

## Police Officer, I, Police Officer II and Police Officer III General Descriptions

### Police Officer I

Probation, training and development period in the law enforcement field. All new members of the Alachua Police Department shall serve a Probationary/Training period of 365 days which can be extended for up to six months at the discretion of the Chief of Police. Members shall serve at the will of the city until the successful completion of the Probation/Training period and accrue no seniority rights but be subject to all pertinent conditions of any collective bargaining agreement and police department/city policies and procedures then in place. Members shall be regular full time employees with seniority rights from the date of successful completion of the Probation/Training (P/T) period. A Police Officer I is not eligible for promotion to Police Officer II until one year from the date of successful completion of the P/T.

### Police Officer II

The Police Officer I is in training, closely supervised, instructed, performance is monitored closely and developmental support is supplied as necessary to bring the person new to the city or law enforcement to the point of independent competence. A member is eligible for promotion to Police Officer II upon recommendation of the Chief of police and City Manager, one year after successful completion of the P/T period, establishing the independent ability to perform all essential duties and demonstrating a complete knowledge and understanding of the procedural, legal and constitutional constraints, authority and public service role of a law enforcement officer. The increase in pay from a Police Officer I to Police Officer II compensation, as provided in Section 26.4 G, shall begin the first full pay period after promotion. Article 8 shall apply.

### Police Officer III

The position of Police Officer III is created to recognize the special contribution of police officers who devote their careers to serving on the first and critical line of contact with the public. Those who have demonstrated leadership in the community, promoted positive communication between law enforcement and the public, striven for personal and professional growth and stood as mentors and examples to their fellows officers.

Evaluation for promotion to Police Officer III shall be on the annual evaluation date (from date of hire) a minimum of three years after promotion to Police Officer II. The increase in pay from then current Police Officer II compensation, as provided in Section 26.4 G., shall begin the first full pay period after promotion. Article 8 shall apply.

Holding an A.S., A.A. or higher degree from an accredited institution of higher learning is a basic requirement to establish the level of personal and professional commitment this classification is designed to recognize. The position further serves as a professional alternative career path to that of vertical promotion. Promotion to Police Officer III will include the award and authorized wearing of an identifying emblem on the uniform or civilian dress.