

# Security and Emergency Services Community of Interest 0083-Police



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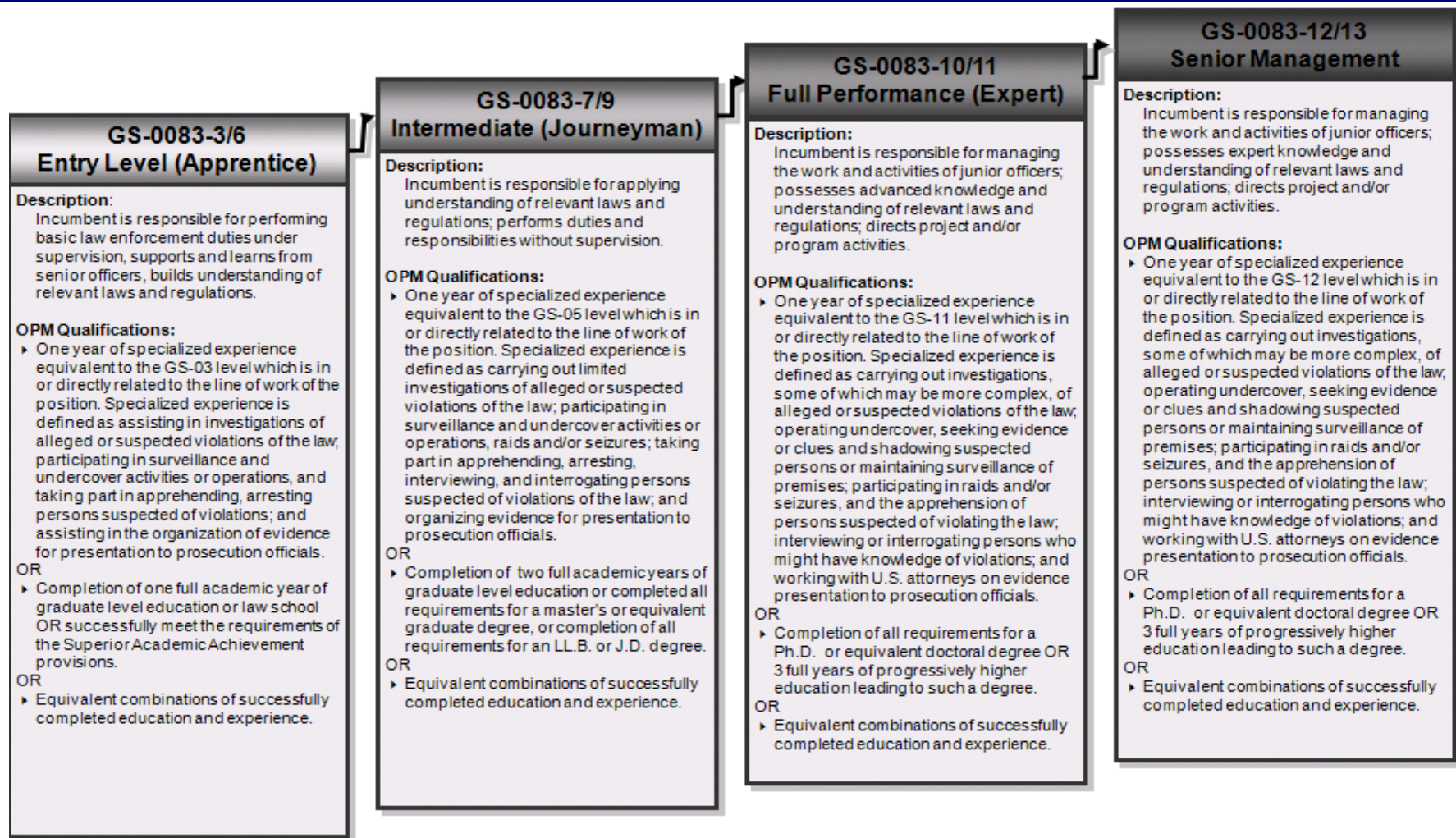
## Career Road Map

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## *Career Progression within the 0083 Occupational Series is Marked by Advancing Levels of Expertise in Matters of Policing*



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## *Proficiency and Skill Level Definitions for 0083*

- ▶ The **Proficiency Rating Scale** below details the proficiency ratings and their corresponding definitions. Proficiency levels describe the levels of a 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.

PROFICIENCY RATING	PROFICIENCY
0	N/A - Non Applicable/No Knowledge Necessary
1	No Proficiency - Conceptual Knowledge Only/No Experience
2	Low Proficiency - Able to Apply with Help
3	Moderate Proficiency - Able to Apply Autonomously
4	High Proficiency - Proficient/Able to Help Others
5	Very High Proficiency - Expert Knowledge

- ▶ The Communities of Interest have outlined a career progress structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the **Skill Level Structure**. It is associated with each Occupational Series and follows you from the time you are an entry-level employee until you reach management levels. Career progress in the USMC has traditionally been based on the Federal Government pay schedule system and the ranges within the pay schedule system are associated with the Skill Levels.

