

Lancaster Texas Police Division
GENERAL ORDERS

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| Effective Date May 3, 2016 | | Amended Date June 22, 2017 | | Directive 4.06.2 | |
| Subject Career Path Program | | | | | |
| Reference | | | Approved  Chief of Police | | |
| Distribution All Personnel City Manager City Attorney | | TPCA Best Practices Recognition Program Reference None | | Review Date June 22, 2017 | |
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This Operations Directive is for internal use only and does not enhanced and officer's civil or criminal liability in any way. It should not be construed as a creation of a higher standard of safety or care in a evidentiary sense, with respect to third party claims. Violation of this Operations Directive, if proven, may only form the basis for a complaint by this Department, and only in a non-judicial administrative setting.

SECTION 1 PURPOSE

The purpose of this policy is to outline the Career Path process for sworn personnel. The Career Path will benefit officers, by providing them with training in a specialized unit. This will also benefit the department and citizens of Lancaster by providing officers on patrol shifts with a higher degree of training.

SECTION 2 POLICY

It is the policy of the Department that all sworn personnel have the opportunity of career advancement within the Lancaster Police Department. The Career Path process will be fair, impartial, and applied consistently to all applicants that meet the minimum requirements.

SECTION 3 DEFINITIONS

- A. **Criminal Investigation Division: (CID)** investigates all offenses that take place in the City of Lancaster, Texas. CID is also responsible for sex offender's registration and serving some high risk arrest and search warrants.
- B. **Strike Team: (Strike TEAM)** is a specialized Division that is assigned to address a specific issues i e, burglary, drug distribution and other specific issues.
- C. **Traffic/Commercial Motor Vehicle Enforcement Division: (T/CMV)** is a specialized Division that is responsible for the enforcement of all traffic law enforcement and the investigation of fatality related accidents.
- D. **Community and Media Relations Division: (CMR)** is a specialized Division that is responsible for working in together with all other city Divisions as well as building a relationship with the community. Individuals in this Division are also responsible for planning special events involving the Lancaster Police Division.

SECTION 4 PROCEDURES

- A. Minimum Requirements:

**LANCASTER POLICE DEPARTMENT
GENERAL ORDERS MANUAL**

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1. Must be employed as a Lancaster Police Officer and completed the field training program.

B. Application Procedures and Process

1. Application

- a. Complete and Submit Career Path form to Unit Supervisor

2. Unit Supervisor

- a. Review application to ensure all requirements are met
 - i. If yes, forward to Division Commander
 - ii. If no, return to applicant

3. Division Commander

- a. Review application and forward to OPR

4. OPR

- a. File career path application

C. SCOPE OF RESPONSIBILITY

1. All members of the department shall know and comply with all aspects of this directive.
2. All Division Commanders and supervisory personnel are responsible for ensuring compliance with the provisions and intent of this directive.