



# Policy Revision Request

Requestor Name Edward Boudreau Emp # 5884

This revision applies to Existing Policy 10-08-24

If new, recommended section \_\_\_\_\_

This revision is necessary to comply with Best Practices

Whom does this revision affect? Department

This revision has an unbudgeted financial impact of \$0

### Brief reason for the revision:

Servant Leadership is only one of seven types of leadership taught in APD Basic Leadership. No leadership style is all inclusive and every leader must be able to navigate all 7 styles to maximize their effectiveness as a leader. Sometimes, an Autocratic approach is most effective. Other times, Transformational might be the best approach. There are times a Transactional leader will be most effective. Therefore, our leadership award should not be named after only one of the seven types.

**Document the changes or additions to the policy below. Please include the specific policy number. ~~Red strikethroughs~~ are used for deletions and blue underlined for text insertions. Please email completed forms to [APDPolicy@austintexas.gov](mailto:APDPolicy@austintexas.gov). Use this email for any related questions or issues for policy.**

## 922 Awards and Commendations

### 922.5 EMPLOYEE AWARDS

Medals, ribbons, and authorized pins and medallions shall only be worn as specified in Department General Orders. Employees will not receive an award while under formal investigation for violating a departmental general order without the consent of the Chief.

(a) The following awards, citations, and/or ribbons are for all employees:

- 1. – 9. (~~unchanged from current version~~)
- 10. ~~Servant~~APD Leadership Citation
- 11.-21. (~~unchanged from current version~~)

#### 922.5.10 ~~SERVANT-APD~~APD LEADERSHIP CITATION

(a) Presented to employees for actions that go beyond the normal expectation of their duties and are sustained over a period of time:

- 1. Regardless of rank or position within the Department, consistently focusing ~~primarily~~ on the growth and/or well-being of people and the communities to which they serve;

2. Acknowledging other people's perspectives, giving them the support they need to meet their work and personal goals, involving them in decisions ~~where~~ when appropriate, and ~~fostering a sense of community~~ building a positive workplace culture within the Department; ~~or~~
  3. Enriching the lives of individuals, building a better organization, and ultimately creating a more just and caring ~~community~~ workplace; ~~or~~:-
  - ~~3-4.~~ Consistently having the vision to recognize problems before they arise and taking action to prevent those problems from occurring by enacting procedures to maximize the effectiveness of a shift/unit/team.
- (b) Recipient will receive a medal, ribbon and certificate.
  - (c) Presented by the Chief or designee, or the employee's commander/manager.