



Security and Emergency Services Community of Interest

0083 - Police Series
Career Road Map & Training Strategy

Overview of the 0083 Police Career Road Map and Training Strategy

The United States Marine Corps (USMC) Security and Emergency Services (S&ES) Community of Interest (COI) developed this career road map and training strategy to support 0083-Police series professional development of technical competencies and training. This learning map is organized by a group of competencies, which together define successful performance in the 0083-Police series. Career road maps combined with a training strategy are essential resources for career development and useful for identifying the knowledge and skillsets needed to meet and/or enhance their skills in this occupational series.

This competency-based career road map was developed based on guidance from the Office of Personnel Management (OPM) Position Classification Standard, OPM Grade Evaluation Guide and via working groups using 0083 leaders across the USMC. Additional reference sources include the 0083 DoD Defense Civilian Personnel Advisory Service. Previously developed USMC 0083 models were incorporated as a baseline.

Career road maps are comprised of several components, described in Table 1 below:

Table 1. Components of a Career Road Map and Training Strategy

Competency Titles and Definitions	Describe the capabilities required within a position or job role.
Proficiency Targets	Define different levels of required performance (Entry, Journeyman, Supervisor and Expert/Senior Management) within a competency area.
Behavioral Indicators (BIs)	Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Entry, Journeyman, Supervisor and Expert/Senior Management.
Career Progression	<ul style="list-style-type: none"> • Career Paths and Progression: Provides employee with examples of the various career paths and progression from entry level employee to management level.
Training	<ul style="list-style-type: none"> • Core: Initial training that all personnel should have in related position from entry to senior levels. • Core-Plus/Leadership: Advanced and leadership training that is necessary for career progression that is recommended for mid-senior personnel in addition to core training. • Career Enhancing/Sustainment: Training intended to maintain credentials or a good training course to have, but not necessary for career advancement.

Police Series Defined

This series includes positions where the primary duties of which are the performance or supervision of law enforcement work in the preservation of the peace; the prevention, detection, and investigation of crimes; the arrest or apprehension of violators; and the provision of assistance to citizens in emergency situations, including the protection of civil rights. The purpose of police work is to assure compliance with Federal, State, county, and municipal laws and ordinances, and agency rules and regulations pertaining to law enforcement work.

Competency Areas

Eleven competencies have been identified for the successful performance in the 0083-Police series:

- | | |
|--|---------------------------------------|
| 1. Installation Security and Access Control | 7. Emergency Response |
| 2. Violation Detection and Basic Investigation | 8. Traffic Enforcement |
| 3. Report Writing | 9. Police Ethics |
| 4. Use of Force | 10. Military Working Dog* |
| 5. Community Policing | 11. Special Reaction Team* |
| 6. Technology Application | * <i>Position Specific Competency</i> |

Proficiency and Skill Band Definitions

The Proficiency Rating Scale (Table 2) below details the rating given for each level of proficiency and its corresponding definition. Proficiency levels describe the degree of competency required to perform a specific job successfully; these levels relate to the work required for a specific job. Different jobs require different levels of proficiency for successful performance. The proficiency levels provided in this learning map indicate the minimum proficiency target for successful performance.

Table 2. Proficiency Rating Scale

1	Basic	No Proficiency	Conceptual Knowledge Only/No Experience
2	Applied	Low Proficiency	Able to Apply with Help
3	Intermediate	Moderate Proficiency	Able to Apply Autonomously
4	Advanced	High Proficiency	Proficient/Able to Help Others
5	Expert	Very High Proficiency	Expert Knowledge

The USMC COI has outlined a career progression structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the Skill Level Structure (Table 3). It is associated with each occupational series and follows you from the time you are an entry-level employee until you attain the level of a management employee. Career progress in the USMC has traditionally been based on the federal government pay schedule system. The ratings within the pay schedule system are associated with Job Skill Levels within the 0083-Police series indicated as follows:

Table 3. Skill Level Structure

Job Skill Level	Definition	Job Titles Within Skill Levels	Pay Plan	Beginning Grade	Target Grade
1	Entry	Patrolman	GS	3/4/5/6	7
2	Journeyman	Patrolman	GS	7	7
		Tactical Boat Team Member	GS	7	7
		Special Reaction Team (SRT) Member	GS	8	8
		Field Training Officer (FTO)	GS	8	8
		Military Working Dog (MWD) Handler	GS	8	8
		Accident Investigator	GS	8	8
		Desk Sergeant	GS	9	9
		Patrol Sergeant	GS	9	9
		MWD Trainer	GS	9	9
		SRT Lead	GS	9	9
		Police Detective	GS	9	9
		Police Officer Trainer	GS	9	9
3	Supervisor	Accident Investigations Supervisor	GS	10	10
		SRT Commander	GS	10	10
		Kennel Master	GS	10	10
		Watch Commander	GS	10	10
		Assistant Operations Officer	GS	11	11
		Assistant Services Officer	GS	11	11
4	Management	Operations Officer	GS	12	12
		Services Officer	GS	12	12
		Deputy Chief	GS	12	13
		Chief	GS	13	13