JOB SKILL LEVEL	SKILL BAND DEFINITION	JOB SKILL LEVEL PAY PLAN	BEGINNING GRADE	TARGET GRADE
1	Apprentice	GS	3	6
2	Journeyman	GS	7	9
3	Expert	GS	10	11
4	Senior Management	GS	12	13

- ▶ Behavioral Indicators: It is important to define how the competencies are manifested at different proficiency levels. In other words, what behaviors do incumbents in the Occupational Series demonstrate that indicate various levels of proficiency in each competency area. These demonstrations are referred to as behavioral indicators, and provide an objective description of the behavior that you might view in an individual that provides evidence that they either have or do not have the competency of interest. These are **examples of what behaviors could look like** and are not inclusive of all behaviors that demonstrate each level of performance for the competency. Rather, this is a tool to help guide evaluations of employee performance and should **not** be used as a checklist for employees' behaviors.



## *Desired Certifications, Academic Credentials and Training for 0083*

Level 1	Level 2	Level 3	Level 4
<b>Desired Certifications</b>			
Graduate of Marine Corps Police Academy (MCPA)	Graduate of Marine Corps Police Academy (MCPA)	Graduate of Marine Corps Police Academy (MCPA)	Graduate of Marine Corps Police Academy (MCPA) HQMC approved MCPA Equivalent
Basic LE Qualifications (Annual/Semi-Annual)	Basic LE Qualifications (Annual/Semi-Annual)	Basic LE Qualifications (Annual/Semi-Annual)	Basic LE Qualifications (Annual/Semi-Annual)
Position Specific Specialized Training	Position Specific Specialized Training	Position Specific Specialized Training	Position Specific Specialized Training
<b>Desired Academic Credentials</b>			
High School Graduate	High School Graduate	Any BS/BA Degree	Any MA/MS Degree
	Any AA Degree		
<b>Desired Training</b>			
Ethical Decision Making	Sobriety Checkpoint Operations	Basic Police Supervision	Executive Management Program
Accident Investigation 1	Interviews and Interrogations	Middle Management	National Academy
DUI Standardized Field Sobriety Testing	Line Supervision	Guide to the Fair Labor Standards Act (FSLA)	ICS for Single Resources and Initial Action Incidents
	Field Training Officer Instruction		

*\*The courses found on this page and throughout this roadmap are recommended courses and may not be inclusive of all training available.*



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## *Behavioral Indicators*

### **Installation Security and Access Control**

#### **DEFINITION**

Uses knowledge of installation infrastructure, access control procedures, and technology to detect and identify defective installation barriers. Prevents unauthorized access to the installation and identifies trespassing violations. Controls personnel access by monitoring the identification of individuals entering controlled areas. Detects, deters, and defends against criminal activity through vigilance on the access gates and patrolling.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Performs installation security and access control activities under guidance/supervision</li> <li>- Has a basic understanding of the installations' fundamental rules and regulations</li> <li>- Applies knowledge of the installations' regulations to enforce laws with assistance and guidance/supervision</li> <li>- Conducts routine patrols in a knowledgeable manner</li> </ul>	<ul style="list-style-type: none"> <li>- Performs installation security and access control activities with limited or no supervision</li> <li>- Provides operational support to staff and participating units in law enforcement matters</li> <li>- Responds and reacts to installation matters involving violations</li> <li>- Analyzes installation security and protection procedures and establishes lessons learned based on their experience; submits recommendations for improvement to supervisor(s)</li> </ul>	<ul style="list-style-type: none"> <li>- Directs installation security and access control activities; evaluates recommendations for implementation</li> <li>- Directs the review of policies, guidelines, data documents, reports, processes, and procedures</li> <li>- Manages or supervises multiple personnel in a proficient manner; consistently displays comprehensive and thorough knowledge of installation security and access control</li> <li>- Supports the installation Commander and the PMO / MCPD in times of emergency and when expertise is required</li> <li>- Adapts to installation-specific requirements and is capable of responding to a multitude of scenarios (e.g., EOC operations)</li> <li>- Develops new policies where none exist and revises existing policies/procedures as necessary</li> </ul>



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## *Competency-Based Training Opportunities*

### **Installation Security and Access Control**

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	2	3	Uses knowledge of installation infrastructure, access control procedures, and technology to detect and identify defective installation barriers. Prevents unauthorized access to the installation and identifies trespassing violations. Controls personnel access by monitoring the identification of individuals entering controlled areas. Detects, deters, and defends against criminal activity through vigilance on the access gates and patrolling.	
2	3	4		
3	4	5		
4	5	5		
Course			Skill Level	Institution
Field Training Officer Instruction			2	Federal, State & Local
Sobriety Checkpoint Operations			2,3	Federal, State & Local
Verbal Judo Leadership: The Hard Right			2,3	Federal, State & Local



