



# Security & Emergency Services Community of Interest

0083 Police Series  
Career Roadmap & Training Strategy

# Overview of the 0083 Police Career Roadmap and Training Strategy

The United States Marine Corps (USMC) Security and Emergency Services (S&ES) Community of Interest (COI) developed this career roadmap 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 roadmaps 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 career roadmap was developed via working groups using 0083 leaders across the USMC.

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

**Table 1. Components of a Career Roadmap**

<b>Competency Titles and Definitions</b>	Describe the capabilities required within a position or job role.
<b>Proficiency Targets</b>	Define different levels of required performance (Entry, Journeyman, Supervisor, Management) within a competency area.
<b>Behavioral Indicators (BIs)</b>	Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Entry, Journeyman, Supervisor, Management.
<b>Training</b>	<ul style="list-style-type: none"> <li>• <b>Mandatory:</b> Training or certifications that are required to be completed based on Federal, State, or Marine Corps requirements/regulations.</li> <li>• <b>Recommended:</b> Training identified to enhance performance in competency areas.             <ul style="list-style-type: none"> <li>• <b>Core:</b> Initial training that all personnel should have in related position from entry to senior levels.</li> <li>• <b>Core-Plus/Leadership:</b> Advanced and leadership training that is necessary for career progression that is recommended for mid-senior personnel in addition to core training.</li> <li>• <b>Career Enhancing:</b> A good training course to have, but not necessary for career advancement.</li> <li>• <b>Sustainment:</b> Training to maintain credentials, refresher, or annual training.</li> </ul> </li> </ul>



## Police Series Defined

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This series covers positions 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 municipal laws and ordinances and agency rules and regulations pertaining to law enforcement work.

## Competency Areas

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Eleven competencies have been identified for the successful performance in the 0083-Police series. Some competencies are position specific and are identified by the asterisk (\*) symbol.

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|---|----------------------------|
| 1. Installation Security and Access Control | 7. Emergency Response      |
| 2. Violations and Basic Investigation       | 8. Accident Investigation* |
| 3. Report Writing                           | 9. Police Officer Trainer* |
| 4. Use of Force                             | 10. Military Working Dog*  |
| 5. Community Relations                      | 11. Special Reaction Team* |
| 6. Technology Application                   |                            |

## Proficiency and Skill Band Definitions

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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**

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

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The USMC COIs have 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
<b>1</b>	<b>Entry</b>	Patrolman	GS	3	5
<b>2</b>	<b>Journeyman</b>	School Resource Officer	GS	6	7
		Patrolman	GS	6	7
		Tactical Boat Team Member	GS	7	7
		Special Reaction Team (SRT) Member	GS	7	8
		Field Training Officer (FTO)	GS	7	8
		Military Working Dog (MWD) Handler	GS	7	8
		Accident Investigator	GS	7	8
		Desk Sergeant	GS	8	9
		Patrol Sergeant	GS	8	9
		MWD Trainer	GS	8	9
		SRT Lead	GS	9	9
Police Officer Trainer	GS	9	9		
<b>3</b>	<b>Supervisor</b>	Accident Investigations Supervisor	GS	9	10
		SRT Commander	GS	9	10
		Kennel Master	GS	9	10
		Watch Commander	GS	10	10
		Assistant Operations Officer	GS	11	11
		Assistant Services Officer	GS	11	11
<b>4</b>	<b>Management</b>	Operations Officer	GS	11	12
		Services Officer	GS	12	12
		Deputy Chief	GS	12	13
		Chief	GS	13	13

## **Behavioral Indicators (BIs)**

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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.

## **Certifications and Training**

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Certifications are a practical option for formalizing a specific competency or skillset. The S&ES COI has identified several certifications (Table 4) that are applicable to the 0083-Police series defined by job role. These certifications are either mandatory or recommended. Individuals are to work with supervisors to ensure the appropriate certifications are obtained.

Tables 5-8 defines the Core, Core-Plus/Leadership, Sustainment, and Career Enhancing training courses within the 0083-series. Training is aligned to job roles and grade levels. Training titles and vendors are subject to change based on location and as courses evolve. All courses and vendors will be considered for approval if they are comparable to courses found in this roadmap. If courses are not found in this roadmap and should be included, or course titles have been changed, contact the Community of Interest Manager with a formal change/update request.

