

Retirement and Separation

1053.1 PURPOSE AND SCOPE

The purpose of this policy is to identify procedures for those Department Members who are retiring and/or separating from service. This policy will cover the issuance of identification cards, badges, carry concealed weapon endorsements (CCW), and other Department issued items.

Note: Department identification and badges described in this policy shall only be used in accordance with guidelines listed in Policy §1052.

1053.1.1 DEFINITIONS

Honorably Retired: The California Penal Code defines "honorably retired" as those peace officers who have qualified for, and have accepted, a service or disability retirement (regardless of tenure). "Honorably retired" also includes a retired level I reserve officer who meets the requirements specified in CPC 26300(c)(2). "Honorably retired" does not include an officer who has agreed to a service retirement in lieu of termination (CPC §16690).

Honorable Separation: Department Members who separate from service to the Orange County Sheriff's Department who have met Department standards during their service term, and who are separating with no pending administrative/Internal Affairs investigations or disciplinary actions, shall be considered "honorably separated."

1053.2 DEPARTMENT IDENTIFICATION CARDS

All "honorably retired" sworn Members of the Orange County Sheriff's Department shall be issued a Department identification card (CPC §25455). The identification card shall only be used and/or displayed for purposes of official Department business.

1053.2.1 CCW ENDORSEMENTS

If applicable, the Department identification card shall be endorsed for CCW provisions (Policy §220).

1053.2.2 REVOCATION

The agency from which a peace officer is honorably retired may, upon initial retirement of that peace officer, or at any time subsequent thereto, deny or revoke for good cause the retired officer's privilege to carry a concealed firearm (CPC §25470, Policy §220).

1053.3 RETIREMENT BADGES

Peace officer Members who are "honorably retired" or honorably separated from service from the Orange County Sheriff's Department may be issued Department badges in accordance with the guidelines set forth in this policy. The Department shall not issue any Sheriff's Department badge that is not permanently affixed to a plaque or other memento, and clearly marked as "Retired".

Note: California statute does not mandate the issuance of badges/flat badges to peace officers who retire or separate from service (CPC §538d (d)(1)). It is in the Sheriff's discretion whether to issue retirement flat badges to retiring Members.

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1053.3.1 RETIREMENT BADGE / IDENTIFICATION REPLACEMENT

Retired or separated Members are responsible for covering all replacement costs, including shipping fees, if their flat badge and/or identification are lost, stolen, or damaged.

1053.4 RETIREMENT/SEPARATION (PEACE OFFICER/NON-RESERVE)

Peace officer (non-reserve) Members may be provided the following upon "honorable retirement" and/or honorable separation. Members may include service to other law enforcement agencies in determining eligibility. **Any exception to these requirements must be authorized by the Sheriff.**

1053.4.1 HONORABLE SERVICE RETIREMENT

20 or more years of California law enforcement service, with the last 10 years of service to the Orange County Sheriff's Department; OR at least 50 years of age and have 10 or more years of service to the Orange County Sheriff's Department prior to retirement. The Member is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. Identification card with CCW endorsement (CPC §25455)
3. Flat badge attached to wallet – labeled "Retired"

1053.4.2 HONORABLE SEPARATION

1. 10 or more years of service with the Orange County Sheriff's Department, but less than 50 years of age. The Member is eligible to receive the following:
 - (a) Recognition plaque (laser engraved)
 - (b) Identification card indicating "Honorably Served" with the dates of service to the Department (may apply for CCW license - CPC §26150)
 - (c) NO flat badge
2. Less than 10 years of service with the Orange County Sheriff's Department. The Member is eligible to receive the following:
 - (a) Certificate of appreciation from the Sheriff
 - (b) NO identification card (may apply for CCW license - CPC §26150)
 - (c) NO flat badge

1053.4.3 TERMINATION/AGREEMENT TO RETIRE IN LIEU OF TERMINATION

The Member is eligible to receive the following:

1. NO recognition plaque or certificate
2. NO identification card (may apply for CCW license - CPC §26150)
3. NO flat badge

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1053.4.4 REGULAR SERVICE RETIREMENT (WITH PENDING ADMINISTRATIVE/INTERNAL AFFAIRS INVESTIGATION OR DISCIPLINARY ACTION)

The Member is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. Identification card (CCW endorsement subject to Sheriff approval)
3. NO flat badge (unless approved by Sheriff)

1053.4.5 SEPARATION (WITH PENDING ADMINISTRATIVE/INTERNAL AFFAIRS INVESTIGATION OR DISCIPLINARY ACTION)

The Member is eligible to receive the following:

1. Recognition plaque (laser engraved) only with 10 or more years of service
2. NO identification card (may apply for CCW license - CPC §26150)
3. NO flat badge

1053.4.6 DISABILITY RETIREMENT (NON-PSYCHOLOGICAL REASONS)

The Member is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. Identification card with CCW endorsements (CPC §25455)
3. Flat badge attached to wallet – labeled "Retired"