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## *Behavioral Indicators*

### **Violation Detection**

#### **DEFINITION**

Detects criminal acts and violations through the knowledge of police officer techniques and local, State, and Federal criminal laws and regulations (e.g., Federal Criminal Code, Uniform Code of Military Justice, Traffic Code, Orders and Directives, etc.). Identifies activities that raise reasonable suspicion or probable cause to support apprehension, detention, or further investigation. Accurately identifies human behavior indicative of illicit activity. Determines probable cause through investigative techniques. Conducts interviews with complainants and witnesses to determine potential violations.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Performs violation detection activities under supervision/guidance</li> <li>- Has a basic understanding of violation detection (discernment)</li> <li>- Has basic knowledge of violation detection operations (e.g., compliance checks, permit validation, roadblocks, surveillance)</li> <li>- Makes apprehensions and issues citations for non-compliance with laws/regulations</li> <li>- Conducts initial field interviews</li> <li>- Preserves physical and trace evidence</li> </ul>	<ul style="list-style-type: none"> <li>- Performs violation detection activities with limited or no supervision</li> <li>- Performs moderately complex surveillance activities</li> <li>- Operates a variety of surveillance equipment (e.g., night/thermal vision, video cameras, audio equipment, digital photographic equipment)</li> <li>- Interviews and interrogates suspects and/or witnesses; collects and preserves physical and trace evidence of violations</li> </ul>	<ul style="list-style-type: none"> <li>- Directs violation detection activities; evaluates recommendations for implementation</li> <li>- Plans and directs advanced violation detection activities (e.g., coordinating surveillance teams with internal and external entities)</li> <li>- Oversees and instructs other members of the unit on violation detection matters</li> <li>- Has extensive knowledge of base, State, and Federal laws and regulations; implements advanced knowledge in day-to-day duties</li> <li>- Initiates the need for investigations, undercover and/or surveillance activities; conducts and coordinates investigations in response to complex problems</li> <li>- Develops and implements Memorandums of Understanding (MOU) with other law enforcement agencies</li> </ul>



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## *Competency-Based Training Opportunities*

<b>Violation Detection</b>			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	2	3	Detects criminal acts and violations through the knowledge of police officer techniques and local, State, and Federal criminal laws and regulations (e.g., Federal Criminal Code, Uniform Code of Military Justice, Traffic Code, Orders and Directives, etc.). Identifies activities that raise reasonable suspicion or probable cause to support apprehension, detention, or further investigation. Accurately identifies human behavior indicative of illicit activity. Determines probable cause through investigative techniques. Conducts interviews with complainants and witnesses to determine potential violations.
2	3	4	
3	4	5	
4	5	5	
Course		Skill Level	Institution
Criminal Patrol and Contraband Concealment Investigations		1,2,3	Federal, State & Local
Drugs that Impair Driving		2,3	Federal, State & Local
DUI Standardized Field Sobriety Testing		1,2	Federal, State & Local
Field Training Officer Instruction		2	Federal, State & Local
Interviews and Interrogations		1,2	Federal, State & Local
Police Internal Affairs		3,4	Federal, State & Local



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## *Behavioral Indicators*

### **Basic Investigation and Reporting**

#### **DEFINITION**

Capable of discerning reasonable suspicion that a crime has occurred. Conducts preliminary incident reporting and investigative activities. Applies police officer reporting techniques, the rules of evidence, jurisdictional boundaries, constitutional, and Uniform Code of Military Justice (UCMJ) rights, and related investigative and reporting issues. Completes incident complaint reports and other associated reporting forms.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Assists with basic criminal investigation activities (e.g., secures crime scenes) under supervision/guidance</li> <li>- Understands the fundamentals of criminal investigative procedures (e.g., basic crime scene investigation and protection)</li> <li>- Possesses a basic knowledge of installation regulations, and federal, state, and local laws</li> <li>- Understands constitutional safeguards and individual rights</li> </ul>	<ul style="list-style-type: none"> <li>- Performs criminal investigation activities with limited or no supervision</li> <li>- Applies knowledge of installation rules and regulations in relation to criminal investigative procedures (e.g., rules of evidence, chain of custody, search and seizure, rights of the accused)</li> <li>- Is competent in all aspects of crime scene processing protocol (e.g., identify, photograph, catalog, collect, preserve, store)</li> <li>- Conducts relevant data collection, searching, and undercover operations, procedures, tools, and techniques (e.g., interviews, photography, video, print collection, biological sample collection)</li> <li>- Writes thorough reports relating to criminal investigative activities</li> <li>- Participates in and conducts criminal investigative activities (e.g., arrest and search warrants); guides and assists junior colleagues in conducting criminal investigative activities</li> <li>- Collaborates with other law enforcement agencies on criminal investigative activities</li> </ul>	<ul style="list-style-type: none"> <li>- Directs criminal investigation activities; evaluates recommendations for implementation</li> <li>- Oversees the full procedure for conducting a search warrant utilizing extensive knowledge of relevant protocols</li> <li>- Oversees relevant data collection, searching, and undercover operations and procedures</li> <li>- Leads investigative, surveillance, apprehensions, and other similar efforts in a multitude of scenarios</li> <li>- Evaluates information to determine the merits of investigative actions</li> <li>- Initiates and maintains control over undercover law enforcement operations</li> <li>- Serves as the primary liaison to other law enforcement agencies in coordinated criminal investigative activities</li> <li>- Assesses and evaluates compliance with constitutional safeguards and individual rights</li> </ul>



