

**Procedure
10.14**

**EFFECTIVE
DATE
8-14-17**

**Eugene
Police Department**



Sergeant Rotations

10.14.1 PURPOSE AND SCOPE

This procedure is intended to provide career growth and opportunities to sworn employees at the rank of sergeant while increasing the level of knowledge and expertise throughout the department, enabling us to better serve our community.

10.14.2 MATRIX

The following chart outlines the assignments affected, and the scheduled duration of each assignment. The duration is the required amount of time a sergeant will be in that position. Exceptions may be made for personal hardship or promotion. Sergeants are not required to return to patrol prior to putting in for another assignment. Sergeants are not eligible to put in for a new assignment unless the commitment for their current assignment ends before or at the time the other assignment begins. If an assignment is posted, and no other sergeants put in for the assignment or a suitable candidate is not selected, the sergeant currently in that position may stay until the next patrol rotation.

Assignment	Duration
K9	6 / Life of Dog
Traffic Enforcement Unit	6
Violent Crimes Unit	5
Special Investigations Unit	5
Property Crimes Unit	5
School Resource Team	5
Training	5
Internal Affairs	3
Operations Support	3
Downtown	3
Policy	2

10.14.3 ROTATION PERIOD

The rotation schedule for these assignments will follow the patrol rotation. All vacancies will be identified and filled prior to the sergeant patrol shift bid in October. This timeline is imperative in order to ensure a smooth transition at the patrol shift bid.

10.14.4 DRAFTS

A Sergeant who is drafted to an assignment will;

- a. Retain their patrol seniority for overtime.
- b. Be allowed to compete for an assignment of their choosing at any time during their drafted term.

10.14.5 MID-YEAR SELECTIONS

In any case where a Sergeant is selected to fill an assignment mid-year, the duration period for that assignment will occur at the following patrol rotation. For example, if a Sergeant is selected to fill the Property Crimes position in August, the five year commitment will begin the following January upon implementation of the annual patrol rotation.

10.14.6 IMPLEMENTATION

The implementation of the policy will begin at the patrol rotation in January 2018. All Sergeants currently assigned to a listed position will begin the time for that assignment upon implementation.

Those already in a position at the time this rotation procedure is implemented will have the option of leaving that assignment prior to the end of the set duration. Should a “Grandfathered” sergeant wish to vacate their position early, notification must be made to their supervisor by September 1st prior the rotation they wish to participate in. This deadline will allow the supervisor to adhere to section 10.14.3.

10.14.7 DEVIATION FROM PROCEDURE

The Chief of Police retains the right to deviate from this procedure when the best interest of the department is considered.

PETE KERNS
Chief of Police