



EM12

SPECIALIZED POLICE POSITIONS

EM12

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POLICY

1. The Chief Constable, or delegate, may designate specialized police positions, i.e., any position in the rank of Constable, Sergeant or Staff Sergeant that is not within Patrol Platoons, as required in order to meet the Delta Police Department’s (Department) operational policing requirements.
2. The Chief Constable, or delegate, has the discretion to select, assign, or transfer members within their rank to specialized positions, or shorter-term special assignments, duties, or projects.
3. The Chief Constable, or delegate, shall ensure all specialized positions align with the terms and conditions of the Collective Agreement.

REASON FOR POLICY

4. To seek to ensure that the Department is able to effectively perform its *Police Act* duties and functions.

RELATED POLICIES

EM11 – Rank & Position Descriptions



PROCEDURES

General

5. The Deputy Chief, Administration Bureau, or delegate shall:
 - a) establish tenure guidelines specific to specialized positions and manage the assignment of members in accordance with the guidelines;
 - b) post all available positions as they occur;
 - c) make recommendations to the Senior Management Team and select a candidate within four weeks of the conclusion of the posting; and
 - d) notify all candidates of the results of the selection process, including an offer of debriefing for unsuccessful candidates.
6. Members may apply for a specialized position in accordance with the posting instructions (a late application may only be considered if the member was on leave for a significant portion of the posting period, and must be submitted within seven calendar days of the member's return to work).
7. Members are to be selected for specialized positions based on:
 - a) the organizational and operational needs of the Department;
 - b) opportunity for career development;
 - c) seniority where two or more candidates have similar results; or
 - d) for integrated units, results of the process overseen by that unit.

Extension of Tenure

8. A member who wishes to remain beyond the basic tenure may apply in writing to their supervisor for an extension at least six months prior to the conclusion of their tenure.
9. The supervisor shall forward the application along with a recommendation to the Inspector, Human Resources, who shall review the application in consultation with the Deputy Chief Constables.



10. With the Chief Constable's approval, the Deputy Chief, Administration Bureau, or delegate may extend a member's tenure in the specialized position, giving consideration to:
 - a) the unique demands of the position;
 - b) operational need; and
 - c) the member's suitability and performance.

*Revised Dates:
08 January 2010
16 March 2012