

RULE 9 - Promotion of Commissioned Law Enforcement Officers

- 9.1 Application.** This Rule shall apply only to promotions, transfers, and demotions in the Pinal County Sheriff's Department of commissioned officers holding Arizona Police Officer Standards and Training Board (AZ POST) Certification.
- 9.2 Method of Making Promotion.** Commissioned promotions in the Sheriff's Department shall be based on merit and in accordance with the procedures established in these Rules.
- 9.3 Promotion Requirements.** Promotions to all commissioned positions in the Sheriff's Department shall require successful completion of an oral board examination or assessment center. Those employees seeking promotion to the following positions shall meet the requirements as set forth in this Rule.
- A. **Deputy to Corporal.** Three (3) years of law enforcement experience of which not less than two (2) years immediately preceding promotion is with the Pinal County Sheriff's Office.
 - B. **Senior Deputy to Sergeant.** Five (5) years of law enforcement experience of which not less than four (4) years immediately preceding promotion is with the Pinal County Sheriff's Office. Successful completion of a written examination.
 - C. **Corporal to Sergeant.** Five (5) years of law enforcement experience of which not less than four (4) years immediately preceding promotion is with the Pinal County Sheriff's Office. Successful completion of a written examination.
 - D. **Sergeant to Lieutenant.** Regular Status as a Sergeant with a minimum of one (1) year as Sergeant immediately preceding promotion; and six (6) continuous years of law enforcement experience with the Pinal County Sheriff's Office. Successful completion of a written examination.
 - B. **Lieutenant to Any Higher Rank.** Regular Status as a Lieutenant with a minimum of six months as a Lieutenant immediately preceding promotion; and a total of eight (8) years of law enforcement experience with any law enforcement agency in Arizona; or one year as a Lieutenant or greater and a total of eight (8) years of law enforcement experience with any law enforcement agency in Arizona.
- 9.4** All promotions in the Classified Service shall be competitive, except as provided in Rule 9.8.
- 9.5** An employee who is promoted shall be required to serve a 12-month probationary period as provided by Rule 11.3(C).
- 9.6** All applicants must meet minimum requirements regarding time and rank and/or minimum time with the Department on or before the date that applications for promotion must be filed.
- 9.7 Lateral Entry**
- A. When a vacancy exists for an entry level position, the Director may accept application from an individual who is a certified officer within the State of Arizona, employed by an Arizona law enforcement agency and who has completed the normal probationary period of his/her current employer. The Appointing Authority shall convene a departmental oral board for the Applicant. If the oral board recommends that the Applicant be employed, the Appointing Authority may appoint him/her to probationary status of 6 months duration. The Appointing Authority will institute a stringent background investigation of the individual, which shall include a polygraph examination.
 - B. An Applicant who is currently volunteering as a reserve officer with the Pinal County Sheriff's Department may be employed as an entry level deputy in that Department without completing the requirements set forth in Rule 9, Uniform Merit Rules, provided the following requirements are met by the Applicant:

1. The Applicant is an Arizona Certified Law Enforcement Officer and an active reserve deputy sheriff with the Pinal County Sheriff's Department.
2. The Applicant has completed a maximum of sixteen (16) hours of reserve service per month for each of the prior twelve (12) consecutive months.

9.8 Temporary Promotional Appointments and Demotions. The provisions of Rules 7.5 and 8.2 shall govern demotions and temporary promotional appointments of Commissioned Law Enforcement Officers respectively. Except that Temporary Promotional Appointments to the position of Detective may be made non-competitively for a period of up to three years.