1053.4.7 DISABILITY RETIREMENT (PSYCHOLOGICAL IMPAIRMENT)

The Member is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. Identification card (NO CCW endorsement per CPC §26305(a))
3. NO flat badge

1053.4.8 DISABILITY RETIREMENT WITH PENDING ADMINISTRATIVE/INTERNAL AFFAIRS INVESTIGATION OR DISCIPLINARY ACTION

The Member is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. Identification card with CCW endorsements. CCW can be denied for good cause (CPC §25455, 25470)
3. NO flat badge

1053.4.9 REASSESSMENT FOLLOWING SEPARATION/RETIREMENT WITH PENDING ADMINISTRATIVE/INTERNAL AFFAIRS INVESTIGATION OR DISCIPLINARY ACTION

Regarding sections 1053.4.4, 1053.4.5, and 1053.4.8:

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If a Member separates or retires with a pending administrative or internal affairs investigation or disciplinary action, the Member may request a reassessment of their separation or retirement status once the investigation is complete and the case is closed.

Upon completion of the investigation and closure of the case, the Department shall, upon request from the separated or retired Member, send a notification to the Member's provided email or home address stating:

1. That the investigation has been completed; and
2. The final determination of the investigation.

To be eligible for reassessment, the separated or retired Member must have voluntarily cooperated during the investigation. In doing so, the Member retains all rights afforded to them by law.

1053.5 RETIREMENT/SEPARATION (SHERIFF'S SPECIAL OFFICER)

Sheriff's Special Officers (SSO) are eligible to receive the below upon "honorable retirement" and/or honorable separation. **Any exception to these requirements must be authorized by the Sheriff.**

1053.5.1 HONORABLE RETIREMENT/HONORABLE SEPARATION

10 or more years of service and at least 50 years of age OR 20 or more years of service at any age. The Member is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. Identification card indicating "Honorably Retired" - The back of the identification card will read: "The bearer of this identification card attests, and available Department records indicate, that he/she is an honorably retired law enforcement officer. This credential does not delegate any law enforcement authority."
3. May apply for CCW license (CPC §26150)
4. NO flat badge

1053.6 RESERVE STATUS SEPARATION

Reserve personnel are eligible to receive the below upon honorable separation. **Any exception to these requirements must be authorized by the Sheriff.**

1053.6.1 HONORABLE SEPARATION FROM RESERVE STATUS - LEVEL 1

10 or more years of aggregate service and at least 50 years of age OR 20 or more years of aggregate service at any age. The Reserve is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. Identification card with CCW endorsement (CPC §26300(c)(2))
3. Flat badge attached to wallet – labeled "Honorably Served Reserve Deputy" (subject to Sheriff approval)

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1053.6.2 HONORABLE SEPARATION FROM RESERVE STATUS - LEVELS 2 AND 3

1. 10 or more years of aggregate service and at least 50 years of age. The Reserve is eligible to receive the following:
 - (a) Recognition plaque (laser engraved)
 - (b) Identification card (NO CCW endorsement per CPC §26300(c)(2))
 - (c) Flat badge attached to wallet – labeled "Honorably Served Reserve Deputy" (subject to Sheriff approval)
 - (d) May apply for CCW license (CPC §26150)
2. 10 or more years of aggregate service and less than 50 years of age. The Reserve is eligible to receive the following:
 - (a) Recognition plaque (laser engraved)
 - (b) NO identification card
 - (c) NO flat badge
 - (d) May apply for CCW license (CPC §26150)
3. Less than 10 years of aggregate service. The Reserve is eligible to receive the following:
 - (a) Certificate of appreciation from the Sheriff
 - (b) NO identification card
 - (c) NO flat badge
 - (d) May apply for CCW license (CPC §26150)

1053.6.3 RESERVE STATUS "INJURED IN THE LINE OF DUTY" (NO LONGER PERFORMS ESSENTIAL FUNCTIONS AND DOES NOT MEET THE REQUIREMENTS SPECIFIED IN 1053.6.1 OR 1053.6.2)

The Reserve is eligible to receive the following:

1. Recognition plaque (laser engraved)
2. NO identification card
3. NO flat badge
4. May apply for CCW license (CPC §26150)

1053.6.4 TERMINATION OR LESS THAN HONORABLE SEPARATION

The Member is eligible to receive the following:

1. NO identification card
2. NO flat badge
3. May apply for CCW license (CPC §26150)

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1053.6.5 PROFESSIONAL SERVICE RESPONDERS (PSR)

10 or more years of volunteer service. The PSR is eligible to receive the following:

1. Certificate of appreciation from the Sheriff
2. Identification card indicating "Honorably Served"

1053.7 LUCITE ENCASED BADGES

All Department Members who honorably retire and/or honorably separate with at least 10 years of service, and honorably separated reserves who have been approved by the Sheriff to receive flat badges may be eligible to purchase, at their own expense, badges encased in Lucite commemorating their years of service. Sworn Members may include service to other law enforcement agencies in determining eligibility.