



Ocean City Police Department

General Order

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| Subject: Appointment to Exempt Rank | | No. G.O. 500 B-2 | |
| Rescinds: | Amends: G.O. 500 B-2 (03/01/88) | Related Directive: | |
| Approval Date: 02/10/2004 | Effective Date: 03/04/2004 | Distribution Date: 03/04/2004 | Distribution Type: A |
| References: | | | |

- .10 Police leadership requires special talents and managerial skills not required in the course of ordinary police service. Above all, the Chief of Police must view the Department as a whole and inspire his/her workers toward the achievement of common goals. The managerial teamwork necessary for the success of the police mission can be accomplished through identification, selection, and appointment of those individuals who have demonstrated the required skills and abilities for the position.
- .20 Exempt ranks will be all positions of Major, Captain and Lieutenant; and shall serve at the pleasure of the Chief of Police.
- .30 The purpose of this order is to establish guidelines for appointment of members to exempt ranks. Persons appointed to the ranks of Lieutenant, Captain and Major may be required to participate in a competitive process as determined by the Chief of Police. The final decision for all appointments to exempt rank will be made by the Chief of Police.
- .40 Members must first serve as a Police Sergeant for a term of no less than two (2) years prior to being considered for appointment to an exempt rank. Time as an Acting Sergeant shall not be considered in this calculation.
- .50 A member appointed to exempt rank may be removed from the position through the disciplinary process or for poor performance which may include, but is not limited to:
 - a. Lack of knowledge to perform adequately
 - b. Failure, inability, or unwillingness to perform duties commensurate with the position
 - c. Repeated poor performance
 - d. Failure to meet departmental standards
 - e. Managerial behavior that is inconsistent with the expectations of the Chief of Police.
- .60 No member shall lose his/her exempt rank without written notice from the Chief of Police. The exempt member will have a reasonable period of time, as determined by the Chief of Police, after receipt of the written notice in which to improve his/her performance to an acceptable level.

- .70 An anticipated reduction of a member in exempt rank shall first be presented to the Police Commission for approval.
- .80 Notwithstanding any formal disciplinary proceedings, personnel appointed to exempt ranks shall be entitled to all protections afforded by the city personnel policy before being reduced.
- .90 Personnel failing to attain the expected job performance after receiving written notice as stated in .50 above shall revert to the highest rank previously held.