The Marine Corps Police Academy (MCPA) also puts on various courses and takes requests for Mobile Training Team (MTT) training. Additionally, there are several external resources (MarineNet, Navy Knowledge Online, Lynda.com, etc.) that provide a variety of training opportunities available to all USMC civilian personnel for professional knowledge and skill development. 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-series. Individuals are to work with supervisors to determine the best training courses suited for each position. All Law Enforcement Manual (LEM) required training should be completed prior to requesting career enhancing training.

**Table 4. Certifications by Job Role**

Certifications	Vendor	Mandatory (M) or Recommended (R)	Patrolman (GS 3-5)	Patrolman (GS 6-7)	School Resource Officer (GS 6-7)	Tactical Boat Team Member (GS 7)	SRT Member (GS 7-8)	FTO (GS 7-8)	MWD Handler (GS 7-8)	Accident Investigator (GS 7-8)	Desk Sergeant (GS 8-9)	Patrol Sergeant (GS 8-9)	MWD Trainer (GS 8-9)	SRT Lead (GS 9)	Police Officer Trainer (GS 9)	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)
NIMS ICS 100	FEMA	M	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
NIMS ICS 200	FEMA	R	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
NIMS ICS 300	FEMA	R														•	•	•	•	•	•	•	•	•	•
NIMS ICS 400	FEMA	R														•	•	•	•	•	•	•	•	•	•
NIMS ICS 700	FEMA	M	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
NIMS ICS 800	FEMA	R	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
The International Drug Evaluation & Classification Program	IACP	R		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•						
DRE Program	IPTM/State/Local	R																	•	•	•	•	•	•	•
EVOC Instructor	Navy	R						•							•	•			•						
Intoxilyzer Certification	State/Local	R	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•						
LIDAR Certification	State/Local	R	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•						
RADAR Certification	State/Local	R	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•						
EVOC	USMC	M	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•

**Table 5. Core Training by Job Role**

Core Training	Vendor	Patrolman (GS 3-5)	Patrolman (GS 6-7)	School Resource Officer (GS 6-7)	Tactical Boat Team Member (GS 7)	SRT Member (GS 7-8)	FTO (GS 7-8)	MWD Handler (GS 7-8)	Accident Investigator (GS 7-8)	Desk Sergeant (GS 8-9)	Patrol Sergeant (GS 8-9)	MWD Trainer (GS 8-9)	SRT Lead (GS 9)	Police Officer Trainer (GS 9)	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)	MCPA	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•				
Patrol Rifle	MCPA	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
MWD Handler Course	DoD							•				•					•							
MWD Trainer/Kennel Master Course	DoD											•					•							
Desk Sergeants/ Patrol Sergeants Course	MCPA								•	•														
Field Training Officer Course	MCPA						•																	
Watch Commanders Course	MCPA																	•						
SRT School (Phase I)	MCPA/FTLW/State/Local					•							•			•								
Accident Investigation Course	NUCPS/State/USAF								•						•									
Collision Investigation Course	USAF								•						•									
Traffic Management Course	USAF								•						•									

**Table 6. Core-Plus/Leadership Training by Job Role**

Core-Plus/Leadership Training	Vendor	Patrolman (GS 3-5)	Patrolman (GS 6-7)	School Resource Officer (GS 6-7)	Tactical Boat Team Member (GS 7)	SRT Member (GS 7-8)	FTO (GS 7-8)	MWD Handler (GS 7-8)	Accident Investigator (GS 7-8)	Desk Sergeant (GS 8-9)	Patrol Sergeant (GS 8-9)	MWD Trainer (GS 8-9)	SRT Lead (GS 9)	Police Officer Trainer (GS 9)	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)
		Police Commanders Course	MCPA																		•	•	•	•
Police Leaders Course	MCPA														•	•	•	•	•	•	•	•	•	•
SRT II (Phase II Marksmanship Observer)	MCPA/FTLW					•							•		•	•	•	•	•	•	•	•	•	•
Traffic Crash Reconstruction I	NUCPS/IPTM								•						•									
Chief Executive Leadership	SPI																				•		•	•
Management of the Small LE Agency	SPI																		•	•	•	•	•	•
SRT Commander	State/Local															•								

