

Class Title	Description of Classification/Work	Minimum Qualifications	Additional Minimum Requirements at Discretion of Agency Head***	FLSA Status (subject to duties test)	Salary Range	Market Midpoint	Salary Administration	Annual Education Supplements	Career Banding Title
Police Officer Trainee*	This is a trainee classification for employees attending basic law enforcement training (BLET). Employee progress to the Police Officer classification upon successful completion of BLET and attainment of law enforcement officer certification from the NC Law Enforcement Training & Standards Commission.	Minimum of High School diploma or GED. Ability to qualify for attendance at a State of North Carolina Basic Law Enforcement Training (BLET) Academy including satisfying all relevant background check and physical agility requirements as required by the NC Criminal Justice Education Training and Standards Commission (NC CJETSC) and the hiring agency.		Non-Exempt	\$39,462 up to but not to exceed \$45,919	n/a		n/a	
Police Officer*	A law enforcement officer typically performing uniform patrol responsibilities following completion of BLET and attainment of law enforcement officer certification.	Minimum of High School diploma or GED. At least probationary certification from the NC CJETSC as a commissioned police officer and successful completion of the appointing agency's designated field training program for newly appointed Campus Police Officers. Note: At the discretion of the campus hiring authority, outside lateral hires who are already sworn law enforcement officers at time of hire may be placed in any of the relevant career progression steps for Police Officer based on prior sworn experience. However, such appointment is conditional on successful completion of the agency's field training program and for out-of-state hires attainment of NC CJETSC certification within an agency-specified timeframe.		Non-Exempt	\$45,920 - \$68,880	\$57,400	To Minimum of Salary Range	Bachelor's Degree = \$1,500 Advanced Degree = \$3,000	Public Safety Officer
	Career Progression Step (Police Officer II)	Minimum of High School or GED and 2 years experience as a sworn local, state or federal law enforcement officer. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Intermediate Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$45,920 - \$68,880	\$57,400	Greater of 5% Step Increase from current salary or to \$48,216		
	Career Progression Step (Police Officer III)	Minimum of High School diploma or GED and 4 years experience as a sworn local, state or federal law enforcement officer. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Intermediate Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$45,920 - \$68,880	\$57,400	Greater of 5% Step Increase from current salary or to \$50,626		
Master Police Officer	A law enforcement officer with an advanced level of training and experience.	Minimum of a High School Diploma or GED and 6 years experience as a sworn local, state or federal law enforcement officer. An advanced degree (JD, Masters, Doctorate) reduces the minimum experience requirement by 1 year. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency or specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$53,300 - \$79,950	\$66,684	Greater of 5% Step Increase from current salary or to \$53,300	Bachelor's Degree = \$1,500 Advanced Degree = \$3,000	

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	Career Progression Step (Master Police Officer II)	3 years of experience as a Master Police Officer with the campus agency or at the discretion of the campus hiring authority, an outside lateral hire with equivalent service in an established Master Police Officer program. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$53,300 - \$79,950	\$66,684	Greater of 5% Step Increase from current salary or to \$55,965		
	Career Progression Step (Master Police Officer III)	6 years of experience as a Master Police Officer with the campus agency or at the discretion of the campus hiring authority, an outside lateral hire with equivalent service in an established Master Police Officer program. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$53,300 - \$79,950	\$66,684	Greater of 5% Step Increase from current salary or to \$58,763		
Assistant Police Supervisor (Typically a Police Corporal)	Serve in a senior/lead capacity in Uniform Patrol or as a senior criminal investigator in a plainclothes assignment. May also serve in other advanced specialized roles which require typically plainclothes assignments at the discretion of the agency head. [Eligible for Lateral Hires]	A minimum of an associate degree (or 60 hours of college credit) and 2 years of sworn law enforcement officer experience. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$57,583 - \$86,375	\$71,979	Competitive Event; Market Salary no less than Salary Range Minimum	Bachelor's Degree = \$1,500 Advanced Degree = \$3,000	
	Career Progression Step (Police Asst Supervisor II)	3 years of experience as a Assistant Police Supervisor with the agency. At the discretion of the campus hiring authority, documented service as a sworn law enforcement officer at a substantially equivalent classification (rank) may be accepted for lateral hires from outside agencies. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$57,583 - \$86,375	\$71,979	Greater of 5% Step Increase from current salary or to \$60,462		
	Career Progression Step (Police Asst Supervisor III)	6 years of experience as a Assistant Police Supervisor with the agency. At the discretion of the campus hiring authority, documented service as a sworn law enforcement officer at a substantially equivalent classification (rank) may be accepted for lateral hires from outside agencies. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$57,583 - \$86,375	\$71,979	Greater of 5% Step Increase from current salary or to \$63,485		

