

Camdenton Police Department Career Development Program

The Camdenton Police Department adopted a Career Development Program in 2002 to acknowledge **veteran officers who perform at a higher standard** and to offer an opportunity for promotion within the rank of Police Officer. It currently includes four levels with requirements in experience, proficiency, training, community / professional involvement, productivity and other areas. The expectations increase as the officer progresses.

Police Officer I:

- Officer is eligible for promotion to POI at the completion of the six-month probationary period.
- Officer must have completed the Field Training Program and received a satisfactory evaluation.
- Officer receives a one-step pay adjustment. (25 cents)

Police Officer II:

- Officer is eligible for promotion to POII after two years employment.
- Requires increased proficiency demonstrated on evaluation score. (2.90 minimum)
- Requires 80 hours of training to enhance patrol skills.
- Must be productive and ready to accept additional responsibilities / projects.
- Officer receives a two-step pay adjustment. (50 cents)

Police Officer III:

- Officer is eligible for promotion to POIII after five years employment.
- Requires increased proficiency demonstrated on evaluation score. (3.15 minimum)
- Requires 200 hours of training including 40 hours specialized training.
- Must be productive and routinely handles additional responsibilities / projects.
- Needs at least one area in community or professional involvement.
- Officer receives a three-step pay adjustment. (75 cents)

Police Officer IV:

- Officer is eligible for promotion to POIV after eight years employment.
- Requires increased proficiency demonstrated on the evaluation score. (3.30 minimum)
- Requires 320 hours of training including 40 hours instructor or supervisory training.
- Must be productive and extra responsibilities / projects have been permanently assigned.
- Needs at least two areas in community or professional involvement.
- This person can serve as Acting Sergeant or oversee a division.
- Officer receives a four-step pay adjustment. (\$1.00)