

GENERAL ORDER



DISTRICT OF COLUMBIA

Subject Senior Police Officers		
Topic	Series	Number
PER	101	12
Effective Date March 13, 2012		
Rescinds: GO-PER-101.12 (Senior Police Officers), Effective Date: February 1, 2012		

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I. BACKGROUND

The Retired Police Officer Redeployment Amendment Act of 1992 (D.C. Law 9-163), as implemented through Title 6A DCMR Chapter 1 (Organization of the Metropolitan Police Department) establishes the temporary career service position of Senior Police Officer. This position is temporary, full-time, or part-time and subject to the rules governing career service employees of the District of Columbia Government, except as specified in the rules governing the position or otherwise required by law or regulation.

II. POLICY

The policy of the Metropolitan Police Department (MPD) is to recruit and retain the highest caliber of police officers to serve and protect the residents and visitors of the District of Columbia. The establishment of the Senior Police Officer program allows the Department to rehire members who have previously retired, benefiting from their service, skills, and extensive expertise.

III. DEFINITIONS

When used in this directive, the following terms shall have the meanings designated:

1. FOP – Fraternal Order of Police.
2. SPO – Senior Police Officer.
3. Temporary Appointment – Appointment with a specific time limitation of one (1) year, subject to renewal at the discretion of the hiring authority.

IV. REGULATIONS

A. Eligibility and Requirements

1. Police officers of any rank who retire in good health and good standing from the Metropolitan Police Department of the District of Columbia, except for disability annuitants, shall be eligible for rehire to the position of Senior Police Officer at the discretion of the Chief of Police.
2. Service as a Senior Police Officer does not impact the officer's retirement benefits or count toward future benefits. A retired police officer rehired under these rules shall not incur annuitant liability for salary earned from the District of Columbia Government nor jeopardize his/her retirement benefits.
3. A Senior Police Officer is equivalent in rank to an officer.
4. To be eligible, a member must be retired for no more than five (5) years at the time of application, and all candidates are subject to:
 - a. Meeting current medical fitness standards of the Department.
 - b. Successfully passing a thorough, updated background investigation, if there is a break in service.
 - c. A review of their past employment and disciplinary records.
 - d. Successfully passing the required drug screening.
5. Senior police Officers shall serve a probationary period of six (6) months or the equivalent if they are part-time employees.
6. The Chief of Police, at his/her discretion, may waive or vary the application of any of these rules not otherwise required by law or regulation.

B. Procedures for Applying to the SPO Program

1. Current members who wish to be considered for the position of Senior Police Officer shall submit a letter of interest to the Director, Human Resource Management Division (HRMD), Professional Development Bureau (PDB).
2. The Director, HRMD, shall be responsible for ensuring a background review of the member (e.g., performance record, endorsement of

member's command, disciplinary history) is completed and submitted to the Chief of Police.

3. Retired members who wish to be considered for the position of Senior Police Officer should submit a letter of interest to the Chief of Police for consideration.

C. Compensation, Benefits and Training

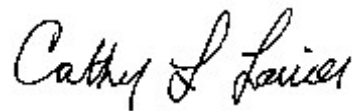
1. The salary of Senior Police Officers shall be set at no more than that equal to the salary paid a Class 1, Step 5 Officer.
2. Senior Police Officers shall be entitled to shift differentials, overtime pay, and holiday pay.
3. Senior Police Officers do not qualify for technical pay, longevity or retention pay.
4. Senior Police Officers are not entitled to step increases or promotions, and cannot be detailed to any other agency of the District of Columbia government.
5. Senior Police Officers will earn four (4) hours of sick leave per pay period, and any previously-earned sick leave from their prior employment shall not be reinstated unless such sick leave was not calculated as part of their retirement annuity. The burden is on the member to demonstrate that at the time of retirement, sick leave balances were not used to calculate additional annuity income.
6. Prior service shall be counted for the purpose of determining the rate of annual leave accrual.
7. Senior Police Officers are not subject to redeployment under the Department's Patrol Support Team initiative. However, the Chief of Police reserves the right to deploy Senior Police Officers as part of special events, including summer crime initiatives, and when there is a declared emergency.
8. Senior Police Officers are subject to Social Security deductions under the Federal Insurance Contributions Act (FICA).
9. Senior Police Officers shall not be entitled to receive contributions under the District of Columbia 401(A) investment program. However, they may elect to participate in the District of Columbia 457 deferred compensation program.

10. Senior Police Officers shall not earn or become entitled to additional benefits of any kind under the Police and Firefighters Disability Act, D.C. Official Code § 5-741, *et seq.*
 11. In the event that a Senior Police Officer is killed in the performance of duty, their survivor(s) are not entitled to the lump sum payment provided pursuant to D.C. Official Code § 5-716. Survivor(s) may be eligible to receive full benefits under the Public Safety Officers Benefits Act.
 12. Senior Police Officers shall be subject to the same training and professional development requirements as sworn members of the force.
- D. Assignments, Discipline, and Collective Bargaining.
1. Assignments of Senior Police Officers are determined at the discretion of the Chief of Police.
 - a. When a critical need has been determined, Senior Police Officers may be assigned to technical, administrative, and/or special skills positions in accordance with their respective knowledge, skills and abilities, and in accordance with the terms of the FOP Collective Bargaining Agreement.
 - b. Newly accrued seniority may be considered when choice of assignment is between Senior Police Officers, but shall carry no weight against permanent members of the force.
 2. Senior Police Officers are members of the same bargaining unit as other police officers, except:
 - a. As temporary employees of the District of Columbia government, Senior Police Officers shall not be entitled to any rights and/or privileges that exceed or are in conflict with the provisions of:
 - (1) The Comprehensive Merit Personnel Act; D.C. Official Code 1-601.01 *et seq.*
 - (2) The Redeployment Act;
 - (3) MPD regulations covering Senior Police Officers;
 - (4) Any applicable rules of the D.C. Department of Human Resources which govern the roles, responsibilities, rights and obligations of temporary employees.

- b. Senior Police Officers who are separated based on medical duty status may submit an expedited request to return to the Senior Police Officer program, pursuant to passing a medical examination.
5. Termination based on discipline and/or performance of a Senior Police Officer is subject to the rules, regulations and provisions of Chapter 16 of the District Personnel Manual.

V. CROSS REFERENCES

- A. General Order 207.01 (Clearance Procedures)
- B. District Personnel Manual, Chapter 14 (Performance Management)
- C. District Personnel Manual, Chapter 16 (General Discipline and Grievances)
- D. 6A DCMR Chapter 1 (Organization of the Metropolitan Police Department)
- E. D.C. Official Code § 1-623.1, *et seq.* (Public Sector Workers' Compensation)
- F. D.C. Official Code 1-601.01, *et seq.* (Merit Personnel System)
- G. D.C. Official Code § 5-741, *et seq.* (Police and Firefighters Retirement and Disability Act)
- H. D.C. Official Code § 5-716. (Survivor Benefits and Annuities)



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