**Table 7. Sustainment Training by Job Role**

Sustainment Training	Vendor																							
		Patrolman (GS 3-5)	Patrolman (GS 6-7)	School Resource Officer (GS 6-7)	Tactical Boat Team Member (GS 7)	SRT Member (GS 7-8)	FTO (GS 7-8)	MWD Handler (GS 7-8)	Accident Investigator (GS 7-8)	Desk Sergeant (GS 8-9)	Patrol Sergeant (GS 8-9)	MWD Trainer (GS 8-9)	SRT Lead (GS 9)	Police Officer Trainer (GS 9)	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)
Active Shooter Basic (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Sexual Assault Response	MCCS/NCIS	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Standardized Field Sobriety (SFST) – Refresher Course (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•



**Table 8. Career Enhancing Training by Job Role**

Career Enhancing Training	Vendor	Patrolman (GS 3-5)	Patrolman (GS 6-7)	School Resource Officer (GS 6-7)	Tactical Boat Team Member (GS 7)	SRT Member (GS 7-8)	FTO (GS 7-8)	MWD Handler (GS 7-8)	Accident Investigator (GS 7-8)	Desk Sergeant (GS 8-9)	Patrol Sergeant (GS 8-9)	MWD Trainer (GS 8-9)	SRT Lead (GS 9)	Police Officer Trainer (GS 9)	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)	
FBINA	FBI Academy																								
LEEDS	FBI Academy																								
LE Supervisor's Leadership Training Program	FLETC																								
Leadership in Crisis Training Program	FLETC																								
Leadership Through Understanding Human Behavior	FLETC																								
Inland Boat Operator	FLETC/IPTM	•	•		•	•	•			•	•														
Breachers Course	FTLW					•							•												
Leadership in Police Organizations	IACP																								
Advanced Traffic Crash Investigation	IPTM								•																
At-Scene Traffic Crash/Traffic Homicide Investigation	IPTM								•																
Management of K-9 Unit	IPTM																	•							
MWD Trainer/Kennel Master Course	DoD						•																		
Installation Law Enforcement Curriculum (SDC08A0000)	MarineNet	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
Advanced Law Enforcement Marksmanship Course	MCPA	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
Advanced Crash Reconstruction Utilizing Human Factors Research	NUCPS								•																
Crash Investigation 2	NUCPS								•																
Executive Management Program	NUCPS																				•	•	•	•	
Heavy Vehicle Crash Reconstruction	NUCPS								•																
Motorcycle Crash Reconstruction	NUCPS								•																
Pedestrian/Bicycle Crash Reconstruction	NUCPS								•																
School of Police Staff and Command	NUCPS																								
Supervision of Police Personnel	NUCPS																								
Traffic Crash Reconstruction II	NUCPS								•																
Traffic Crash Reconstruction III	NUCPS								•																
Active Shooter Advanced (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
Active Shooter Incident Commander (MCPA Curriculum)	PMO/MCPD											•									•		•	•	
LIDAR Operator (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•							
RADAR Operator (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•							
Executive Leadership Strategies:	SPI																								
Organizational Health for the 21st Century	SPI																								
Leadership for the LE Executive	SPI																								
Basic Boat Operator Course	State/Local	•	•		•	•	•		•	•															
Basic Narcotics Investigation	State/Local	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•							
SRT Commander	State/Local					•						•													

