



GENERAL ORDER

**DURHAM POLICE DEPARTMENT
DURHAM, NC**

NUMBER:

2033 R-3

TERM LIMITS

Effective Date: 06/05/2011

Revision Dates: R-1 09/28/2011; R-2 04/04/2014; **R-3 04/28/2014**

POLICY

In the interest of staff development and in order to maximize opportunities for all capable and interested candidates, the Police Department will maintain limits on the length of time any individual sworn unit/division assignment may last.

SUPERVISORS

All supervisors (Corporal and above) may stay in a unit/division a maximum of six (6) years. At the end of such term, the supervisor will be required to request or accept an assignment outside the current unit and division. For the purposes of this policy, corporals who are promoted while working in a specialized unit, and who are selected to remain in that specialized unit/division as the sergeant, will not receive the benefit of beginning a new six-year period.

There will be no term limits placed on the rank of Police Officer or Uniform Patrol Supervisors. For the purposes of this policy HEAT and K-9 are considered specialized units.

For purposes of this policy, District Investigation supervisors and Criminal Investigation supervisors are the same. Consequently, transferring from District Investigations to CID will not begin a new six-year time period.

Upon transfer due to term limits, you must be out of that unit/division for a minimum of six months before returning to that unit/division.

TASK FORCE MEMBERS

All officers, when assigned to a Federal Task Force, may stay in that position for a maximum of six (6) years. Additional extensions may be granted by the Division Commander if deemed in the best interest of the Department / Division. These extensions will be evaluated by the Investigative Services Bureau Commander in one (1) year increments.

RETIREMENT EXEMPTION

If at the end of a full six (6) year term limit, a supervisor has two years (24 months) or less to work in the Department before retirement and requests to remain in their current assignment, they may be allowed to do so at the discretion of the Division Commander, unless the Chief of Police determines compelling justification to deny the exemption.

TIMEKEEPING

The Department Employee Services unit will maintain a record of time in service for all employees. Employee Services will provide notification to affected employees who have reached their maximum time in service limit. Officers requesting an assignment transfer must do so in accordance with G.O. 2014 Assignments and Transfers of Sworn Personnel.

Each commander has the responsibility of tracking time served by subordinates serving under his/her command.