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## *Competency-Based Training Opportunities*

### **Basic Investigation and Reporting**

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	2	3	Capable of discerning reasonable suspicion that a crime has occurred. Conducts preliminary incident reporting and investigative activities. Applies police officer reporting techniques, the rules of evidence, jurisdictional boundaries, constitutional, and Uniform Code of Military Justice (UCMJ) rights, and related investigative and reporting issues. Completes incident complaint reports and other associated reporting forms.	
2	3	4		
3	4	5		
4	5	5		
Course			Skill Level	Institution
Basic Child Abuse Course			1,2,3	Federal, State & Local
Field Training Officer Instruction			2	Federal, State & Local
Interviews and Interrogations			1,2	Federal, State & Local
Police Internal Affairs			3,4	Federal, State & Local



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## *Behavioral Indicators*

### Use of Force

#### DEFINITION

Applies tools and techniques in the escalation of force, per established guidelines (i.e., MCO 5500.6\_, MCO 5580.2\_). Understands conditions under which a firearm should be presented and/or used, per established guidelines (i.e., MCO 5580.2\_). Employs verbal, various non-lethal, and lethal means; utilizes proper defensive tactics and apprehension techniques. Completes appropriate documents to report force used to control incidents.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> <li>- Is capable of employing lethal and non-lethal use of force effectively and appropriately given the situation</li> <li>- Is familiar with the use of force policy and can document if needed</li> <li>- Identifies legal standards for the use of force</li> <li>- Understands the factors affecting the use of force response (e.g., fear, anger, indecision, hesitation)</li> <li>- Explains the justification for the use of force and relevant factors and details</li> <li>- Maintains annual deadly force certification</li> </ul>	<ul style="list-style-type: none"> <li>- Advises and instructs others on the effective and appropriate use of force</li> <li>- Ensures that legal updates are disseminated to all officers</li> <li>- Ensures adherence to the standards of the use of force</li> </ul>	<ul style="list-style-type: none"> <li>- Formulates, develops, and reviews use of force policies and protocols</li> <li>- Conveys and maintains use of force standards throughout the organization by directing related information sharing, training, and education</li> <li>- Ensures that use of force training is documented throughout the organization in official training records</li> <li>- Understands and can explain the liability to the agency regarding inappropriate use of force</li> </ul>



## *Competency-Based Training Opportunities*

<b>Use of Force</b>			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	3	4	Applies tools and techniques in the escalation of force, per established guidelines (i.e., MCO 5500.6_, MCO 5580.2_). Understands conditions under which a firearm should be presented and/or used, per established guidelines (i.e., MCO 5580.2_). Employs verbal, various non-lethal, and lethal means; utilizes proper defensive tactics and apprehension techniques. Completes appropriate documents to report force used to control incidents.
2	4	5	
3	5	5	
4	5	5	
Course		Skill Level	Institution
Field Training Officer Instruction		2	Federal, State & Local
Verbal Judo 102: Professional Communications Skills Instructor		2,3	Federal, State & Local
Verbal Judo Leadership: The Hard Right		2,3	Federal, State & Local



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## *Behavioral Indicators*

### **Firearms Usage**

#### **DEFINITION**

Qualifies with issued duty weapons, and demonstrates tactical proficiency and marksmanship. Is capable of recognizing and operating other types of firearms.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Achieves annual basic qualification standards with issued weapons</li> <li>- Completes quarterly firearms training</li> <li>- Carries issued weapons while on duty; understands guidelines pertaining to the appropriate use and carrying of weapons on and off duty</li> <li>- Maintains proper care of issued weapons</li> </ul>	<ul style="list-style-type: none"> <li>- Instructs others on qualification standards with issued weapons</li> <li>- Serves as a firearms instructor</li> <li>- Conducts limited technical inspections/function checks for other officers to ensure that weapons are functioning properly</li> </ul>	<ul style="list-style-type: none"> <li>- Ensures weapons qualifications documentation is completed, maintained, and stored</li> <li>- Oversees and maintains weapon safety standards throughout the organization</li> <li>- Oversees and coordinates weapons qualifications</li> </ul>



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## *Competency-Based Training Opportunities*

<b>Firearms Usage</b>			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	3	4	Qualifies with issued duty weapons, and demonstrates tactical proficiency and marksmanship. Is capable of recognizing and operating other types of firearms.
2	4	5	
3	4	5	
4	4	5	
Course		Skill Level	Institution
Firearms Instructor Training Program		2,3	Federal, State & Local