Advancing Levels of Expertise within the 0083-Police Series

Level 1	Level 2	Level 3	Level 4
Entry Level (GS 03-06)	Journeyman (GS 07-09)	Supervisory (GS 09-11)	Senior Management (GS-12/13)
At the entry level, incumbent is responsible for performing basic law enforcement duties under supervision, supports and learns from senior officer, build understanding of relevant laws and regulations.	At the journeyman level, the incumbent is responsible for applying knowledge and understanding of relevant laws and regulations; performing duties and responsibilities without supervision.	At the expert level, the incumbent is responsible for managing the work and activities of junior officers and possess advanced knowledge and understanding of relevant laws and regulations; directs project and/or program activities.	At the management level, the incumbent is responsible for managing the work and activities of junior officers; possess expert knowledge and understating of relevant laws and regulations; directs project and/or program activities.
Desired Academic Credentials High School Graduate	Desired Academic Credentials Any BA Degree	Desired Academic Credentials Any BA/BS Degree	Desired Academic Credentials
Experience 1 year of specialized experience equivalent to the GS 03 level where work is in or directly related to the line of work of the position.	Experience 1 year of specialized experience equivalent to the GS -05 level where work is in or directly related to the line of work of the position.	Experience 1 year of specialized experience equivalent to the GS-9 level where work is in or directly related to the line of work of the position.	Experience 1 year of specialized experience equivalent to the GS-11 level where work is in or directly related to the line of work of the position.
Training: CORE BPOC Basic LE Qualifications (Annual/Semi Annual)	Training: Core BPOC Basic LE Qualifications (Annual/Semi Annual) Core Plus/ Leadership Position Specific Specialized Training (MWD Trainer, SRT Lead, Accident Investigator, Police Officer Trainer)	Training: Core BPOC Basic LE Qualifications (Annual/Semi Annual) Core Plus/ Leadership Position Specific Specialized Training (Kennel Master, SRT Commander, Accident Investigator Supervisor, Watch Commander)	Training: Core BPOC Police Commanders Course Basic LE Qualifications (Annual/Semi Annual) Core Plus/Leadership Position Specific Specialized Training (Services Officer, Operations Officer, Deputy Chief, Chief)

Career Progression

The 0083- Police Series has various career paths and progression for the entry level patrolman to consider as they move through the job skill levels: entry, journeyman, supervisory and management. Table 4 provides examples of career paths and progression available to them. Patrolman should work with their supervisor for guidance. The following table provides **examples of** career path and progression in the 0083- Police Series:

Table 4. Career Path Progression Examples

Career Path Progression								
ENTRY GS 03/04/05/06	JOURNEYMAN		SUPERVISORY			MANAGEMENT		
	07	08	09	10	11	12	12/13	13
		SRT Member	SRT Lead	SRT Commander	Assistant Operations Officer	Operations Officer	Deputy Chief	Chief
		MWD Handler	MWD Trainer	Kennel Master	Assistant Operations Officer	Operations Officer	Deputy Chief	Chief
		Accident Investigator	Accident Investigator Supervisor	Accident Investigator Supervisor	Assistant Services Officer	Services Officer	Deputy Chief	Chief
			Police Detective	Watch Commander	Assistant Operations Officer	Operations Officer	Deputy Chief	Chief
		Field Training Officer	Police Training Officer	Watch Commander	Assistant Operations Officer	Operations Officer	Deputy Chief	Chief
			Desk/Patrol Sergeant	Watch Commander	Assistant Operations Officer	Operations Officer	Deputy Chief	Chief
	Tactical Boat Team Member* GS 7 only	Field Training Officer	Police Training Officer OR Desk/Patrol Sergeant	Watch Commander	Assistant Operations Officer	Operations Officer	Deputy Chief	Chief

Behavioral Indicators (BIs)

It is important to define how competencies are manifested at different skill levels. Behavioral Indicators are on-the-job examples of behaviors and activities that illustrate how a competency is demonstrated at varying skill levels and provide an objective description of the behavior that can be observed in an individual as evidence that they either have or do not have the skills at the required level needed for the competency. These are examples of what the competency could look like at varying skill levels and are not inclusive of all behaviors demonstrating the competency for each skill level. This information is provided as a tool to help guide evaluations of employee proficiency; however, it should not be used as a checklist for employees' behaviors.

