

2.11

CRAIG POLICE DEPARTMENT
Office of Chief of Police
General Order

Date Issued: October 15, 1998

Revision Date: April 1, 2009

Subject: Promotions Reference: CACP STD.

TO: ALL OFFICERS

I. POLICY:

Promotion within the Department will be based on merit with the most qualified applicant being selected.

II. PROCEDURE:

A. An officer applying for promotion to the next rank shall:

1. Have attained the rank immediately below the rank for which the examination is being given and completed the one-year probationary period accompanying the previous position; and, for the position of Sergeant, have at least 3 years of civilian law enforcement experience.
 - a. An officer does not have to hold the rank of corporal to be eligible for the position of sergeant. The rank of corporal is a designation given to field training officers for their role in the department.
2. Be capable of strenuous physical activity, as evidenced by meeting established departmental standards.
3. Have ability to command and lead commensurate with the rank sought;
4. Have working knowledge of the applicable laws and procedures (state and federal), techniques and practices associated with his/her career field, departmental policies, and rules and regulations commensurate with the rank sought; and
5. Have a good service record.
6. Meet the minimum qualifications of the position applied for.

B. Promotional Examinations

1. Examinations shall be afforded only to those officers who file applications for the rank sought. Such application shall be completed on the form and in the manner prescribed by the department. Notice of contemplated examinations shall be posted no less than thirty days prior to the date of the examination. Posting may be electronic and/or on a bulletin board.
 2. Promotional examinations to determine basic qualifications as to skills, abilities and knowledge required for the rank for which application is made will be given. These may include:
 - a. Assessment Centers
 - b. Examinations, written and/or oral.
 - c. Failure to achieve the degree of proficiency set by the department shall disqualify the applicant for said rank.
- C. Value or Weight of Examination
1. The Chief of Police shall determine the value and the weight to be given to each portion of the examination. Such value or weight shall be determined and set prior to the administering of the examination.
- D. Suspension of Rules
1. Nothing in these rules or regulations shall preclude the Chief of Police from suspending the rules for eligibility for a particular applicant upon request and for good cause shown.
- E. In making the selection for promotion, the Chief of Police will utilize the "rule of three" in which the top three candidates for the open position will be considered.

Approved by:



Walter K. Vanatta
Chief of Police