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## *Behavioral Indicators*

### **Community Policing**

#### **DEFINITION**

Initiates contact and builds rapport to establish or improve community relations and make officers more accessible and approachable by non-aggressive or non-intrusive interactions that provide assistance and information to the public.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Supports education and outreach sessions (e.g., gathers information)</li> <li>- Conducts education and outreach sessions with supervision from more experienced colleagues</li> <li>- Engages community in outreach-oriented contacts</li> </ul>	<ul style="list-style-type: none"> <li>- Conducts education and outreach sessions for a variety of audiences (e.g., base personnel, local communities, schools)</li> <li>- Develops and conducts education and outreach programs on and off the installation</li> <li>- Schedules and secures meeting locations and related logistics</li> <li>- Identifies opportunities for participation in education and outreach events</li> </ul>	<ul style="list-style-type: none"> <li>- Reviews education and outreach programs on and off the installation; delegates implementation to subordinates</li> <li>- Evaluates the effectiveness of education and outreach programs; implements modifications and recommendations as appropriate</li> <li>- Represents the department in community meetings/forums (e.g., Safe Assured, National Night Out, Town Hall Meetings)</li> </ul>



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## *Competency-Based Training Opportunities*

<b>Community Policing</b>			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	2	3	Initiates contact and builds rapport to establish or improve community relations and make officers more accessible and approachable by non-aggressive or non-intrusive interactions that provide assistance and information to the public.
2	3	4	
3	4	5	
4	5	5	
Course		Skill Level	Institution
Field Training Officer Instruction		2	Federal, State & Local
Racial Profiling		1,2,3	Federal, State & Local
Verbal Judo Leadership: The Hard Right		2,3	Federal, State & Local



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## *Behavioral Indicators*

### **Technology Application**

#### **DEFINITION**

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., mobile data terminals, speed measuring devices, alcohol measuring devices, ID scanning technology, etc.).

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Communicates using basic communication tools such as email, radio, etc</li> <li>- Researches information on the Internet</li> <li>- Uses specified technology to perform routine tasks with the direction of supervisors (e.g., report writing)</li> </ul>	<ul style="list-style-type: none"> <li>- Identifies, selects, and applies appropriate technology to perform moderately complex tasks</li> <li>- Identifies equipment/application requirements to support the department</li> <li>- Identifies malfunctions of equipment and requests appropriate maintenance</li> <li>- Instructs others in the use of all appropriate technologies</li> </ul>	<ul style="list-style-type: none"> <li>- Recommends major changes and overhauls of complex and large IT systems to management officials</li> <li>- Stays current and informed about changes in technology and identifies, selects, and applies technology to perform complex tasks</li> </ul>



## *Competency-Based Training Opportunities*

<b>Technology Application</b>			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	2	3	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., mobile data terminals, speed measuring devices, alcohol measuring devices, ID scanning technology, etc.).
2	3	4	
3	4	5	
4	5	5	
Course			Skill Level
Institution			
Advanced Roadside Impaired Driving Enforcement			2,3
Advanced Traffic Crash Investigation			2,3
AT-Scene Traffic Crash/Traffic Homicide Investigation			2,3
Field Training Officer Instruction			2
Police Traffic Laser/Radar Instructor			2,3
Radar Operators; Basic Course			1,2
Symposium on Alcohol and Drug Impaired Driving Enforcement			1,2
Traffic Accident Reconstruction 2			2,3
Traffic Accident Reconstruction Refresher			2,3
Traffic Crash Reconstruction			2,3
Traffic Engineering for Police			2,3
Traffic Radar/Lidar Instructor Training			2,3



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## *Behavioral Indicators*

### **Physical Security \*(Supervisory Only) (Deputy Chief level)**

#### **DEFINITION**

Oversees and supports programs and implementation of protective measures that enhance the security of installations, facilities, and their contents, to include all sensitive and classified material, in compliance with Department of Defense (DoD) and Marine Corps regulations, directives, and policies.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Has a knowledge and understanding of the components and factors comprising the applicable physical security plan (e.g., CBRNE, Critical Infrastructure, Anti-Terror)</li> <li>- Maintains knowledge of current regulations, directives, and policies</li> <li>- Basic working knowledge of electronic detection systems and locations aboard installations</li> <li>- Identifies installation physical security deficiencies, defects, and weaknesses</li> </ul>	<ul style="list-style-type: none"> <li>- Makes recommendations to appropriate staff in regards to weaknesses in physical security</li> <li>- Implements and applies systems to mitigate threats to physical security</li> <li>- Interprets physical security requirements as they impact existing or planned work/activities</li> </ul>	<ul style="list-style-type: none"> <li>- Integrates and coordinates physical security activities with those internal and external to the organization</li> <li>- Ensures organizational compliance with physical security requirements</li> <li>- Develops and identifies the department's role in physical security plans, policies, and procedures</li> <li>- Mentors and educates less experience staff on compliance inspection criteria, protocols, and procedures</li> <li>- Communicates physical security requirements as they impact existing or planned work/activities</li> </ul>



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## *Competency-Based Training Opportunities*

### **Physical Security \*(Supervisory Only) (Deputy Chief level)**

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	0	Oversees and supports programs and implementation of protective measures that enhance the security of installations, facilities, and their contents, to include all sensitive and classified material, in compliance with Department of Defense (DoD) and Marine Corps regulations, directives, and policies.	
2	0	0		
3	0	0		
4	4	5		
Course			Skill Level	Institution
Antiterrorism Officer (Advanced)			4	Federal, State & Local
Antiterrorism Officer (Basic)			4	Federal, State & Local
ICS for Single Resources and Initial Action Incidents			4	FEMA
Introduction to Incident Command System			4	FEMA
Joint Staff MTT-Antiterrorism Program			4	Federal, State & Local
SDDCTEA			4	Federal, State & Local