Training

Tables 5-8 define the Core, Core-Plus/Leadership, Position Specific Training and Advanced/Career Enhancement training courses within the 0083-Police series. Training is aligned to job roles and grade levels. Training titles and vendors are subject to change as the courses evolve. The Marine Corps Police Academy (MCPA) conducts various courses and takes requests for Mobile Training Team (MTT) training. Additionally, there are several external resources (DoD, local, state and commercial) that provide a variety of training opportunities available to all USMC civilian personnel for professional knowledge and skill development. Individuals are to work with their supervisor for approved training courses available to them. These training lists are to be used as a guide for professional development purposes and are only provided as a recommendation and may not encompass all training available to the 0083- Police series. Individuals are to work with supervisors to determine the best training courses suited for each position and for career progression. All Law Enforcement Manual (LEM) required training should be completed prior to requesting advanced/career enhancing training.

Table 5. Core Training by Job Role

Core Training	Patrolman (GS 03-06)	Patrolman (GS 07)	Tactical Boat Team Member (GS 07)	SRT Member (GS 07-08)	FTO (GS 08)	MWD Handler (GS 07-08)	Accident Investigator (GS 07-08)	Desk Sergeant (GS 08-09)	Patrol Sergeant (GS 08-09)	MWD Trainer (GS 08-09)	SRT Lead (GS 09)	Police Detective (GS 09)	Police Officer Training (GS 09)	Accident Investigator Supervisor (GS 9-10)	SRT Commander (GS 9-10)	Kennel Master (GS 9-10)	Watch Commander (GS 10)	Assistant Operations Officer (GS 11)	Assistant Services Officer (GS 11)	Operations Officer (GS 12)	Services Officer (GS 12)	Deputy Chief (GS 12 /13)	Chief (GS 13)
Basic Police Officers Course (BPOC)	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Police Commanders Course																						•	•
Accident Investigation Course							•							•									
Accident Reconstruction Course							•							•									
Coxswain Training			•	•							•				•								
EVOC Instructor					•						•		•				•						
Firearms Instructor					•						•		•				•						
First Aid Instructor					•						•		•				•						
Inland Boat Operator			•	•							•				•								
MWD Handler Course						•																	
MWD Trainer/Kennel Master Course						•				•						•							
Police Field Training Officer Course					•																		
SRT School				•							•				•								
SRT Commander											•				•								
SRT II Course				•							•				•								
Watch Commanders Course																	•	•				•	•

*Initial training that all personnel should have in related position from entry to senior levels.

Table 6. Core Plus/Leadership Training by Job Role

Core Plus / Leadership Training	Notes	Vendor	Patrolman (GS 03-06)	Patrolman (GS 07)	FTO (GS 08)	Desk Sergeant (GS 08-09)	Patrol Sergeant (GS 08-09)	Police Detective (GS 09)	Watch Commander (GS 10)	Assistant Operations Officer (GS 11)	Assistant Services Officer (GS 11)	Operations Officer (GS 12)	Services Officer (GS 12)	Deputy Chief (GS 12/ 13)	Chief (GS 13)
Developing Law Enforcement Managers		Commercial							•	•	•				
Emerging Leader Foundations		Commercial							•	•	•				
Supervision of Police Personnel	GS 08 and above in supervisory roles	Commercial			•	•	•	•	•	•	•	•	•	•	•
Leadership in Crisis Training Program		Commercial				•	•	•	•	•	•	•	•	•	•
LE Supervisor's Leadership Training Program		Commercial				•	•	•	•	•	•	•	•	•	•
School of Police Staff and Command	GS 10 and above	Commercial							•	•	•	•	•	•	•
Leadership Through Understanding Human Behavior	GS 10 and above	Commercial							•	•	•	•	•	•	•
Leadership in Police Organizations	GS 10 and above	Commercial							•	•	•	•	•	•	•
Leadership: Practical Skills	GS 10 and above	Commercial							•	•	•	•	•	•	•
Civilian Career and Leadership Development (CCLS)		DoD							•	•	•	•	•	•	•
Marine Corps Civilian Leadership Development Program (MCCLDP)		DoD							•	•	•	•	•	•	•
Administrative Officers Course	GS 11 and above	Commercial								•	•	•	•	•	•
Management of the Small LE Agency		Commercial				•	•	•	•	•	•	•	•	•	•
Police Commanders Course	GS 12/13	MCPA										•	•	•	•
Executive Management Program		Commercial										•	•	•	•
New Manager Foundations		Commercial							•	•	•	•	•	•	•

Table 6. Core Plus/Leadership Training by Job Role (continued)

Core Plus / Leadership Training	Notes	Vendor	Patrolman (GS 03-06)	Patrolman (GS 07)	FTO (GS 8)	Desk Sergeant (GS 08-09)	Patrol Sergeant (GS 080-9)	Police Detective (GS 09)	Watch Commander (GS 10)	Assistant Operations Officer (GS 11)	Assistant Services Officer (GS 11)	Operations Officer (GS 12)	Services Officer (GS 12)	Deputy Chief (GS 12/ 13)	Chief (GS 13)
Transitioning from Manager to Leader		Commercial												•	•
Police Leaders Course		MCPA												•	•
Law Enforcement Executive Development Seminar		DoD												•	•
FBINA		DoD							•	•	•	•	•	•	•
Executive Leaders Program		DoD												•	•

