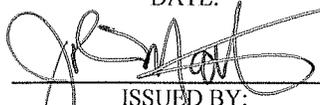


POLICY NUMBER:

APM- 2 - 12

DATE:

  
ISSUED BY:

**Johnny Martinez**

City Manager/Designee

# CITY OF MIAMI



REVISED  
SECTION  
Created

REVISIONS

DATE OF  
REVISION  
11/19/2012

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SIGNATURE

## ADMINISTRATIVE POLICY

SUBJECT:

**POLICE SUCCESSION/TRANSITION POLICY**

**Purpose**

To establish a policy to assure an orderly transition between outgoing and incoming administrations in the Police Department.

**Policy Statement**

The policy has been established in order to assure an orderly transition between outgoing and incoming administrations in the Police Department. It will provide the internal stability necessary to insure a smooth transition of police administrations. Such an orderly transition between incoming and outgoing administrations will assure the citizens, taxpayers and residents of the city of Miami continued governmental services and the integrity of such services. An orderly transition also help to maintain the established relationships between the Police Department, members of the community, other city department heads, the City Manager, elected officials, other federal, state and local law enforcement agencies, and prosecutorial authorities.

**THE POLICY WILL BE AS FOLLOWS**

No newly appointed Chief of Police will demote any sworn appointed command staff member unless exigent and articulable reasons to do so are provided to the City Manager and the City Manager expressly authorizes such a change. Further, barring unforeseen and unpreventable circumstances, the newly appointed Chief will not replace more than ten percent (10%) of his or her sworn appointed command staff within the first one hundred and eighty (180) days of his or her appointment. This restriction will serve to prevent future Chiefs of Police from forcing a profound loss or institutional knowledge that is invaluable to the efficient operation of the law enforcement agency.