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## *Behavioral Indicators*

### Emergency Response

#### DEFINITION

Evaluates incidents (i.e., medical emergency, criminal incident, all hazards incident), determines and executes the appropriate courses of action (COAs) to mitigate the impact of an incident on human life and property, and protect/preserve the scene. Notifies or solicits appropriate additional support and resources as needed.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> <li>- Responds appropriately to emergency calls for service with due regard for the general welfare and safety of the public</li> <li>- Makes initial scene observation and reacts accordingly</li> <li>- Requests additional assistance as needed</li> </ul>	<ul style="list-style-type: none"> <li>- Coordinates additional assistance as needed</li> <li>- Liaises with internal and external organizations as required (e.g., installation, federal, state, and local)</li> </ul>	<ul style="list-style-type: none"> <li>- Develops mutual aid MOU / MOAs</li> <li>- Develops policies/procedures with respect to emergency response and disseminates changes</li> </ul>



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## *Competency-Based Training Opportunities*

<b>Emergency Response</b>			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	3	4	Evaluates incidents (i.e., medical emergency, criminal incident, all hazards incident), determines and executes the appropriate courses of action (COAs) to mitigate the impact of an incident on human life and property, and protect/preserve the scene. Notifies or solicits appropriate additional support and resources as needed.
2	4	5	
3	4	5	
4	4	5	
Course			Skill Level
Communications Center Supervision and Management			2,3,4
Field Training Officer Instruction			2
ICS for Single Resources and Initial Action Incidents			4
Introduction to Incident Command System			4
Institution			
			Federal, State & Local
			Federal, State & Local
			FEMA
			FEMA



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## *Behavioral Indicators*

### Traffic Enforcement

#### DEFINITION

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.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> <li>- Understands appropriate traffic laws/regulations</li> <li>- Identifies violations and responds appropriately</li> <li>- Has a working knowledge of traffic enforcement technologies</li> <li>- Participates in traffic surveys</li> <li>- Understands and follows department SOPs</li> </ul>	<ul style="list-style-type: none"> <li>- Coordinates and implements traffic enforcement operations</li> <li>- Provides training and instruction in traffic enforcement technologies</li> <li>- Evaluates the effectiveness of and makes recommendations to current traffic enforcement policies</li> </ul>	<ul style="list-style-type: none"> <li>- Identifies the need and coordinates the plan for traffic surveys to include locations for deployment of traffic enforcement technologies</li> <li>- Analyzes traffic survey data</li> <li>- Develops policies and procedures for traffic enforcement</li> </ul>



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## *Competency-Based Training Opportunities*

### **Traffic Enforcement**

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	2	3	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.	
2	3	4		
3	4	5		
4	5	5		
Course			Skill Level	Institution
Accident Investigation 1			1	Federal, State & Local
Accident Investigation 2			2,3	Federal, State & Local
Accident Investigation I Online Course			1	Federal, State & Local
Accident Investigation II Online Course			2,3	Federal, State & Local
Advanced Roadside Impaired Driving Enforcement			2,3	Federal, State & Local
Advanced Traffic Crash Investigation			2,3	Federal, State & Local
AT-Scene Traffic Crash/Traffic Homicide Investigation			2,3	Federal, State & Local
Digital Photography for Traffic Crash Investigators			2,3	Federal, State & Local
Drugs that Impair Driving			2,3	Federal, State & Local
DUI Case Preparation and Courtroom Presentation			1,2,3	Federal, State & Local
DUI Standardized Field Sobriety Testing			1,2	Federal, State & Local
DUI Standardized Field Sobriety Testing Instructor Update			2,3	Federal, State & Local
DWI Instructor			2,3	Federal, State & Local



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## *Competency-Based Training Opportunities*

### **Traffic Enforcement**

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	2	3	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.	
2	3	4		
3	4	5		
4	5	5		
Course			Skill Level	Institution
Field Training Officer Instruction			2	Federal, State & Local
Heavy Vehicle Crash Reconstruction			2,3	Federal, State & Local
Horizontal Gaze Nystagmus Training Prosecutors and L. E. Officers			1,2	Federal, State & Local
Human Factors in Traffic Crash Reconstruction			2,3	Federal, State & Local
Interviewing Techniques for the Traffic Crash Investigator			1,2	Federal, State & Local
Investigation of Motorcycle Crashes			1,2	Federal, State & Local
Pedestrian Vehicle Traffic Collisions			2,3	Federal, State & Local
Police Traffic Laser/Radar Instructor			2,3	Federal, State & Local
Radar Operators; Basic Course			1,2	Federal, State & Local
Safe and Legal Traffic Stops: Train the Trainer			2	Federal, State & Local
Sobriety Checkpoint Operations			2,3	Federal, State & Local
Standardized Field Sobriety Testing Instructor Course			2,3	Federal, State & Local
Supervising a Selective Traffic Law Enforcement Program			3	Federal, State & Local



