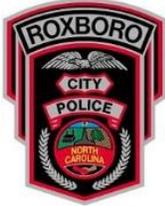


ROXBORO POLICE DEPARTMENT



109 North Lamar Street
Roxboro, North Carolina 27573

Office 336 599 8345

www.cityofroxboro.com



Certification Pay Program

The purpose of the certification pay program is to establish a diverse, well trained, educated and professional staff of police officers. Police Officers who are well trained in various modern policing techniques and strategies reduce liability to the community and the city, thereby improving police relations and application of 21st Century Policing methods. Finally, a career development program is intended to retain employees to provide a stable workforce.

Education Salary Increases

Advanced Professional Law Enforcement Certificate \$500 to base pay.

Associate Degree in Criminal Justice or related field
\$500 to base pay, plus \$250 bonus if earned while employed with the City of Roxboro.

Bachelor Degree in Criminal Justice or related field
\$1000 increase to base pay, plus \$500 bonus if earned while employed with the City of Roxboro.

Master Degree in Criminal Justice or related field
\$1,500 increase to base pay, plus \$750 bonus if earned while employed with the City of Roxboro.

Master Police Officer **\$1,250**

Employees under the rank of Sergeant are eligible for this certification pay class. Must be employed with the police department a minimum of 5 years and completed the below courses:

Officer Survival Training:	80 Hours
Basic Radar Training:	40 Hours
DWI Detection Training:	56 Hours
Legal/ Supervision*:	80 Hours
Community Policing:	16 Hours
Investigative Training:	40 Hours
Police Law Institute:	80 Hours
Crisis Intervention Training:	40 Hours
Total Accumulative:	432 Hours

- 1) Certification as a General or Specialty Instructor can be in lieu of Investigative Training requirement for this phase.
- 2) *At least one course within the 80 hour criteria must include a NCLM Risk Management legal or supervisory course.
- 3) Master Officer certification employees may be given preference for promotional processes to the Corporal, Detective, or Sergeant upon recommendation of their supervisor.

The Chief of Police, upon approval of the City Manager, may offer lateral entry for experienced officers with five or more years of North Carolina law enforcement service who have obtained the minimal training hours required for Master Officer. A lateral entry officer at the rank of Master Officer will be compensated at the hiring rate for certification pay.

Senior Sergeant \$1,250

Currently a sergeant with a minimum of five years in position and has obtained:

Officer Survival Training: 16 Hours
Legal/ Supervisor*: 100 Hours
Investigative Training: 80 Hours
Community Policing: 24 Hours

Total Cumulative less mid-level management development: 220 Hours

- 1) Must possess an Advanced Professional Law Enforcement Certificate
- 2) Must have attended a NC Police Executives Training conference within the tenure for this pay grade
- 3) *At least one course within the 100-hour criteria must include a NCLM Risk Management Use of Force Report Review or Legal course, not obtained in a previous step
- 4) Must have completed one of the following courses, FBILEEDA Trilogy or LEEP

Administrative Division

Senior Lieutenant \$ 1,250

Currently a lieutenant with a minimum of three years in position and has obtained:

Community Policing: 40 Hours
FBI Command College: 24 Hours
Person County Leadership: 51 Hours

Total Cumulative less mid-level management development: 115 Hours

- 1) Must possess an Advanced Professional Law Enforcement Certificate
- 2) Must possess an Associate degree applicable to the career field and;
- 3) Must have graduated from one of the following: AOMP; Southern Police Institute Administrative Officer Course or Command Officers Development Course; FBI National Academy