# Competency Model

COMPETENCY	DEFINITION			
<b>1. Installation Security and Access Control</b>	Uses knowledge and technology to provide access control for the installation. 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 access control and patrolling.			
MINIMUM PROFICIENCY TARGET LEVELS				
<b>Job Skill Level 1: Entry GS 3-5</b>	<b>Job Skill Level 2: Journeyman GS 6-9</b>	<b>Job Skill Level 3: Supervisor GS 9-11</b>	<b>Job Skill Level 4: Management GS 12-13</b>	
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
BEHAVIORAL INDICATORS				
<b>Entry</b>	<ul style="list-style-type: none"> <li>• Performs installation security and access control activities under guidance/supervision.</li> <li>• Holds basic understanding of the installations fundamental rules and regulations.</li> <li>• Applies knowledge of regulations and laws with assistance and guidance/supervision.</li> </ul>			
<b>Journeyman</b>	<ul style="list-style-type: none"> <li>• Performs installation security and access control activities with limited or no supervision.</li> <li>• Responds and reacts to installation matters involving violations.</li> <li>• Self-initiates law enforcement activities (e.g., field interviews, citations, violations, Standardized Field Sobriety Test (SFST), searches).</li> </ul>			
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• Directs the execution of installation security and access control activities; evaluates and makes recommendations for security procedures and random antiterrorism measures (RAMs).</li> <li>• Reviews PMO/MCPD and Installation policies and guidelines.</li> <li>• Manages or supervises multiple personnel in a proficient manner; consistently displays comprehensive and thorough knowledge of installation security, access control, and Incident Command System (ICS).</li> <li>• Adapts to installation-specific requirements and can respond to a multitude of scenarios (e.g., EOC operations, FPCON increases).</li> </ul>			
<b>Management</b>	<ul style="list-style-type: none"> <li>• Supports the Installation Commander and the PMO / MCPD in times of emergency and when expertise is required.</li> <li>• Supports development of new policies, technologies, and revises existing local policies/procedures as necessary.</li> <li>• Analyzes installation security and protection procedures and establishes lessons learned based on their experience.</li> </ul>			

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COMPETENCY	DEFINITION			
<b>2. Violations and Basic Investigation</b>	<p>Detects and responds to 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. Identifies, preserves, and processes evidence.</p>			
	MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 3-5	Job Skill Level 2: Journeyman GS 6-9	Job Skill Level 3: Supervisor GS 9-11	Job Skill Level 4: Management GS 12-13
	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
BEHAVIORAL INDICATORS				
<b>Entry</b>	<ul style="list-style-type: none"> <li>• Detects and responds to violations (e.g., compliance checks, field interviews, identify/preserve evidence, permit validation, surveillance) with supervision/guidance.</li> <li>• Makes apprehensions and issues citations for non-compliance with laws/regulations under supervision/guidance.</li> <li>• Understands and conducts the fundamentals of investigative procedures (e.g., basic crime scene investigation and protection) under supervision/guidance.</li> <li>• Testifies in Administrative or Criminal court as required.</li> </ul>			
<b>Journeyman</b>	<ul style="list-style-type: none"> <li>• Detects and responds to violations and investigation activities (e.g., compliance checks, field interviews, identify/preserve/process evidence, permit validation, surveillance) under limited supervision/guidance.</li> <li>• Applies 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).</li> <li>• Makes apprehensions and issues citations for non-compliance with laws/regulations under limited supervision/guidance.</li> <li>• Testifies in Administrative or Criminal court as required.</li> </ul>			
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• Directs and supervises law enforcement actions on scene (e.g., compliance checks, field interviews, evidence collection/processing/chain of custody, permit validation, surveillance).</li> <li>• Directs investigative, surveillance, apprehensions, and other similar efforts in a multitude of scenarios and evaluates information to determine the merits of investigative actions.</li> <li>• Serves as the liaison to other law enforcement agencies in coordinated investigative activities.</li> <li>• Testifies in Administrative or Criminal court as required.</li> </ul>			
<b>Management</b>	<ul style="list-style-type: none"> <li>• Reviews and implements Memorandums of Understanding (MOUs) with other law enforcement agencies.</li> <li>• Evaluates the need for investigations, evidence, and surveillance activities in response to criminal analysis.</li> <li>• Testifies in Administrative or Criminal court as required.</li> </ul>			