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## *Competency-Based Training Opportunities*

### **Traffic Enforcement**

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	2	3	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.	
2	3	4		
3	4	5		
4	5	5		
Course			Skill Level	Institution
Symposium on Alcohol and Drug Impaired Driving Enforcement			1,2	Federal, State & Local
Traffic Accident Reconstruction 2			2,3	Federal, State & Local
Traffic Accident Reconstruction Refresher			2,3	Federal, State & Local
Traffic Crash Reconstruction			2,3	Federal, State & Local
Traffic Crash Reporting Workshop			2,3	Federal, State & Local
Traffic Engineering for Police			2,3	Federal, State & Local
Traffic Radar/Lidar Instructor Training			2,3	Federal, State & Local
Verbal Judo Leadership: The Hard Right			2,3	Federal, State & Local



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## *Behavioral Indicators*

### **Planning (Supervisory Only)**

#### **DEFINITION**

Organizes work, sets priorities, and determines resource requirements. Determines short- or long-term goals and strategies to achieve them. Coordinates with other organizations or parts of the organization, monitors progress, and evaluates outcomes.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Adheres to planning goals and deadlines set by higher management and departmental policy</li> <li>- Uses available resources and information provided in completing the planning process</li> </ul>	<ul style="list-style-type: none"> <li>- Sets planning goals and coordinates activities and time lines with others to ensure project goals and deadlines are met</li> <li>- Independently researches issues to gain further clarification or understanding</li> <li>- Serves as a resource to less experienced colleagues in the planning process</li> <li>- Demonstrates progress towards achieving planning goals and objectives</li> </ul>	<ul style="list-style-type: none"> <li>- Establishes an after-action review process to solicit constructive feedback and identify areas for improvement</li> <li>- Independently plans and manages a multifaceted project that has multiple deadlines and significant and unique complexity</li> </ul>



## *Competency-Based Training Opportunities*

### **Planning (Supervisory Only)**

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	0	Organizes work, sets priorities, and determines resource requirements. Determines short- or long-term goals and strategies to achieve them. Coordinates with other organizations or parts of the organization, monitors progress, and evaluates outcomes.
2	2	3	
3	3	4	
4	4	5	

Course	Skill Level	Institution
Basic Police Supervision	2,3	Federal, State & Local
Developing Law Enforcement Managers	2,3,4	Federal, State & Local
Diversity Intelligence for Senior Executives/Law Enforcement	3,4	Federal, State & Local
Executive Management Program	3,4	Federal, State & Local
F.T.O. Civil Liability Issues	2,3,4	Federal, State & Local
Guide to the Fair Labor Standards Act (FLSA)	2,3,4	Federal, State & Local
Line Supervision	2,3	Federal, State & Local
Management College	4	Federal, State & Local
Management of the K-9 Unit	2,3	Federal, State & Local
Managing Criminal Investigation Units	3,4	Federal, State & Local
Managing the FTO Program	3	Federal, State & Local
Managing the Patrol Function	3,4	Federal, State & Local
Middle Management	2,3	Federal, State & Local



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## *Competency-Based Training Opportunities*

### **Planning (Supervisory Only)**

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	0	Organizes work, sets priorities, and determines resource requirements. Determines short- or long-term goals and strategies to achieve them. Coordinates with other organizations or parts of the organization, monitors progress, and evaluates outcomes.	
2	2	3		
3	3	4		
4	4	5		
Course			Skill Level	Institution
National Academy			4	Federal, State & Local
Police Internal Affairs			3,4	Federal, State & Local
Police Media Relations			3,4	Federal, State & Local
Police Resource Allocation and Deployment			3,4	Federal, State & Local
Police Supervisor's Update			3,4	Federal, State & Local
Racial Profiling			1,2,3	Federal, State & Local
School of Police Staff and Command			4	Federal, State & Local
School of Police Supervision			2,3	Federal, State & Local
Senior Manager's Leadership Program-Webcast/Eugene Schuller-The Common Interest			3,4	Federal, State & Local
Strategic and Succession Planning for Chiefs of Police and Seconds in Command			4	Federal, State & Local
Supervision of Police Personnel on Line Independent Study Course			2,3	Federal, State & Local
The Role of the Police Chief			4	Federal, State & Local
Verbal Judo 102: Professional Communications Skills Instructor			2,3	Federal, State & Local



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## *Behavioral Indicators*

### **Police Ethics**

#### **DEFINITION**

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; models high standards of ethics.