****Core Plus/leadership training that is necessary for career progression from entry level (Patrolman) through management (Chief)**

Table 7. Position Specific Training

Position Specific Training	Vendor	Tactical Boat Team Member (GS-07)	SRT Member (GS 07-08)	FTO (GS 08)	MWD Handler (GS 07-08)	Accident Investigator (GS 07 -08)	MWD Trainer (GS0 8-09)	SRT Lead (GS0 9)	Police Officer Training (GS0 9)	Accident Investigator Supervisor (GS 09-10)	SRT Comman0der (GS 9-10)	Kennel Master (GS 9-10)
Accident Investigation Course	Commercial					•				•		
Advanced Crash Reconstruction (Utilizing Human Factors)	Commercial					•				•		
Advanced Traffic Crash Investigation	Commercial					•				•		
At Scene Traffic Crash	Commercial	•	•		•	•	•	•	•	•	•	•
Breachers Course	Commercial		•					•			•	
Collison Investigation Course	Commercial					•				•		
Crash Investigation 2	Commercial					•				•		
Field Training Officer Course	Commercial			•					•			
First Aid Instructor	Commercial			•					•			
Heavy Crash Vehicle Construction	Commercial					•				•		
Inland Boat Operator	Commercial	•	•					•			•	
Managing the Patrol FTO Program	Commercial								•			
Management of the K 9 Unit	Commercial											•
MWD Handler Course	DoD				•							
MWD Trainer/Kennel Master Course	DoD						•					•
Police Leaders Course	MCPA						•	•	•	•	•	•
SRT School	MCPA/Commercial		•					•			•	
SRT Marksman/Observer/Phase II)	MCPA/DoD		•					•			•	
SRT Commander	MCPA							•			•	

***In addition to the core plus/leadership training, Specialty Training designed for those following career paths such as MWD, SRT, AID, Patrol Officer Training and Tactical Boat Member.

Table 8. Advanced Training (Career Enhancing) by Job Role

Advanced Training (Career Enhancing)	Vendor	Advanced Training (Career Enhancing)																						
		Patrolman (GS 03-06)	Patrolman (GS 07)	Tactical Boat Team Member (GS 07)	SRT Member (GS 07-08)	Field Training Officer (GS 08)	MWD Handler (GS 07-08)	Accident Investigator (GS 07-08)	Desk Sergeant (GS 08-09)	Patrol Sergeant (GS0 8-09)	MWD Trainer (GS 08-09)	SRT Lead (GS 09)	Police Detective (GS 09)	Police Officer Training (GS 09)	Accident Investigator Supervisor (GS0 9-10)	SRT Commander (GS0 9-10)	Kennel Master (GS 9-10)	Watch Commander (GS 10)	Assist Operations Officer (GS 10)	Assistant Services Officer (GS 11)	Operations Officer (GS 12)	Services Officer (GS 12)	Deputy Chief (GS 1 2/ 13)	Chief (GS 13)
ADA Basic Building Blocks	Commercial	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Advanced Law Enforcement Marksmanship	MCPA	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Advanced Interviewing for Law Enforcement Investigators	Commercial												•		•									
Basic Narcotics Investigation	Commercial	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•						
Case Law & Application of Force CL11A0ZZZZ	DoD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Commercial Vehicle Counterterrorism Training Program	Commercial		•				•		•	•								•	•		•			
Criminal Patrol and Contraband Concealment	Commercial	•	•	•			•			•						•								
Criminal Patrol and Contraband Concealment Investigations	Commercial		•			•			•	•								•						
Deception Detection Techniques	DoD												•	•	•									
DWI Detection & Standardized Field Sobriety Testing	Commercial	•	•						•	•								•						
Drug Recognition Expert	Commercial		•			•			•	•								•	•		•			
Effective Writing for Law Enforcement	Commercial	•	•	•	•	•	•	•	•	•	•	•	•	•										
Executive Leaders Course	DoD																							•
Executive Leadership Strategies: Organizational Health for the 21st Century	Commercial																					•	•	

Table 8. Advanced Training (Career Enhancing) by Job Role (continued)