COMPETENCY	DEFINITION			
<b>3. Report Writing</b>	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 3-5	Job Skill Level 2: Journeyman GS 6-9	Job Skill Level 3: Supervisor GS 9-11	Job Skill Level 4: Management GS 12-13	
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
BEHAVIORAL INDICATORS				
<b>Entry</b>	<ul style="list-style-type: none"> <li>• Understands report writing concepts and procedures.</li> <li>• Generates basic reports with supervision/guidance.</li> </ul>			
<b>Journeyman</b>	<ul style="list-style-type: none"> <li>• Generates reports relating to law enforcement/security activities.</li> <li>• Provides guidance/instruction to entry-level personnel on report writing techniques.</li> <li>• Provides appropriate level approval on submitted reports.</li> </ul>			
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• Conducts senior level reviews and approvals of submitted reports.</li> <li>• Ensures subordinate level personnel are following report writing policies and procedures.</li> <li>• Ensures accuracy of submitted reports.</li> </ul>			
<b>Management</b>	<ul style="list-style-type: none"> <li>• Ensures that all senior level reviews and approvals are submitted in timely manner.</li> <li>• Develops policies and procedures for report writing.</li> <li>• Ensures reports and documents are filed and maintained in accordance with orders and directives.</li> </ul>			

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COMPETENCY	DEFINITION			
<b>4. Use of Force</b>	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 3-5	Job Skill Level 2: Journeyman GS 6-8	Job Skill Level 3: Supervisor GS 9-11	Job Skill Level 4: Management GS 12-13	
3	3	4	5	
BEHAVIORAL INDICATORS				
<b>Entry</b>	<ul style="list-style-type: none"> <li>• Employs lethal and less-lethal use of force effectively and appropriately given the situation.</li> <li>• Understands 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 use of force training.</li> <li>• Understands the liability regarding inappropriate use of force.</li> </ul>			
<b>Journeyman</b>	<ul style="list-style-type: none"> <li>• Advises and instructs others on the effective and appropriate use of force.</li> <li>• Ensures adherence to the standards of the use of force.</li> </ul>			
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• Ensures that use of force training is documented throughout the organization in official training records.</li> <li>• Ensures that legal updates are disseminated to all officers.</li> </ul>			
<b>Management</b>	<ul style="list-style-type: none"> <li>• Formulates, develops, and reviews use of force policies and protocols (e.g., use of force review).</li> <li>• Conveys and maintains use of force standards throughout the organization by directing related information sharing, training, and education.</li> <li>• Understands vicarious liability within the department regarding inappropriate use of force.</li> </ul>			



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COMPETENCY	DEFINITION			
<b>5. Community Relations</b>	Builds rapport with the public to improve relations, to develop problem-solving techniques, and proactively address conditions that give rise to community concerns.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 3-5	Job Skill Level 2: Journeyman GS 6-9	Job Skill Level 3: Supervisor GS 9-11	Job Skill Level 4: Management GS 12-13	
2	3	4	5	
BEHAVIORAL INDICATORS				
<b>Entry</b>	<ul style="list-style-type: none"> <li>• Attends education and outreach sessions (e.g., gathers information).</li> <li>• Conducts education and outreach sessions with supervision/guidance.</li> <li>• Engages community in outreach-oriented contacts with supervision/guidance.</li> </ul>			
<b>Journeyman</b>	<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>• Identifies opportunities for participation in education and outreach events.</li> <li>• Engages community in outreach-oriented contacts.</li> </ul>			
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• Reviews education and outreach programs delegating implementation to subordinates.</li> <li>• Evaluates the effectiveness of education and outreach programs; implements modifications and recommendations as appropriate.</li> <li>• Develops and directs education and outreach programs.</li> <li>• Schedules and secures meeting locations and related logistics.</li> <li>• Represents the department in community meetings/forums (Safe Assured, National Night Out, etc.).</li> <li>• Leverages technology and social media to enhance community relation program.</li> <li>• Investigates public complaints of law enforcement misconduct and implements corrective action.</li> </ul>			
<b>Management</b>	<ul style="list-style-type: none"> <li>• Develops and implements policies and procedures for community outreach programs.</li> <li>• Represents the department in community meetings/forums (Town Hall Meetings.).</li> <li>• Leverages technology and social media to enhance community relation program.</li> <li>• Investigates public complaints of law enforcement misconduct and implements corrective action.</li> </ul>			

