy, Lieutenant
Lemon Grove Substation

Recommendation for Medal of Lifesaving
Deputies Nicholas Kafkas (#0564)
Corey Heiserman (#0214)
Aaron Tenorio (#3413)
Lemon Grove Substation
June 11, 2022
SDSO Case #22125676

On June 11, 2022, Deputies Nicholas Kafkas, Aaron Tenorio, and Corey Heiserman responded to a domestic violence incident at a residence in the city of Lemon Grove. Deputies contacted the victim outside. The victim had visible facial injuries that were inflicted from his girlfriend, who was still inside the residence. Deputy Kafkas approached the front door of the residence and began to call out for the suspect to come out. Getting no response, Deputy Kafkas took a safe position outside the door and opened it slightly to look inside. The suspect came out of a hallway, her arms covered in blood from self-inflicted knife wounds, and charged at Deputy Kafkas. To avoid a violent assault, Deputy Kafkas remained outside and closed the door on the suspect before she was able to reach him.

Deputy Kafkas developed a plan of action with his partners. Concerned that the suspect was seriously injured based on the amount of blood observed, Deputies Kafkas, Heiserman, and Tenorio felt the exigent need to make entry to render aid to the suspect as well as take her into custody for felony domestic violence.

The deputies made entry into the apartment, but did not immediately find the suspect, who at this point they knew was likely armed with a knife and suicidal. After making entry, deputies observed large pools of blood on the floor. While clearing the living room, the suspect emerged from a hallway and yelled at the deputies, challenging them. The suspect did not appear to be armed, so Deputy Kafkas moved to take her into custody. The suspect was non-compliant and due to the large pools of blood on the floor, Deputy Kafkas and the suspect fell down. Deputy Kafkas observed several very deep lacerations that were bleeding profusely on the suspect's both arms. While on the floor, the suspect continued to struggle with Deputy Kafkas. Unknown if the suspect had a knife hidden on her person, Deputy Heiserman deployed his Conducted Energy Device (CED) to immobilize her so she could be handcuffed. Deputy Kafkas and Deputy Heiserman were able to handcuff the suspect and restrain her. Deputy Tenorio continued clearing the residence to ensure there were no additional victims inside.

Immediately after securing the suspect, Deputy Kafkas used towels to put pressure on the most severe lacerations on her right arm to slow the bleeding. Deputy Heiserman checked for additional injuries and found several very deep lacerations on her left arm as well. Recognizing the suspect was losing a large amount of blood and was in danger of bleeding to death, Deputies Heiserman and Kafkas applied a tourniquet to her left arm. The tourniquet application was successful in controlling the bleeding.

The gravely injured woman was transported to Scripps Mercy Hospital via ambulance and underwent emergency trauma surgery on her self-inflicted lacerations. Emergency Department Dr. David Bruner from Scripps later stated that if the deputies had not taken such decisive action when they did, the woman would have died of blood loss within a matter of minutes.

Recommendation for Medal of Lifesaving
Deputies Nicholas Kafkas (#0564)
Corey Heiserman (#0214)
Aaron Tenorio (#3413)
Lemon Grove Substation
June 11, 2022
SDSO Case #22125676

Deputies Kafkas, Tenorio, and Heiserman acted quickly once they knew the suspect was bleeding profusely. They knowingly placed themselves in danger by entering the residence despite the risk of the suspect possessing a weapon and assaulting them so they could have the opportunity to provide immediate medical attention to her and save her life.

It is my privilege to recommend Deputy Nicholas Kafkas, Deputy Corey Heiserman, and Deputy Aaron Tenorio for the Sheriff's Medal for Lifesaving.

Respectfully submitted,

Joseph Knece, Sergeant
Lemon Grove Substation



San Diego County SHERIFF'S DEPARTMENT



REPORT OF EXEMPLARY PERFORMANCE

DATE: August 21, 2015

TO: David Myers, Commander
Law Enforcement Services Bureau- Patrol Division

FROM: Patrick McEvoy- Sergeant
Rancho San Diego station

The following employee has performed their duties in an exemplary manner:

NAME OF EMPLOYEE: John West & Scott Bligh

RANK OR CLASSIFICATION: Deputy Sheriff

BRIEF STATEMENT OF EXEMPLARY PERFORMANCE:

On May 17, 2015, RSD Deputies responded to a call of a mentally ill individual who had violently assaulted his mother and brother at their residence on the 1900-block of Hidden Crest in unincorporated El Cajon. Deputies arrived and found two victims suffering from life-threatening injuries from the severe assault by the suspect. One of the victims succumbed to her injuries and died. The suspect had fled the scene in a vehicle just moments before deputies arrived and his vehicle was located, unoccupied, on a narrow side street within a couple miles of the crime scene. A description of the suspect was broadcast and deputies began to search the area for the outstanding suspect. ASTREA 3, piloted by Deputy Scott Bligh with Deputy John West as the Tactical Flight Officer, had been monitoring the call and responded to assist in the search. Deputy West analyzed and evaluated the terrain where the suspect's abandoned vehicle was located. Based on his analysis of the geography, Deputy West determined that the most likely route the fleeing suspect would have taken was towards a densely-populated apartment complex within a mile of the vehicle. ASTREA took the initiative to focus their search efforts in that area. While searching for the suspect, ASTREA announced via PA the suspect description and requested any citizens in the area to call 9-1-1 if they saw the suspect. Within minutes, a citizen called 9-1-1 to report they observed the individual being described by ASTREA running through the apartment complex. This information was relayed and ASTREA, along with deputies on the ground, converged on the area the suspect was last seen. The suspect was quickly located and taken into custody. Thanks to the initiative and quick thinking of Deputies West and Bligh that day, a dangerous mentally unstable murder suspect was apprehended and is no longer a threat to society. It is my pleasure to recommend Deputies John West and Scott Bligh for a Report of Exemplary Performance.

It is requested that a copy of this report be made a permanent record in the employee's departmental personnel file.

Patrick McEvoy
Supervisor

8/21/2015
Date

Division/Station/Facility Captain / Manager

Date

Bureau Commander / Director

Date

Questions?



Captain Pat McEvoy
Human Resources Bureau
(619) 929-4393