Advanced Training/Career Enhancing	Vendor	Patrolman (GS 03-06)	Patrolman (GS 07)	Tactical Boat Team Member (GS 07)	SRT Member (GS 07-08)	Field Training Officer (GS 08)	MWD Handler (GS 07-08)	Accident Investigator (GS 07-08)	Desk Sergeant (GS 08-09)	Patrol Sergeant (GS 08-09)	MWD Trainer (GS 08-09)	SRT Lead (GS 09)	Police Detective (GS 09)	Police Officer Training (GS 09)	Accident Investigator Supervisor (GS 09-10)	SRT Commander (GS 09-10)	Kennel Master (GS 9-10)	Watch Commander (GS 10)	Assist Operations Officer (GS 10)	Assistant Services Officer (GS 11)	Operations Officer (GS 12)	Services Officer (GS 12)	Deputy Chief (GS 12/13)	Chief (GS 13)
Interview and Interrogations	Commercial	•	•	•	•	•	•	•	•	•	•	•	•	•	•			•						
Interviews and Interrogation Basics for Patrol Officer	Commercial	•	•	•	•	•	•	•	•	•	•	•	•	•										
Law Enforcement History-Lessons Learned	DoD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•						
Major Case Management	Commercial												•	•	•	•	•	•	•					
Managing the Patrol FTO Program	Commercial					•								•										
Managing the Patrol Function: A Data Driven Approach	Commercial	•							•	•								•	•		•			
Motorcycle Crash Reconstruction	Commercial	•						•							•									
Pedestrian/Bicycle Crash Reconstruction	Commercial	•	•					•							•									
Patrol Rifle	MCPA	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Performance Driven Leadership	Commercial														•	•	•	•	•	•	•	•	•	•
Police Ethics: Problems and Solutions, Part I and II	Commercial														•	•	•	•	•	•	•	•	•	•
Proactive Leadership: Budgeting & Survival Strategies	Commercial																	•	•	•	•	•	•	•
School Safety Training Program	Commercial	•	•																					
Traffic Crash Reconstruction II	Commercial								•						•									
Traffic Management Course	DoD								•						•									
Traffic Stop Challenges	Commercial		•						•	•								•						

***Advanced Training (Career Enhancing) intended to maintain or enhance credentials, not required and not necessary for career advancement.

Competency Model

COMPETENCY	DEFINITION			
1. Installation Security and Access Control	Uses knowledge of installation infrastructure, access control procedures, and technology to detect, identify and employ installation barriers. Prevents unauthorized access to the installation and identifies violations in accordance with current regulations. Controls personnel access by monitoring the identification of individuals entering installations. Detects, deters, and defends against criminal activity through vigilance on the access gates and patrolling.			
	MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13
	2	3	4	5
	BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none">• Performs installation security and access control activities under guidance/supervision• Has a basic understanding of the installations’ fundamental rules and regulations• Applies knowledge of the installations’ regulations to enforce laws with assistance and guidance/supervision			
Journeyman	<ul style="list-style-type: none">• Performs installation security and access control activities with limited or no supervision• Responds and reacts to installation matters involving violations• Self-initiates law enforcement activities (e.g., field interviews, citations, violations)			
Supervisor	<ul style="list-style-type: none">• Directs installation security and access control activities; evaluates and makes recommendations• Directs the review of policies, guidelines, data documents, reports, processes, and procedures• Manages or supervises multiple personnel in a proficient manner; consistently displays comprehensive and thorough knowledge of installation security and access control• Adapts to installation-specific requirements and can respond to a multitude of scenarios (e.g., EOC operations)			
Management	<ul style="list-style-type: none">• Supports the Installation Commander and the PMO / MCPD in times of emergency and when expertise is required• Supports development of new policies and revises existing policies/procedures as necessary• Analyzes installation security and protection procedures and establishes lessons learned based on their experience			

COMPETENCY	DEFINITION			
2. Violation Detection and Basic Investigation	Detects criminal acts and violations through the knowledge of police officer techniques and local, State, and Federal criminal laws and regulations (e.g., Uniform Code of Military Justice, Traffic Code, Orders and Directives, Federal Criminal Code). Identifies human behavior and activities that raise reasonable suspicion to support further investigation, detention, or probable cause to support apprehension. Understands constitutional safeguards, individual rights, and conducts investigative activities.			
	MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Supports violation detection operations (e.g., compliance checks, field interviews, preserving evidence, permit validation, surveillance) with supervision/guidanceMakes apprehensions and issues citations for non-compliance with laws/regulations under supervision/guidanceUnderstands and conducts the fundamentals of investigative procedures (e.g., basic crime scene investigation and protection) under supervision/guidance			
Journeyman	<ul style="list-style-type: none">Performs violation detection operations and investigation activities (e.g., compliance checks, field interviews, preserving evidence, permit validation, surveillance) under limited supervision/guidanceApplies knowledge of installation rules and regulations in relation to investigative procedures (e.g., rules of evidence, chain of custody, search and seizure, rights of the accused)Makes apprehensions and issues citations for non-compliance with laws/regulations under limited supervision/guidance			
Supervisor	<ul style="list-style-type: none">Directs violation detection operations and investigation activities; evaluates and makes recommendationsPlans and directs advanced violation detection activities (e.g., compliance checks, field interviews, preserving evidence, permit validation, surveillance)Directs investigative, surveillance, apprehensions, and other similar efforts in a multitude of scenarios and evaluates information to determine the merits of investigative actionsServes as the liaison to other law enforcement agencies in coordinated investigative activitiesRepresents the department in community meetings/forums (Safe Assured, National Night Out, etc.)			
Management	<ul style="list-style-type: none">Reviews and implements Memorandums of Understanding (MOU) with other law enforcement agenciesEvaluates the need for investigations and surveillance activities in response to criminal analysis.Represents the department in community meetings/forums (Town Hall Meetings, etc.)			