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COMPETENCY	DEFINITION			
<b>6. Technology Application</b>	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.			
	Uses electronic equipment as needed (e.g., radios, mobile data terminals, speed measuring devices, alcohol measuring devices, identification scanning technology, etc.).			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 3-5		Job Skill Level 2: Journeyman GS 6-9		Job Skill Level 3: Supervisor GS 9-11
2		3		4
Job Skill Level 4: Management GS 12-13				
5				
BEHAVIORAL INDICATORS				
<b>Entry</b>	<ul style="list-style-type: none"> <li>• Demonstrates a basic knowledge of tools and equipment for law enforcement/security operations.</li> <li>• Communicates using basic tools and law enforcement resources.</li> </ul>			
<b>Journeyman</b>	<ul style="list-style-type: none"> <li>• Identifies, selects, and applies appropriate technology to perform moderate tasks.</li> <li>• Identifies malfunctions of equipment and requests appropriate maintenance.</li> <li>• Instructs others in the use of all appropriate technologies.</li> </ul>			
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• Stays current and informed about changes in technology and recommends those changes to senior management.</li> <li>• Identifies, selects, and applies technology to perform complex tasks.</li> <li>• Identifies equipment/application requirements to support the department.</li> </ul>			
<b>Management</b>	<ul style="list-style-type: none"> <li>• Oversees the acquisition and develops policy and training to employ the use of selected technologies and law enforcement equipment.</li> <li>• Ensures accountability and maintenance of any acquired technology/equipment.</li> </ul>			

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COMPETENCY	DEFINITION			
<b>7. Emergency Response</b>	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 3-5	Job Skill Level 2: Journeyman GS 6-9	Job Skill Level 3: Supervisor GS 9-11	Job Skill Level 4: Management GS 12-13	
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
BEHAVIORAL INDICATORS				
<b>Entry</b>	<ul style="list-style-type: none"> <li>• Responds to emergency calls for service and requests additional assistance as needed with supervision/guidance.</li> <li>• Reports initial observations and reacts accordingly with supervision/guidance.</li> </ul>			
<b>Journeyman</b>	<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> <li>• Assumes incident command as appropriate.</li> </ul>			
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• Requests internal and external organizations support as required (e.g., installation, federal, state, and local).</li> <li>• Manages responses to emergency calls for service.</li> <li>• Establishes incident or unified command as appropriate.</li> </ul>			
<b>Management</b>	<ul style="list-style-type: none"> <li>• Reviews and implements MOUs with other law enforcement agencies.</li> <li>• Develops policies/procedures with respect to emergency response and disseminates changes.</li> <li>• Oversees or participates in incident or unified command as appropriate.</li> <li>• Establishes Common Operating Picture (COP) for mutual aid and higher Headquarters.</li> </ul>			

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COMPETENCY	DEFINITION	
<b>8. Accident Investigation*</b>	Uses technologies (e.g., crash data retrieval, alcohol measuring devices, speed measuring devices, traffic counters, etc.) to investigate and report traffic accidents; assists in accident prevention and vehicle safety programs; and conducts traffic control studies to determine present and future needs concerning traffic control and associated traffic programs aboard an installation.	
MINIMUM PROFICIENCY TARGET LEVELS		
<b>Accident Investigator GS 7-8</b>		<b>Accident Investigations Supervisor GS 9-10</b>
<b>3</b>		<b>4</b>
BEHAVIORAL INDICATORS		
<b>Accident Investigator</b>	<ul style="list-style-type: none"> <li>• Responds to all traffic accidents occurring on the installation.</li> <li>• Investigates and supervises accident scenes.</li> <li>• Reviews statements taken, interviews witness, interrogates suspects, and reconstructs scene of accident as needed.</li> <li>• Coordinates base traffic surveys for potential traffic problem areas and monitors them to maintain up-to-date statistics.</li> <li>• Analyzes base traffic accident statistics and recommends traffic safety improvements/modifications.</li> <li>• Ensures all Police Accident and Incident Complaint Reports are completed.</li> <li>• Ensures photos and proper measurements are taken at the accident scene to reconstruct the events of the accident.</li> <li>• Prepares charts, graphs, slides, and takes photos for presentations.</li> </ul>	
<b>Accident Investigations Supervisor</b>	<ul style="list-style-type: none"> <li>• Supervises and ensures developmental and training needs are assigned to accident investigators.</li> <li>• Plans and assigns work to be accomplished by Accident Investigators.</li> <li>• Validates and ensures all Police Accident Reports are completed and accurate.</li> <li>• Directs, screens, and evaluates work performed by Accident Investigators.</li> <li>• Supervises and directs subordinates in installation traffic surveys of suspected or obvious traffic problem areas.</li> <li>• Provides traffic and unit safety briefs.</li> </ul>	

