



ORGANIZATION OF CIVIL AIR PATROL

CAPR 20-1, dated 29 May 2000, is supplemented as follows:

PART I – ORGANIZATION OF CIVIL AIR PATROL, Section D–Command Responsibilities, 13, (c). The wing commander appoints group, squadron, and flight commanders. Group commanders may select candidates for squadron and flight command but the authority to appoint squadron and flight commanders remains with the NJ Wing Commander. Term limits for NJ Wing group, squadron, and flight commanders are described in PART V.

PART III – SENIOR MEMBER POSITION DESCRIPTIONS, Wing Commander, Paragraph 9. Appoint high caliber commanders of subordinate units when replacements are needed and remove unit commanders from positions whenever they are considered unqualified or otherwise unsuitable. **Added.** Ensure the development of new leaders by implementing term limits for subordinate unit commanders as defined in PART V.

PART III – SENIOR MEMBER POSITION DESCRIPTIONS, Group Commander, Paragraph 7. Recommend to the wing commander high caliber commanders of subordinate units when replacements are needed and recommend removal of subordinate unit commanders from positions whenever they are considered unqualified or otherwise unsuitable. **Added.** Ensure the development of new leaders by implementing term limits for subordinate unit commanders as defined in PART V of this supplement.

Added. PART V – NEW JERSEY WING SUBORDINATE UNIT COMMANDER TERM LIMITS

To optimize the overall quality of leaders in NJ Wing by increasing opportunities to advance to higher echelons and to promote excellence in the execution of CAP programs by encouraging professional development, term limits for subordinate unit commanders will be implemented follows:

Subordinate unit commanders may serve for a term of four (4) consecutive years with extensions of one (1) year intervals at the discretion of the wing commander.

The first year a new commander serves shall be considered probationary. During this probationary period, the commander may be removed from command without prejudice at the recommendation of the group commander with the approval of the wing commander.

One month prior to the end of the probationary period, flight and squadron commanders will receive an official performance review from the group commander. Group commanders will receive this review from the wing commander or vice-commander.

All subordinate unit commanders will receive an annual performance review from the commander at the next higher echelon. These performance reviews will become part of the commander's official personnel file.

Any extensions on an annual basis that exceeds six (6) years total as a subordinate unit commander will require the approval of the Northeast Region Commander based on a waiver request from the wing commander. Region extensions are for no more than one (1) additional year. Waiver requests must be in writing and fully justified.

Group, squadron, and flight commanders may not succeed themselves as the unit commander at the end of their term and must have at least a three (3) year break in service as the unit commander before returning to the same commander position.

If a subordinate unit, squadron or flight, cannot replace its commander as to no effort has been made to recruit and train a replacement, that squadron or flight should be merged into another nearby unit that is meeting the wing's tenure instructions.