COMPETENCY	DEFINITION			
3. Report Writing	Applies police officer reporting techniques related to investigative and reporting procedures. Completes incident complaint reports and other associated documents.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13	
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Knowledge of report writing concepts and procedures• Generates basic reports with supervision/guidance			
Journeyman	<ul style="list-style-type: none">• Generates reports relating to law enforcement/security activities• Provides guidance/instruction to entry-level personnel on report writing techniques• Provides appropriate level approval on submitted reports			
Supervisor	<ul style="list-style-type: none">• Conducts senior level reviews and approvals of submitted reports• Ensures subordinate level personnel are following report writing policies and procedures• Ensures accuracy of submitted reports			
Management	<ul style="list-style-type: none">• Ensures that all senior level reviews and approvals are submitted in timely manner• Develops policies and procedures for report writing			

COMPETENCY	DEFINITION			
4. Use of Force	Understands and applies conditions under which various tools and techniques in the use of force should be presented and/or used per established guidelines. Completes appropriate documents to report force used to control various situations.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13	
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Employs lethal and less-lethal use of force effectively and appropriately given the situation• Is familiar with the use of force policy and can document if needed• Identifies legal standards for the use of force• Understands the factors affecting the use of force response (e.g., fear, anger, indecision, hesitation)• Explains the justification for the use of force and relevant factors and details• Maintains annual use of force training• Understands the liability regarding inappropriate use of force			
Journeyman	<ul style="list-style-type: none">• Advises and instructs others on the effective and appropriate use of force• Ensures adherence to the standards of the use of force			
Supervisor	<ul style="list-style-type: none">• Ensures that use of force training is documented throughout the organization in official training records• Ensures that legal updates are disseminated to all officers			
Management	<ul style="list-style-type: none">• Formulates, develops, and reviews use of force policies and protocols• Conveys and maintains use of force standards throughout the organization by directing related information sharing, training, and education• Understands vicarious liability within the department regarding inappropriate use of force			

COMPETENCY	DEFINITION			
5. Community Policing	Builds rapport with the public to improve relations, to develop problem-solving techniques, and proactively address conditions that give rise to community concerns. Officers make themselves more approachable by non-intrusive interactions that provide assistance to the public.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13	
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Attends education and outreach sessions (e.g., gathers information)• Conducts education and outreach sessions with supervision/guidance• Engages community in outreach-oriented contacts with supervision/guidance			
Journeyman	<ul style="list-style-type: none">• Conducts education and outreach sessions for a variety of audiences (e.g., base personnel, local communities, schools)• Identifies opportunities for participation in education and outreach event• Engages community in outreach-oriented contacts			
Supervisor	<ul style="list-style-type: none">• Reviews education and outreach programs delegating implementation to subordinates• Evaluates the effectiveness of education and outreach programs; implements modifications and recommendations as appropriate• Develops and directs education and outreach programs• Schedules and secures meeting locations and related logistics			
Management	<ul style="list-style-type: none">• Develops and implements policies and procedures for community outreach programs			

COMPETENCY	DEFINITION			
6. Technology Application	Uses tools, instruments, and equipment effectively. Uses computers and computer applications (e.g., word processing programs, database programs, video recording systems, digital cameras, voice recorders, etc.) to analyze and communicate information. Use of electronic equipment as needed (e.g., finger printing devices, mobile data terminals, speed measuring devices, alcohol measuring devices, ID scanning technology, etc.).			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13	
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Demonstrates a basic knowledge of tools and equipment for law enforcement/security operations• Communicates using basic tools and law enforcement resources			
Journeyman	<ul style="list-style-type: none">• Identifies, selects, and applies appropriate technology to perform moderate tasks• Identifies malfunctions of equipment and requests appropriate maintenance• Instructs others in the use of all appropriate technologies			
Supervisor	<ul style="list-style-type: none">• Stays current and informed about changes in technology and recommends those changes to senior management• Identifies, selects, and applies technology to perform complex task• Identifies equipment/application requirements to support the department			
Management	<ul style="list-style-type: none">• Oversees the acquisition and develops policy to employ the use of selected technologies and law enforcement equipment			

COMPETENCY	DEFINITION			
7. Emergency Response	Evaluates incidents, determines/executes the appropriate courses of action to mitigate the impact of an incident on human life and property, and protects/preserves the scene. Notifies or solicits appropriate additional support and resources as needed.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13	
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Responds to emergency calls for service and requests additional assistance as needed with supervision/guidance• Makes initial observations and reacts accordingly with supervision/guidance			
Journeyman	<ul style="list-style-type: none">• Coordinates additional assistance as needed• Liaises with internal and external organizations as required (e.g., installation, federal, state, and local)			
Supervisor	<ul style="list-style-type: none">• Requests internal and external organizations support as required (e.g., installation, federal, state, and local)• Manages responses to emergency calls for service			
Management	<ul style="list-style-type: none">• Reviews and implements MOU with other law enforcement agencies• Develops policies/procedures with respect to emergency response and disseminates changes			