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COMPETENCY	DEFINITION
<b>9. Police Officer Trainer*</b>	Conducts training for law enforcement and law enforcement support personnel. Makes recommendations for developing, revising, and adapting courses, instructional materials and guides.
<b>MINIMUM PROFICIENCY TARGET LEVELS</b>	
<b>GS-9</b>	
<b>BEHAVIORAL INDICATORS</b>	
<b>Trainer</b>	<ul style="list-style-type: none"> <li>• Serves as training instructor in areas of law enforcement (e.g., search and seizure, firearms training and qualifications, police operations, and response techniques.)</li> <li>• Conducts research to ensure most up-to-date information is provided to students.</li> <li>• Assists host of In-Service training courses with organizing, scheduling, and coordination of events.</li> <li>• Maintains certifications as required by DoD POST Commission Guideline (e.g., taser, baton, EVOC, CPR).</li> <li>• Ensures conducted training is recorded in web-based reporting system.</li> </ul>



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COMPETENCY	DEFINITION		
<b>10. Military Working Dog (MWD)*</b>	Handles and/or trains working dogs to support installation and security requirements. Employs working dogs to conduct vehicle searches, searches of open areas, buildings, vehicles and other locations for the detection of explosives or illegal drugs.		
MINIMUM PROFICIENCY TARGET LEVELS			
<b>MWD Handler: GS 7-8</b>	<b>MWD Trainer: GS 8-9</b>		<b>Kennel Master: GS 9-10</b>
<b>3</b>	<b>4</b>		<b>5</b>
BEHAVIORAL INDICATORS			
<b>MWD Handler</b>	<ul style="list-style-type: none"> <li>• Conducts MWD operations to find and locate narcotics or explosives (e.g., RAMS, health and comfort inspections, commercial vehicle inspections.</li> <li>• Documents and records all MWD training and care into web-based reporting system/folders for assigned MWD.</li> <li>• Conducts daily training to meet validation and certification timelines and requirements.</li> </ul>		
<b>MWD Trainer</b>	<ul style="list-style-type: none"> <li>• Conducts MWD training to ensure all MWD teams are capable and certified to perform all related missions, to include inspections, investigations, law enforcement, and security.</li> <li>• Evaluates assigned MWD teams on and off installation and determines training requirements and plans to improve weaknesses and enhance team's proficiency.</li> <li>• Assists Kennel Master in all MWD training and utilization records.</li> </ul>		
<b>Kennel Master</b>	<ul style="list-style-type: none"> <li>• Develops schedules, coordinates, maintains, and leads the MWD training and utilization program.</li> <li>• Prepares MWD teams for deployment missions in support of other agencies.</li> <li>• Maintains, inspects, and establishes work orders to correct deficiencies for the Kennel Facility, training areas, patrol vehicles, and equipment.</li> <li>• Monitors life cycle of all MWDs, prepares disposition packages, and requests new replacement dogs when necessary.</li> <li>• Maintains accountability and administrative requirements for narcotic and explosive training aids.</li> </ul>		