<b>Entry</b>	<b>Intermediate</b>	<b>Full Performance</b>
<ul style="list-style-type: none"> <li>- Conducts self according to law enforcement officer standards and in a manner that reflects positively on the organization on and off duty</li> <li>- Recognizes and reports suspected ethics violations or conflicts of interest</li> <li>- Performs duties in a truthful, honest, and professional manner</li> <li>- Keeps accurate and complete activity reports and time and attendance sheets</li> <li>- Completes annual ethics training and certification courses</li> </ul>	<ul style="list-style-type: none"> <li>- Serves as an instructor regarding ethics and appropriate conduct</li> <li>- Serves as an example to colleagues of ethical conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Champions ethical standards throughout the organization</li> <li>- Ensures employees attend required ethics training</li> <li>- Exercises personal leadership, responsibility, and accountability for establishing and maintaining the command's ethics program</li> </ul>



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## *Competency-Based Training Opportunities*

<b>Police Ethics</b>			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	3	5	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; models high standards of ethics.
2	3	5	
3	3	5	
4	3	5	
Course		Skill Level	Institution
Advanced Ethics: Character and Integrity in Law Enforcement		1,2,3,4	Federal, State & Local
Advanced Ethics: Train-the-Trainer		1,2,3,4	Federal, State & Local
Ethical Decision Making - Ethics 100		1,2,3,4	Federal, State & Local
Ethics Instructor Development		1,2,3,4	Federal, State & Local
Ethics: Train-the-Trainer		1,2,3,4	Federal, State & Local
Internal Affairs Professional Standards and Ethics		1,2,3,4	Federal, State & Local
Understanding the Ethical Duties in Law Enforcement - Ethics 051		1,2,3,4	Federal, State & Local

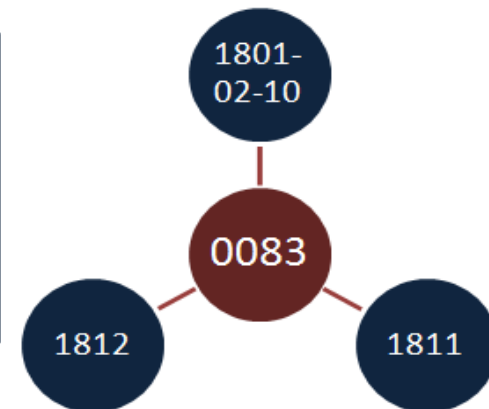


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## *Security Emergency Services Internal Community Career Path*

<b>0083 Police</b>		
<p style="text-align: center;"><b>1801-02-10 General Investigation</b></p> <ul style="list-style-type: none"> <li>•Competency Gaps: Non-Criminal Investigations; Compliance &amp; Systemic Inspection</li> <li>•Certification Gaps: EVOG</li> <li>•Qualification Gap: Weapons Qualification</li> <li>•GS5-8 is the recommended level to cross over</li> </ul>	<p style="text-align: center;"><b>1811 Criminal Investigation</b></p> <ul style="list-style-type: none"> <li>•Competency Gaps: Protective Services; Criminal Investigations; Intelligence Operations; Technology Application</li> <li>•No Certification Gaps</li> <li>•GS7-11 is the recommended level to cross over</li> </ul>	<p style="text-align: center;"><b>1812 Environmental Law Enforcement</b></p> <ul style="list-style-type: none"> <li>•Competency Gaps: Visual Auditory Identification; Fish &amp; Wildlife Laws</li> <li>•No Certification Gaps</li> <li>•GS9 is the recommended level to cross over</li> </ul>

This graphic shows the 0083 Police series other series that they can cross over into and be competitive in the hiring process.  
 A **Competency Gap** is the difference between the current competency level of employees and the required competency level.  
 A **Certification Gap** is the difference between the current certification levels of employees and the required certification levels.



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## *Acronyms Defined*

Acronym	Acronym Defined
CPCA	California Police Chiefs Association
DTRA	Defense Threat Reduction Agency
FBI	Federal Bureau of Investigation
FEMA	Federal Emergency Management Agency
FLETC	Federal Law Enforcement Training Center
FPTD	Force Protection Training Division (FPTD), under the direction of the United States Army Military Police School
GPSTC	Georgia Public Safety Training Center
IACP	International Association of Chiefs of Police
ILEA	Indiana Law Enforcement Academy
IPTM	Institute of Police Technology and Management
NUCPS	Northwestern University Center for Public Safety
SDDCTEA	Surface Deployment and Distribution Command Transportation Engineering Agency (SDDCTEA)

*\*For additional courses supporting the following behavioral competencies: Communication, Leadership, Self Management and Planning, Decision Making, Problem Solving, Teamwork, and Health Safety please refer to the Civilian leadership Development (CLD) Course Catalog. This catalog can be found on this website:*

*[https://www.manpower.usmc.mil/pls/portal/docs/PAGE/M\\_RA\\_HOME/MP/MPC/CWM/TRAININGRESOURCES/CIVILIAN%20LEADERSHIP%20COURSE%20CATALOG/MP\\_MPC\\_TR\\_C LCC\\_REF/FULL%20COURSE%20CATALOG.PDF](https://www.manpower.usmc.mil/pls/portal/docs/PAGE/M_RA_HOME/MP/MPC/CWM/TRAININGRESOURCES/CIVILIAN%20LEADERSHIP%20COURSE%20CATALOG/MP_MPC_TR_C LCC_REF/FULL%20COURSE%20CATALOG.PDF)*



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