COMPETENCY	DEFINITION			
8. Traffic Enforcement	Provides motor vehicle traffic management on military installations in accordance with local, State, and Federal traffic laws as applicable. Uses traffic enforcement technologies (e.g., alcohol measuring devices, speed measuring devices, traffic counters, etc.). Participates in traffic surveys to establish traffic violation trends (e.g., speeding, disobeying traffic signals, etc.). Provides preliminary traffic accident response/investigation.			
	MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13
	2	3	4	5
	BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none">Understands appropriate traffic laws/regulationsIdentifies violations and responds appropriately with supervision/guidanceUnderstands and appropriately uses traffic enforcement technologies with supervision/guidance			
Journeyman	<ul style="list-style-type: none">Coordinates and implements traffic enforcement operationsInstructs others in traffic enforcement technologiesParticipates in traffic surveysEmploys traffic enforcement technologies			
Supervisor	<ul style="list-style-type: none">Identifies the need and coordinates the plan for traffic surveys to include locations for deployment of traffic enforcement technologiesAnalyzes traffic survey dataEvaluates the effectiveness of and makes recommendations to current traffic enforcement policiesManages the use of traffic enforcement technologies			
Management	<ul style="list-style-type: none">Develops policies and procedures for traffic enforcement and survey dataLiaises with installations regarding traffic enforcement and survey dataProcures and directs the use of traffic enforcement technologies			

COMPETENCY	DEFINITION			
9. Police Ethics	Demonstrates selflessness of action by doing the right thing regardless of personal and professional consequences. Behaves in an honest, fair, and ethical manner without regard to pressure from other influences. Shows consistency in words and actions. Instills trust and confidence; model’s high standards of ethics.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 03-07	Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11	Job Skill Level 4: Management GS 12-13	
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Conducts self in accordance with law enforcement officer standards in a manner that reflects positively on the organization on and off duty.• Keeps personal and professional life unsullied• Performs duties in a truthful, honest, and professional manner			
Journeyman	<ul style="list-style-type: none">• Recognizes and reports suspected ethics violations or conflicts of interest to appropriate authorities• Serves as an example of ethical conduct.			
Supervisor	<ul style="list-style-type: none">• Champions ethical standards throughout the organization• Ensures employees attend required ethics training			
Management	<ul style="list-style-type: none">• Exercises personal leadership, responsibility, and accountability for establishing and maintaining the command’s ethics program			

COMPETENCY	DEFINITION		
10. Military Working Dog	A military policeman (MP) trained to employ a military working dog (MWD) on base patrol duties. This trained MP works as a team with a trained MWD, which acts as a psychological deterrent. The MWD can bite and hold suspects and stop those who may attempt to escape. The MP Handler can also employ the MWD to conduct searches of open areas, buildings, vehicles and other locations for the detection of illegal persons, explosives or illicit drugs and (used) drug-associated paraphernalia. The MP handler with an assigned MWD may also be trained to search for lost or wanted individuals, friendly force personnel and enemy combatants. The MP Handler teamed with an Explosive Detector Dog (EDD) provides routine EDD support to the United States Secret Service (USS). Guidance reference for MWD is Marine Corps Order (MCO) 5585.5A, dated 2020.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 2: Journeyman GS 07-09	Job Skill Level 3: Supervisor GS 09-11		Job Skill Level 4: Management GS 12-13
3	4		5
BEHAVIORAL INDICATORS			
Journeyman	<ul style="list-style-type: none">• (H) Successfully completes MWD Basic Handler Course at Joint Base San Antonio, TX (Refer to PD for Requirement)• (H) Provides the daily care and grooming for assigned MWD• (H) Conducts MWD training per the Optimum Training Plan (OTP) and the published training schedule• (H) Qualifies as a team with assigned MWD• (H) Maintains MWD team qualifications with assigned MWD• (H) Maintains training and utilization records daily in the Working Dog Management System (WDMS)• (H) Maintains MWD kennels daily• (H) Performs additional kennel duties, when assigned• (H) Maintains all issued equipment and inspects for service ability prior to and immediately following use• (H) Reports any unsafe condition involving equipment or facilities to the next higher level in the chain-of-command• (H) Submits travel requests and claims in the Defense Travel System (DTS)• (H) Exhibits basic knowledge and leadership ability to identify and correct MWD team deficiencies• (T) Successfully completes MWD Trainer Course at JBASA-L (Refer to PD for requirement)• (T) Exhibits advanced knowledge and leadership ability to identify and correct MWD team deficiencies• (T) Evaluates each MWD team and develops an OTP to ensure each MWD team achieves and maintains readiness status• (T) Develops the MWD section training schedule to meet the MWD team OTP and coordinate with other command training requirements and operational activity• (T) Develops detection training events within WDMS and assign to MWD teams		