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COMPETENCY	DEFINITION		
<b>11. Special Reaction Team (SRT)*</b>	Provides the tactical capability beyond the scope of a police officer.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: SRT Member GS 7-8	Job Skill Level 2: SRT Lead GS-9	Job Skill Level 3: SRT Commander GS 9-10	
4	4	5	
BEHAVIORAL INDICATORS			
<b>SRT Member</b>	<ul style="list-style-type: none"> <li>• Conducts advanced tactical and marksmanship training to prepare for high risk responses.</li> <li>• Knowledgeable of blueprints and structures on installation.</li> <li>• Uses a variety of breaching methods to gain entry into structures.</li> <li>• Maintains a sniper/marksman observer capability when assigned.</li> </ul>		
<b>SRT Lead</b>	<ul style="list-style-type: none"> <li>• Plans and develops realistic training to maintain team readiness.</li> <li>• Ensures accountability and maintenance of all assigned weapons and equipment.</li> <li>• Researches and submits deficiencies for emerging tactical equipment and manages life cycle replacement of current equipment.</li> <li>• Ensures work and training passed down by SRT Commander is completed.</li> <li>• Develops plan of action and presents to or advises SRT or Incident Commander during actual incidents.</li> </ul>		
<b>SRT Commander</b>	<ul style="list-style-type: none"> <li>• Acts as a liaison for PMO/MCPD operations.</li> <li>• Coordinates all weapons ranges and prepares the Letter of Instruction (LOI) and Operational Risk Management (ORM).</li> <li>• Conducts team recalls ensuring response time and readiness.</li> <li>• Deploys SRT as needed to provide AT/FP measures, form inner perimeters and contain incidents.</li> <li>• Confirms all detailed reports, forms, and citations for all incidents taken by SRT officers.</li> </ul>		

## Appendix A. Archived Trainings

Archived Training	Vendor	Patrolman (GS 3-5)	Patrolman (GS 6-7)	School Resource Officer (GS 6-7)	Tactical Boat Team Member (GS 7)	SRT Member (GS 7-8)	FTO (GS 7-8)	MWD Handler (GS 7-8)	Accident Investigator (GS 7-8)	Desk Sergeant (GS 8-9)	Patrol Sergeant (GS 8-9)	MWD Trainer (GS 8-9)	SRT Lead (GS 9)	Police Officer Trainer (GS 9)	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)	
<b>Core Training</b>																									
Intoxilyzer Operator/Supervisor Course (MCPA Curriculum)	PMO/MCPD																								
<b>Career Enhancing Training</b>																									
Advanced Drugged Driver Identification (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Drugged Driver Identification (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Intoxilyzer Operator/Supervisor Course (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Basic Investigations (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Breath Testing for Driving While Intoxicated (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Drug Identification (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
<b>Certifications</b>																									
HEMI-Taser Basic (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
HEMI-Taser Recertification (MCPA Curriculum)	PMO/MCPD	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•

## Appendix B. Acronyms Defined

Acronym	Definition	Acronym	Definition
AT/FP	Antiterrorism/Force Protection	S&ES	Security and Emergency Services
BI	Behavioral Indicator	SFST	Standardized Field Sobriety Test
BPOC	Basic Police Officer Course	SPI	Southern Police Institute
COI	Community of Interest	SRT	Special Reaction Team
COP	Common Operating Picture	USMC	United States Marine Corps
CPR	Cardiopulmonary Resuscitation		
DoD	Department of Defense		
DRE	Drug Recognition Expert		
EOC	Emergency Operations Center		
EVOC	Emergency Vehicle Operations Course		
FBINA	Federal Bureau of Investigation National Academy		
FLETC	Federal Law Enforcement Training Center		
FPCON	Force Protection Condition		
FTLW	Fort Leonard Wood		
FTO	Field Training Officer		
GS	General Schedule		
IACP	International Association of Chiefs of Police		
ICS	Incident Command System		
ILEA	Indiana Law Enforcement Academy		
IPTM	Institute of Police Technology and Management		
LE	Law Enforcement		
LEM	Law Enforcement Manual		
LOI	Letter of Instruction		
MCPA	Marine Corps Police Academy		
MCPD	Marine Corps Police Department		
MOU	Memorandum of Understanding		
MWD	Military Working Dog		
NIMS	National Incident Management System		
NUCPS	Northwestern University Center for Public Safety		
ORM	Operational Risk Management		
PCC	Police Commander's Course		
PMO	Provost Marshal Office		
RAM	Random Antiterrorism Measure		