

**Southern Shores Police
Career Development Program
5% raise for each step**

Classification	Grade	Years of Service	Performance Evaluations	Training
PO I	0-3		Must meet expectations on most recent annual evaluation	*Completion of Basic Law Enforcement Training (BLET) or lateral entry
POII	3 years (2 at SSPD or lateral transfer with 3 or more years of service)		Must meet expectations on most recent annual evaluation	*Radar Operator Certification *Intoximeter (DUI) *Mobile Data Terminal/ DCI * Introduction to Community policing or equivalent *50 hours of additional approved training *
	6 years (4 at SSPD)		Must meet expectations on most recent annual evaluation	*Police Law Institute *Field Training Officer *Alcohol Screening Testing Device *Standard Field Sobriety Testing
Senior Police Officer			Must meet expectations on most recent annual evaluation	* 50 Hours Of Additional approved training* *CIT Training
Senior Police Officer II		9 years (6 at SSPD)	Must meet expectations on most recent annual evaluation	* First Line supervisor School or othe approved supervisor school *50 hours of additional approved training*
Master Police Officer		12 years (9 SSPD)	Must meet expectations on most recent annual evaluation	*Leadership Development for law Enforcement or other approved leadership school * FTO Supervisor School *50 hours of additional approved training*

Master Officer II	15 years (12 at SSPD)	Must meet expectations on most recent annual evaluation	<p>*2 of the following courses - General Criminal Investigations or equivalent Crime Scene investigations or equivalent SRO Certification Dare Certification Advanced Traffic Crash Investigations or other advanced traffic crash or traffic enforcement related school Approved advanced supervisor school * 50 hours of Additional approved Training*</p>
Master Officer III	18 years (15 at SSPD)	Must meet expectations on most recent annual evaluation	<p>* Obtains Instructor status or obtains one of the following - criminal investigators certificate, traffic cetificate, leadership certificate, school recoures officer certificate, community policing certificate or General Instructor Certification *100 hours of additional approved training *</p>
Corporal	Selected via assesment process	Must meet expectations on most recent annual evaluation	<p>* Intermediate Level Law Enforcement Certificate preferred</p>
Corporal II	3 years at Corporal	Must meet expectations on most recent annual evaluation	<p>*100 Hours of additional approved Training * Leadership Development for law Enforcement or other approved leadership school * FTO Supervisor School</p>

Corporal III		3 years as Corporal II	Must meet expectations on most recent annual evaluation	<ul style="list-style-type: none"> * Advanced Law Enforcement certificate preferred *100 hours of training specific to Leadership, Management or Supervision * Obtains Instructor status or obtains one of the following - criminal investigators certificate, traffic certificate, leadership certificate, school recoures officer certificate, community policing certificate or General Instructor Certification
Sergeant		Selected via assessment process	Must meet expectations on most recent annual evaluation	*Intermediate Level Law Enforcement Certificate preferred
Sergeant II		3 years as Sgt	Must meet expectations on most recent annual evaluation	<ul style="list-style-type: none"> *100 hours of training specific to Leadership, Management or Supervision * Background Investigations * Leadership Development for law Enforcement or other approved leadership school
Sergeant III		3 years as Sgt II	Must meet expectations on most recent annual evaluation	<ul style="list-style-type: none"> *100 additional hours of training specific to Leadership, Management or Supervision. Obtains General instructors certification * General Instructor Certification *One of the following - criminal investigators certificate, traffic certificate, leadership certificate, school recoures officer certificate, community policing certificate or General Instructor certification . * Advanced Law Enforcement certificate preferred

2.5 % raise for intermediate certificate
5.0 % raise for advanced Certificate