

**CALIFORNIA HIGHWAY PATROL**

**GENERAL ORDER 10.8**

**REVISED NOVEMBER 2018**

**PERSONAL DEVELOPMENT CONSIDERATIONS  
FOR PROMOTION TO SERGEANT THROUGH CHIEF,  
CALIFORNIA HIGHWAY PATROL**

1. PURPOSE. The purpose of this General Order is to inform departmental personnel of personal development considerations for promotion to uniformed supervisory and management classifications.
  
2. POLICY. The personal development considerations for promotion are as follows:
  - a. General. Job performance, motivation, ability to communicate effectively, both orally and in writing, ability to interact well with people, and ability to develop subordinates are critical factors for promotion at all uniformed supervisory and management levels. Specific experience and education backgrounds considered desirable for promotion at each uniformed supervisory and management level are presented below. Recommended education beyond an Associate of Arts Degree should be relevant to the work performed. Relevant education is broadly interpreted to include training in fields such as public or business administration, law enforcement, psychology, etc.
  
  - b. Sergeant, California Highway Patrol. Belief in the Department's objectives as evidenced by performance as a road patrol officer. An Associate of Arts Degree or the equivalent number of college units and experience as an Officer-in-Charge or Field Training Officer, or other special assignment experiences are desirable.
  
  - c. Lieutenant, California Highway Patrol. Ability to motivate subordinates to carry out the Department's objectives. The competitor's participation in, and contributions to, the success of departmental programs (e.g., associate instructor for departmental training programs, program audits, developmental administrative assignments, committees, and multidisciplinary task forces). Education beyond an Associate of Arts Degree or the equivalent number of college units is desirable.
  
  - d. Captain, California Highway Patrol. Experience, including field supervisory experience as a sergeant or lieutenant, and staff experience in any departmental unit as a sergeant or lieutenant, is desirable. The competitor's participation in, and contributions to, the success of departmental programs (e.g., associate instructor

for departmental training programs, program audits, developmental administrative assignments, committees, and multidisciplinary task forces). At this level, a Bachelor's Degree or the equivalent number of college units is desirable.

e. Assistant Chief, California Highway Patrol. Area command and headquarters or field Division experience is desirable. The complexity of assignments the competitor has successfully handled is also a prime factor considered for advancement to Assistant Chief. The competitor's participation in, and contributions to, the success of departmental programs (e.g., associate instructor for departmental training programs, program audits, developmental administrative assignments, committees, and multidisciplinary task forces). Due to the nature of this position, particular attention will be given to the competitor's ability to develop subordinates and to articulate departmental policy inside the Department and to those outside entities with whom the Department has contact. Continued educational experience on contemporary issues, beyond the education level stated for captain, is desirable.

f. Chief, California Highway Patrol. Area command and headquarters experience at the rank of lieutenant or above, and the competitor's participation in, and contributions to, the success of departmental programs (e.g., associate instructor for departmental training programs, program audits, developmental administrative assignments, committees, and multidisciplinary task forces), as well as the attributes enumerated for Assistant Chief. Due to the nature of this position, particular attention will be given to each competitor's understanding of the current political, legal, fiscal, and social impacts on the Department; ability to plan and carry out departmental objectives and attain goals under those conditions; and ability to work with peers to attain departmental objectives.

OFFICE OF THE COMMISSIONER

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