



FBI-LEEDA

Issue II — Fall 2024

INSIGHTER

ADVANCING THE SCIENCE AND ART OF LAW ENFORCEMENT LEADERSHIP

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EMPOWERING

today's law enforcement leaders.

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Regional Transportation District
1660 Blake Street, Denver, CO 80202
Email: joel.fitzgerald.sr@gmail.com

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Sheriff Lon Thiele

Steele County Sheriff's Office
204 East Pearl Street, Owatonna, MN 55060
Email: lthiele@co.steele.mn.us

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Cheswold Police Department
P.O. Box 220, Cheswold, DE 19936
Email: christopher.workman@cj.state.de.us

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Email: thamblin@rangelyco.gov

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Stoughton Police Department
26 Rose Street, Stoughton, MA 02972
Email: dmcnamara@stoughton-ma.gov

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Advancing Justice: The Case for Merit-Based Promotions in Law Enforcement

— *Sergeant Jeremy Miller*
Okaloosa County Sheriff's Office, Florida

In the realm of law enforcement, the question of how promotions are granted has far-reaching implications for the effectiveness and integrity of the entire system. Traditionally, many agencies have relied on factors such as longevity, personal relationships, individual subjectivity, or political considerations when deciding who should climb the ranks. However, there is a growing consensus that a merit-based promotion process holds the key to a more efficient, transparent, and accountable law enforcement system.

The Merit-Based Advantage

A merit-based promotion system ensures that individuals ascend through the ranks based on their skills, performance, and overall contribution to the force. Unlike the seniority-focused approach, which rewards time served, a merit-based system fosters a culture of excellence, encouraging officers to continually develop their abilities and stay abreast of evolving law enforcement techniques and technologies.

By focusing on merit, law enforcement agencies can tap into the full spectrum of talent within their ranks. The most capable individuals, regardless of how long they have been in service or their political connections, rise to leadership positions. This approach promotes a dynamic and innovative culture within law enforcement agencies, ultimately benefiting the community they serve.

Objective Evaluation of Competence

Merit-based promotions involve a rigorous and objective evaluation process that considers an officer's skills, knowledge, leadership abilities, and commitment to ethical standards. This process typically includes assessments, evaluations, and performance reviews. Such a comprehensive evaluation ensures that those in leadership positions are not just experienced but are also equipped with the necessary qualities to make critical decisions in the interest of public safety. This approach fully embraces the "whole person" concept.

Longevity vs. Performance

One of the main drawbacks of longevity-based promotions is that time served does not necessarily correlate with effectiveness or competence. While experience is undoubtedly valuable, it should not be the sole determinant of an officer's suitability for a leadership role. Merit-based promotions emphasize performance over time, allowing the most qualified individuals to ascend quickly, bringing fresh perspectives and energy to leadership positions.

Political Neutrality and Public Trust

The injection of politics into the promotion process can erode public trust in law enforcement. Merit-based promotions eliminate the perception of favoritism or bias, as officers know they will be advanced based on their abilities and achievements rather than political affiliations. This transparency helps build public trust, a cornerstone of effective policing in any community.

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Personal Relationships and Individual Subjectivity

Basing promotions on who we like or who our friends are may feel good, but it does a disservice to both the organization and the community due to the inherent bias. Our biases will inevitably cloud our judgement and drive our evaluations of others via subjective measures instead of clearly established objective standards. Only when we base performance on objective standards are we able to legitimately identify the best and brightest among us. An organization with well-rounded and high achieving managers and supervisors breeds contagious success and durability. Conversely, an organization comprised of individuals promoted due to personal relationships, favoritism, or cliques is demoralizing and ultimately doomed to fail.

Fostering a Culture of Continuous Improvement

Merit-based promotions create a culture where officers are incentivized to invest in their professional development continually. Knowing that their efforts and achievements will be recognized and rewarded, officers are more likely to pursue additional training, education, and skills enhancement. This commitment to ongoing improvement benefits the entire force, creating a more capable and adaptable law enforcement community.

Conclusion

In the pursuit of a just and effective law enforcement system, the adoption of a merit-based promotion process is paramount. By valuing competence, performance, and objectivity over longevity, personal relationships, individual subjectivity, or political considerations, law enforcement agencies can ensure their leaders are the best equipped to navigate the complex challenges of maintaining public safety. The benefits extend beyond the force itself, fostering public trust, encouraging continuous improvement, and ultimately creating a more accountable and efficient criminal justice system. As communities demand greater transparency and accountability, the shift toward merit-based promotions stands as a crucial step in building a law enforcement system that truly serves and protects.



Jeremy Miller

Sergeant Jeremy Miller, MBA – Jeremy draws on his vast background as a prior Navy SEAL, military officer, law enforcement officer, and consultant, to create lead, and manage high performance teams. For over three decades, his “no nonsense” approach and practical techniques have repeatedly catapulted individuals, teams, and companies to success! Jeremy is an FBI-LEEDA Leadership Trilogy award winner who currently serves as a supervisor for school resource officers.