

Emerald Isle Police Department

Police Officer Career Advancement Program (POCAP)

The Police Officer Career Advancement Program (POCAP) is a learning based career progression system that was developed specifically for the Emerald Isle Police Department and the officers that serve this community. POCAP provides an officer with a structured path of training and growth that will continuously increase their skills, knowledge and abilities in areas that have the greatest impact on the mission of the department. This program is designed to keep the officer engaged in advancing in their career while at the same time increasing their abilities and the quality of services provided to the citizens of Emerald Isle. The structure of the program and the specific requirements are outlined in Figure 1 below:

Figure 1

Level	Insignia	Time in Grade Requirement	No disciplinary actions within previous	Required Certifications/Training	Pay Increase %
Probationary Officer (PBO)	N/A	N/A	N/A	H.S. Diploma B.L.E.T Certification Probationary Certification from North Carolina Criminal Justice Education Training and Standards	Hiring Rate
Police Officer (PO)	N/A	Release from Probationary Status	6 months	Completion of Department Field Training Program (280 hours) Release from Probationary Status DCI Certification (16 hours)	5% (Grade 16 - Minimum) Based on Town Policy
Police Officer I (POI)		Minimum 1 year as PO	6 months	General Certification ICS-100 (4 hours) ICS-200 (4 hours) ICS-700 (4 hours) Taser Certification (8 hours) Alco-Sensor Certification (8 hours) Standardized Field Sobriety Testing Certification (24 hours) 2 Patrol/Traffic Related Elective Courses (minimum of 16 hours each) 2 Officer Choice Related Elective Courses (minimum of 16 hours each)	2.5%
Advanced Police Officer (APO)		Minimum 2 years as POI	12 months	EC/IRII Certification (40 hours) Radar Certification (48 hours) Verbal Judo (16 hours) Fundamentals of the Investigative Process (32 hours) Basic Narcotics Investigation (32 hours) 3 Patrol/Traffic Related Elective Courses (minimum of 16 hours each) 3 Officer Choice Elective Courses (minimum of 16 hours each)	3%
Senior Police Officer (SPO)		Minimum 2 years as APO	12 months	Field Training Officer Certification (40 hours) Interview and Interrogation (40 hours) ICS-800 (4 hours) Police Law Institute (80 hours) 3 Patrol/Traffic Related Elective Courses (minimum of 16 hours each) 2 Investigations Related Elective Courses (minimum of 16 hours each) 1 Leadership/Supervisory Related Elective Course (minimum of 16 hours) 3 Officer Choice Elective Courses (minimum of 16 hours each)	5%
Master Police Officer (MPO)		Minimum 3 years as SPO	24 months	Intermediate Law Enforcement Certification Advanced Field Training Officer Certification (32 hours) First Line Supervision (40 hours) ICS-300 (8 hours) ICS-400 (8 hours) 3 Leadership/Supervisory Related Elective Courses (minimum of 16 hours each) 4 Investigations Related Elective Courses (minimum of 16 hours each) 4 Officer Choice Elective Courses (minimum of 16 hours each)	7.5%
Sergeant (SGT)		Minimum 1 year as SPO or higher	24 months	*****By promotional process only*****	5% or Grade 19 minimum (whichever is greater)
Senior Sergeant (SSGT)		Minimum 2 years as SGT	24 months	New Sergeants Course (24 hours) Internal Affairs Investigation Course (36 hours) Background Investigations Course (40 hours) 3 Community Oriented Policing Courses (minimum 16 hours each) 2 Public Speaking/Relations Related Courses (minimum 16 hours each) 2 Admin/Personnel Related Elective Courses (minimum 16 hours each) 3 Officer Choice Related Elective Courses (minimum 16 hours each)	5%
Master Sergeant (MSGT)		Minimum 2 years as SSGT	24 months	Advanced Law Enforcement Certification Field Training Officer Supervisor (20 hours) Budgeting for Police Managers (52 hours) Property and Evidence Room Management (16 hours) 2 Community Oriented Policing Courses (minimum 16 hours each) 2 Admin/Personnel Related Elective Courses (minimum 16 hours each) 3 Officer Choice Related Elective Courses (minimum 16 hours each)	5%
Lieutenant		As designated by the Chief of Police	24 months	*****By promotional process only*****	5% or Grade 20 minimum (whichever is greater)
Captain		As designated by the Chief of Police	24 months	*****By promotional process only*****	5% or Grade 21 minimum (whichever is greater)
Assistant Chief (Major)		As designated by the Chief of Police	24 months	*****By promotional process only*****	5% or Grade 22 minimum (whichever is greater)