

# Vinton Police Department

## Career Enhancement Compensation Schedule

### Annual stipend based on Career Enhancement Compensation (CEP) Points

20 CEP	\$700	60 CEP	\$2100
40 CEP	\$1400	80 CEP	\$2800

### Skills

Field Training Officer	7.5 CEP	Police Bike Officer	7.5 CEP
Intoxilizer Operator	2.5 CEP	Specialized Training ( <b>3 Max</b> )	2.5 CEP
DCJS General Instructor	7.5 CEP	Crime Prevention Specialist	7.5 CEP
DCJS Special Inst ( <b>Max3</b> )	2.5 CEP	Special Response Unit	0.0 CEP
Forensic Evidence Tech	10.0 CEP	Grants Administrator	7.5 CEP
Range Master (Armorer)	7.5 CEP	FBI Nat Acad / Equivalent	10.0 CEP
Accreditation Adm/Asst	7.5 CEP	ILCT/PELS	2.5 CEP

### Suggested number of positions authorized in each skill/area

Field Training Officer	4	Police Bike Officer	N/A
TRT Member	2	Intoxilyzer Operator	N/A
DCJS Instructor	N/A	Crime Prevention Specialist	3
DCJS Special Instructor	N/A	Specialized Training	N/A
Forensic Evidence Tech	4		
Armorer/Range Master	2	Grants Administrator	2
Accreditation Team	2	PELS/LICT grads	N/A
FBINAA Grads	N/A		

### Formal Education

Associates Degree 20 CEP	Bachelors Degree 40 CEP	Masters Degree 60 CEP
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## Skills Requirements

In order to be awarded skill related career enhancement points, an officer must be **actively** using each skill in his/her current assignment i.e.:

- **FTO** - Must be certified and in a patrol position eligible to field train and actively involved in training of recruits.
- **DCJS Instructor** – Must be certified by DCJS and instruct at academy annually or provide in-house training annually.
- **Evidence Technician** – Graduate of DCJS Forensic Science Academy (10 week school) and actively using skills.
- **Range Master** – Must be certified as Armorer in type weapons used by Vinton Police Department and serve as director of firearms qualifications and training.
- **Bicycle Officer** – Must be certified Bike Officer and must log at least 90 hours annually on bike to maintain qualification.
- **Intoxilyzer Operator** – Must be certified and available to give tests. Must be assigned to patrol division, or must document tests during past year. Certification must remain current.
- **Crime Prevention Specialist** – Must be certified CPS and performing at least 25% of the time in that capacity.
- **Grants Administrator** – Must be trained and skilled in writing and administrating grants and actively pursuing grant opportunities.
- **Accreditation Team** – Team consists of Manager and Assistant Manager. Must be trained as accreditation and professional standards by the Virginia Law Enforcement and Professional Standards Commission and maintain accreditation and professional standards. Must keep accreditation file up to date for annual inspection.
- **Specialty Instructor** – (Maximum of three will be considered). Must be DCJS (or other agency recognized by the department) Certified Instructor. This must be a skill frequently used and required by the department (Firearms, Safety Seat Tech, Defensive Tactics, Driving Instructor, etc.) Instructor must actually be providing training annually either at a recognized academy or school, **or** must be providing a

least two (2) in-house trainings per Fiscal year. Lesson plan and dates and times must be provided to CEP panel.

- **Specialty Training** – (Maximum of three will be considered) Training not listed above that has greatly improved your skill level and your overall job efficiency. Documentation of training and how it is valuable to the department must be presented to CEP panel. No member will be eligible for more than three (3) specialty trainings for a maximum of 7.5
- **FBINAA** – (Or Equivalent) – Ten week Police executive training. Equivalent requests will require documentation of curriculum.
- **Forensic Academy** – (Or Equivalent) - Ten week forensic training. Equivalent requests will require documentation of curriculum.

***The Career Enhancement Program is available to all non-probationary, sworn officers with at least one year of service with the Vinton Police Department by July 1 of the fiscal year in which the program would apply. Points will be removed if Officer is no longer in the applicable position, or is no longer using the required skill. Failure to maintain necessary certification and documentation will also result in loss of corresponding points and related pay. CEP points are based on the fiscal year; July 1 to June 30.***