

# **COVINGTON POLICE DEPARTMENT STANDARD OPERATING PROCEDURE**

**Subject: CAREER DEVELOPMENT PROGRAM**

**Date of Issue: 04-01-2005**

**Number of Pages: 4**

**Policy No. A090**

**Review Date: 06-01-2007**

**Distribution: Departmental**

**Revision Date: 02-09-2016**

**08-01-2025**

**04-30-2026**

**05-27-2026**

## **I. Purpose**

To encourage employees to pursue higher education through formal schooling opportunities and police related schools and to establish a program to reward employees through a career development program.

## **II. Statement of Policy**

It shall be the policy of the Covington Police Department to work closely with the Department of Personnel to develop and administer a Career Development Program for police employees. Courses may be added or deleted at the discretion of the Police Department and the Department of Personnel. Personnel assigned to career development activities should be trained in those duties. Furthermore, it shall be the responsibility of each employee to ensure that copies of certificates and/or diplomas are provided to the Police Department's Training Officer for inclusion in the employee's training file and for calculation into the Career Development Program. Additionally, an officer must be off of probationary status before being eligible to receive the classifications of POII or POIII.

## **III. Position Requirements - Police Officer I**

A. Basic Mandate Certification with six months of employment.

1. **POI - Group 1** (80 hours of classes listed below):

- a. Criminal Procedures (40 hrs)
- b. Officer Survival (40 hrs)
- c. First Responder (48 hrs)
- d. Health & Wellness Awareness (22 hrs)
- e. Interpersonal Communication (8 hrs)

- f. Field Training Officer (40 hrs)
2. **POI – Group 2** (60 hours of classes listed below):
- a. Radar (16 hrs)
  - b. Lidar (Laser) (8 hrs)
  - c. Stress Management (16 hrs)
  - d. Survival Spanish for L.E. Officers (40 hrs)
  - e. L.E. Response to Domestic Violence (24 hrs)
  - f. Community Oriented Policing - Introduction (16 hrs)
3. **POI – Group 3** (64 hours of classes listed below):
- a. Drugs That Impair Driving (8 hrs)
  - b. DUI Case Preparation and Courtroom Presentation (24 hrs)
  - c. DUI Case Report Writing (8 hrs)
  - d. DUI Detection and Standardized Field Sobriety Testing (24 hrs)
  - e. B.A.T. - Basic (16 hrs)
  - f. DUI Detection and SFST Instructor Course (40 hrs)

**IV. Position Requirements - Police Officer II**

A. Total of two (2) years of experience as a full-time police officer. Additionally, officers must complete four (4) of the courses listed below or complete the POST Intermediate Certification and be off probationary status.

1. **POII** – (4 classes listed below)
- a. Criminal Procedure (24 hrs.)
  - b. Health & Awareness (22 hrs.)
  - c. Interpersonal Relations/Crisis Intervention (8hrs.)
  - d. Crisis Intervention Team (40hrs.)
  - e. Tactical Diffusion Strategies (24 hrs.)
  - f. First Responder (40 hrs.)
  - g. Officer Survival (40hrs.)
  - h. Tactical Combat Casualty Care
  - i. Specialized Patrol Techniques

- j. Stop The Bleed

**V. Position Requirements - Police Officer III**

A. Total of four (4) years of experience as a full-time police officer. Additionally, officers must complete four (4) of the courses listed below or complete POST Advanced Certification and be off probationary status.

1. **PO III** – (4 classes listed below)

- a. Adv. Traffic Law - Enforcement Trends & GA Traffic Code (24 hrs.)
- b. Adv. Roadside Impaired Driving Enforcement ARIDE (16 hrs.)
- c. Crime Scene Processing (2h hrs.)
- d. Crime Scene Technician (40 hrs.)
- e. Crime Scene Investigations (40 hrs.)
- f. Specialized Patrol Techniques (14 hrs.)
- g. Advanced Patrol Techniques (24 hrs.)
- h. Interviews and Interrogations (24 hrs.)
- i. Advanced Interviews and Interrogations (24 or more hrs.)
- j. Search Warrants and Affidavits (16 hrs.)
- k. Search Warrants and Affidavits, Advanced (24 hrs.)
- l. Search and Seizure for Law Enforcement (40 hrs.)
- m. Advanced Firearms (32 hrs.)
- n. Semi-Automatic Pistol Level 2 (32 hrs.)
- o. General Instructor IT (80 hrs.)
- p. Instructor Level I (50 hrs.)
- q. Instructor Level II (48 hrs.)
- r. Instructor Level III (44 hrs.)
- s. SWAT Levels I & II
- t. Advanced Report Writing (8 hrs.)
- u. FTO – Field Training Officer (40 hrs.)

BY ORDER OF THE CHIEF OF POLICE:

*Brent Fuesting*  
Brent Fuesting  
Chief of Police