	<ul style="list-style-type: none"> • (T) Supervises training as required to maintain the MWD team qualification standards • (T) Reports any unsafe condition involving equipment or facilities to the next higher level in the chain-of-command • (T) Ensures care taker proficiency training is conducted, until return of the handler or reassignment of MWD • (T) Ensures all monthly records are reviewed, corrected, signed and provided to next review by the 5th of every month • (T) Fulfill duties of the KM in their absence • (T/K) Coordinates the administration and security requirements to obtain and utilize drug and explosive training aids • (T/K) Evaluates validation/certification events according to guidance. • (T/K) Supervises MWD section personnel.
<p>Supervisor</p>	<ul style="list-style-type: none"> • (K) Successfully completes MWD Kennel Master Computer Based Training (CBT) Course at JBSA-L (Refer to PD for Requirement) • (K) Responsible for overall management of MWD section operations • (K) Ensures the section maintains an acceptable operating status and MWD team readiness • (K) Ensures training and procedures are established to meet the command requirements for MWD team integration into organization operations • (K) Maintains sufficient resources to conduct training and operations to include the following: <ol style="list-style-type: none"> (1) Kenneling and life support (2) Transportation assets (3) Explosive and drug training aids (4) MWD Specific equipment (5) Computer assets (6) Climate control measures, if necessary • (K) Signs all validation/certification reports for MWD teams assigned or attached to the section • (K) Coordinates the MWD team certification with the search granting authority or designee • (K) Maintains kennel and training facilities, ensuring all MWDs are properly cared for and handlers are knowledgeable of responsibilities • (K) Ensures the MWD Trainer is aware of duties and responsibilities to maintain section operations • (K) Coordinates MWD support for routine and non-routine missions, as well as and other federal, state, local Law Enforcement Agencies (LEAs) when tasked • (K) Ensures the MWD section operation binders are complete and current • (K) Coordinates with the local U.S. Army Veterinary Corps Officer (VCO) on, MWD diet, weight, and medical Category Codes

COMPETENCY	DEFINITION
11. Special Reaction Team	Civilian police trained to provide an installation commander the ability to counter, contain or neutralize a special threat situation or high-risk incident, which surpassing normal law enforcement capabilities - equivalent to Special Weapons and Tactics (SWAT) units. All team members should be cross-trained in all team duties. At a minimum, the special reaction team must be capable of isolating a crisis scene, providing proficient marksmanship support, conducting tactical movement, building entry, and clearing of buildings in a variety of light and weather conditions.
MINIMUM PROFICIENCY TARGET LEVELS	
Job Skill Level 2: Journeyman GS 07/09	Job Skill Level 3: Supervisor GS 09/10
3	4
BEHAVIORAL INDICATORS	
Journeyman	<ul style="list-style-type: none"> • Attends SRT Phase I at Fort Leonard Wood, MO • Maintains USMC standard requirements for Physical Fitness Test (PFT) and Combat Fitness Test (CFT) • Understands basics of room clearing and methods of entry • Performs duties as a member of a Special Reaction Team entry team member to respond to and resolve high risk incidents • Advises and instructs others on special weapons and tactics • Ensures newer members meet the standards of SRT • Performs other team functions of greater responsibility • Attends SRT Phase II, Designated Marksman (DM)/Observer at Fort Leonard Wood, MO.
Supervisor	<ul style="list-style-type: none"> • Performs as entry team leader, senior DM or team commander • Maintains USMC standard requirements for Physical Fitness Test (PFT) and Combat Fitness Test (CFT) • Formulates training plan for respective entities • Ensures policy and standards are adhered to • Develops and reviews policy and protocols related to high risk response • Supervises enhanced response capability above that provided by on-duty conventional law enforcement/security patrol, to include a terrorist incident, barricaded incidents (with and without hostages), drug raids, high risk warrant apprehensions and active shooter

Appendix B. Acronyms Defined

Acronym	Definition
BI	Behavioral Indicator
BPOC	Basic Police Officer Course
CHDS	Center for Homeland Defense and Security
COI	Community of Interest
DRE	Drug Recognition Expert
EOC	Emergency Operations Center
EVOC	Emergency Vehicle Operations Course
FTLW	Ft Leonard Wood
FTO	Field Training Officer
GS	General Schedule
ICS	Incident Command System
LE	Law Enforcement
LEM	Law Enforcement Manual
MCPA	Marine Corps Police Academy
MCPD	Marine Corps Police Department
MOU	Memorandums of Understanding
MWD	Military Working Dog
NIMS	National Incident Management System
PCC	Police Commander's Course
PMO	Provost Marshal Office
S&ES	Security and Emergency Services
SRT	Special Reaction Team
USMC	United States Marine Corps