

Are you a CPC voting member?

Yes

Which area command do you belong to?

Valley

Your Name

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Your E-mail Address

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Title for Recommendation

Area Commander Tenure

Recommendation

The Valley CPC recommends that area commanders stay in their positions for at least three years. We understand that promotion, retirement, etc. leads to natural progression, However, there have been other transfers that have happened with no adequate explanation.

Reason for Recommendation/Supporting Research

Research shows that leader consistency in any organization is a key element for ongoing success. If commanders remain in a specific area command, officers are less likely to transfer, and each community knows that there will be ongoing stability. The Valley Area Command, for example has had three commanders in as many years (one left owing to retirement) and other area commands has had even more. The Northwest, for example, has rarely had a commander who has stayed in the position for longer than a year. It seems important, therefore, for there to be real leadership in each area command that the leader stay in place over a period of time. We recommend three years as that covers three separate transfer 'bids' and as said before it is more likely that other personnel, officers, lieutenants, sergeants, etc., barring promotion and resignation, may stay in each specific command area thereby ensuring cohesion and constancy.

Response

The recommendation on Area Commanders staying on one Unit Command for 3 years was rejected because it would limit department flexibility.