

EXECUTIVE ORDER



Subject	Limitations on Work Hours
Number	EO-25-003
Effective Date	January 29, 2025
Related to:	GO-PER-201.21 (Limitation on Work Hours)

DISTRICT OF COLUMBIA

The purpose of this executive order is to amend [GO-PER-201.21 \(Limitations on Work Hours\)](#) to provide additional guidance on the 18-hour rule for sworn members.

- A. No sworn member shall work more than 18 hours within a 24-hour period, or in excess of 98 hours per seven-day calendar week (i.e., 18-hour rule). These limitations shall include all types of shifts (i.e., fixed shifts, court appearance overtime, department overtime, and police-related outside employment).
- B. The 24-hour time period begins with a sworn member's report time for his or her shift and extends over the next 24 hours. This time period also includes all types of shifts (i.e., fixed shifts, court appearance overtime, department overtime, and police-related outside employment), regardless of the type of shift that the member works first.
- C. Members shall not schedule outside employment or voluntary overtime in excess of eight hours prior to their fixed shift.
- D. Once a sworn member is excused from work due to having reached the 18-hour limitation, he or she shall be permitted to be excused from subsequent assignments of any kind for a minimum of six hours. If this break period extends into the member's next duty assignment, the member shall be granted administrative leave for all overlapping hours.

A handwritten signature in black ink, which appears to read "Pamela A. Smith".

Pamela A. Smith
Chief of Police