

Waxhaw Police Department Career Development Program

| Rank | Yrs. of Service | Education | Certification | Training | Additional | Percent Increase |
|-------------|-----------------|-----------------------------------|--|---|--|------------------|
| PO 1 | 1 | High school diploma or equivalent | General Law Enforcement Certificate | Intox, SFST, | | 5% |
| | 2 | | | Radar/Lidar, Verbal Judo | Eligible for SRT/ Field Force | |
| PO 2 | 3 | | | Drug Enforcement for PO, Rapid Response | Written Examination for Promotion | 2.5% |
| | 4 | | | Community Intervention, Interview and Interrogation | Eligible to apply for FTO | |
| MPO1 | 5 | | | PLI | Written Examination for Promotion | 5% |
| | 6 | | | Crime Scene Investigations, Criminal Investigations | | |
| MPO2 | 7 | | Intermediate Law Enforcement Certificate | Public Safety Leadership Institute, FTO | Written Examination for Promotion | 2.5% |
| | 8 | | | **40hrs of ongoing Job Specific Training or Education | | |
| | 9 | | | **40hrs of ongoing Job Specific Training or Education | | |
| MPO3 | 10 | Associates Degree | Advanced Law Enforcement Certificate | PLI, First Line Supervisor, Critical Incident/Stress Management, K9 Law | Written Examination for Promotion, must have a minimum of 9 years of police experience | 2.5% |

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|----------------------------|-----------------|-------------------|--------------------------------------|---|---|--|
| Rank | Yrs. of Service | Education | Certification | Training | Additional | Percent Increase |
| SGT1 | 1 | Associates Degree | Advanced Law Enforcement Certificate | First Line Supervisor or Equivalent, MDP or LEMA New Sgt. Course, ICS 300, 400, | Written Examination and Interview Board for Promotion, must have a minimum of 6 years Police experience. | 5% then another 5% after 6 month probationary period |
| | 2 | | | K9 Law | | |
| | 3 | | | MDP or LEMA whichever was not taken | Eligible for Law Enforcement Executive Program (LEEP) or Administrative Officers Management Program (AOMP), or Management Development Program (MDP) | |
| SGT2 | | | | DCI 2&3, Law Enforcement Executive Program (LEEP) or Administrative Officers Management Program (AOMP), , | Must have 3 years' experience as SGT 1 | 5% |

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|---|-----------------|-------------------|--------------------------------------|--|--|--|--|
| Rank | Yrs. of Service | Education | Certification | Training | Additional | Percent Increase | |
| LT1 | 1 | Bachelor's Degree | Advanced Law Enforcement Certificate | DCI 2&3, Law Enforcement Executive Program (LEEP) or Administrative Officers Management Program (AOMP), MDP and LEMA | Project and Interview Board for Promotion | 5% then another 5% after 6 month probationary period | |
| | 2 | | | Budgeting for Police Managers | | | |
| | 3 | | | **40hrs of ongoing Job Specific Training or Education | | | |
| LT2 | | | | | SOG PELA Program, SOG County Municipal Management Course | Must have 3 years' experience as LT1 | 5% |
| CAPT | | | | | NC Chiefs Conference, NC Police Execs Conference, SOG-Introduction to Local Government Finance | Must have a minimum of 10 years police experience | 5% then another 5% after 6 month probationary period |
| SPECIALIZED: DET, K9, TRAFFIC, COMMUNITY POLICE | | | | Rank Specific | Rank Specific | Ongoing training working toward certificate in specialized field, Community Police and Traffic personnel required to be car seat safety certified. | |
| SRT/FF | | | | Ongoing training in specialized field | Must have 1 full year of service before eligible, Must pass PT test and Firearm Requirements | | |

Career Development Program

** The forty hour job specific training or education does not include in service training or mandated League classes. College credit hours and recertification hours can count toward the required training hours. These training hours should be applicable to a corresponding state certificate program. These hours are a yearly requirement even if not specifically mentioned.

All state certified operator trainings that are earned (i.e. Radar/Lidar, Intox) must be maintained until the rank of Lt.1 and then can be maintained at the discretion of the Chief of Police. This requirement is for all officers regardless of current division.

LEEP, Law Enforcement Executive Program is run by NC State
AOMP, Administrative Officers Management Program is run by NC State
MDP, Management Development Program is run by SPCC
Public Safety Leadership Institute is run by CPCC

Specialized Certificate programs that can be obtained are the;

Traffic Enforcement and Investigation Certificate (TEIC),

Tactical Training Certificate (TTC),

School Resource Officer (SRO),

Leadership Certificate Program (LCP),

Criminal Investigators Certificate (CICP),

Community Policing Certificate (CPCP).

For example, detectives could take classes toward CICP, traffic cars could take classes toward TEIC, Community officers could take classes for SRO or CPCP, and Patrol officers could take classes toward CPCP.

All classes and certificate enrollments are subject to approval by a direct supervisor and the training coordinator.

To advance from one rank to the next requires the appropriate years of service and a written examination or project, to be determined by the Chief of Police.

If you do not have all required documentation and certificates that your rank requires, a work plan with a time frame will be created to be completed. If the work plan is not completed to meet current standards a demotion could be issued.