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|   | SUBJECT                       |   | EFFECTIVE DATE  |
|   | <b>PROMOTIONAL PHILOSOPHY</b> |   | <b>03/29/10</b> |
| OVERSIGHT   |                               |   |                 |
| DISTRIBUTION<br><b>ALL MANUALS</b>  |                               | AMENDS/SUPERSEDES/CANCELS<br>P&P #116 dated 08/06/07. |                 |

I. PURPOSE:

To set forth the promotional philosophy of the Hampton Police Division.

II. POLICY:

It shall be the policy of the Hampton Police Division to fill positions through promotion based upon qualifications and merit. This selection shall be made without regard to race, color, national origin, ancestry, age, marital status, religion, sex or handicap.

III. PHILOSOPHY:

The evaluation and selection of personnel for promotion begins with the identification of employees who appear to have the potential for assuming greater responsibility and who possess the knowledge, skills, and abilities required to perform at that level.

The Department of Human Resources in accordance with existing city policy shall accomplish the identification and ranking of qualified and suitable employees for promotional consideration.

The Commander of the Professional Standards Branch and/or his designee shall be the liaison with the Department of Human Resources which shall be responsible for administering the Police Division's promotional process and shall ensure the security of all promotional materials to protect the integrity of the process. Promotion materials will be maintained in locked cabinets in Human Resources prior to, during and after the promotion process.

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APPROVED:  
CHIEF OF POLICE