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Police Supervisor* (typically a Police Sergeant)	Serve in a supervisory capacity in Uniform Patrol or as a senior criminal investigator in a plainclothes assignment. May also serve in other advanced specialized roles which require typically plainclothes assignments at the discretion of the agency head.	A minimum of an associate degree (or 60 hours of college credit) and 4 years of sworn law enforcement officer experience. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	At the agency head's discretion, up to 2 additional years of sworn law enforcement experience may be preferred.	Non-Exempt	\$61,866 - \$92,801	\$77,334	Competitive Event; Market Salary no less than Salary Range Minimum	Bachelor's Degree = \$1,500 Advanced Degree = \$3,000	Public Safety Supervisor
	Career Progression Step (Police Supervisor II)	3 years of experience as a Police Supervisor with the agency. At the discretion of the campus hiring authority, documented service as a sworn law enforcement officer at a substantially equivalent classification (rank) may be accepted for lateral hires from outside agencies. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Intermediate Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$61,866 - \$92,801	\$77,334	Greater of 5% Step Increase from current salary or to \$64,959		
	Career Progression Step (Police Supervisor III)	6 years of experience as a Police Supervisor with the agency. At the discretion of the campus hiring authority, documented service as a sworn law enforcement officer at a substantially equivalent classification (rank) may be accepted for lateral hires from outside agencies. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$61,866 - \$92,801	\$77,334	Greater of 5% Step Increase from current salary or to \$68,207		
Senior Police Supervisor* (typically a Police Lieutenant)	Lead a Uniform Patrol shift or squad or serve in a supervisory capacity in criminal investigations in a plainclothes assignment. May also serve in a supervisory capacity in other specialized units outside uniform patrol or criminal investigations at the discretion of the agency head.	A minimum of a bachelors degree or greater and 6 years of sworn law enforcement officer experience or an associate degree and 8 years of sworn law enforcement officer experience. At least 3 years of the experience requirement must have been in a supervisory role equivalent to a Police Sergeant or greater. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$73,397 - \$110,096	\$91,746	Competitive Event; Market Salary no less than Salary Range Minimum	Advanced Degree = \$3,000	
	Career Progression Step (Senior Police Supervisor II)	3 years of experience as a Senior Police Supervisor with the agency. At the discretion of the campus hiring authority, documented service as a sworn law enforcement officer at a substantially equivalent classification (rank) may be accepted for lateral hires from outside agencies which are certification eligible. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$73,397 - \$110,096	\$91,746	Greater of 5% Step Increase from current salary or to \$77,066		

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	Career Progression Step (Senior Police Supervisor III)	6 years of experience as a Senior Police Supervisor with the agency. At the discretion of the campus hiring authority, documented service as a sworn law enforcement officer at a substantially equivalent classification (rank) may be accepted for lateral hires from outside agencies. Current certification from NC CJETSC as a commissioned police officer or certification eligible within an agency specified timeframe.	The campus hiring authority may opt to require attainment of the NC Advanced Law Enforcement Certificate as an added minimum qualification for this classification.	Non-Exempt	\$73,397 - \$110,096	\$91,746	Greater of 5% Step Increase from current salary or to \$80,920		
Police Commander *** (Typically a Police Captain)	Depending on agency structure, may lead a major division or functional unit or serve as an agency principal deputy. At NC Arboretum, serves as the Agency Head.	A minimum of a bachelors degree or greater and 7 years of sworn law enforcement officer experience or an associate degree and 9 years of sworn law enforcement officer experience. At least 3 years of the experience must have been in a supervisory role equivalent to a Police Sergeant or greater. At the agency head's discretion, this requirement may be modified to require the noted supervisory experience to be at the level of Police Lieutenant or greater. Certification from NC CJETSC as a commissioned police officer or certification eligible for out of state lateral hires.		Exempt	\$82,558 - \$128,084	\$105,359	Competitive Event; Market Salary no less than Salary Range Minimum	n/a	
Police Executive I *** (SAAO Tier II if serving as Agency Head or Deputy Agency Head)	See below descriptions by campus:	A minimum of a bachelors degree or greater and 8 years of sworn law enforcement officer experience or an associate degree and 10 years of sworn law enforcement officer experience. At least 4 years of the experience requirement must have been in a supervisory role equivalent to a Police Lieutenant or greater. Certification from NC CJETSC as a commissioned police officer or certification eligible for out-of-state lateral hires.		Exempt	\$91,720 - \$146,753	\$119,237	Competitive Event; Market Salary no less than Salary Range Minimum	n/a	Public Safety Manager
NCSU, UNC-CH	May serve as a major Division or Bureau Head of the campus police agency, if used.			Exempt	\$91,720 - \$146,753	\$119,237			
ECU, UNC-C, ASU, NCCU, N.C. A&T, UNC-G, UNCW, WCU	Serve as a principal deputy (e.g. second in command) of the campus police.			Exempt	\$91,720 - \$146,753	\$119,237			
All Other Campuses	Serve as an agency head of the campus police agency; the principal deputy (e.g., second in command) would be assigned to the Police Commander classification.			Exempt	\$91,720 - \$146,753	\$119,237			

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Police Executive II *** (SAAO Tier II if serving as Agency Head or Deputy Agency Head)	See below descriptions by campus	A minimum of a bachelors degree or greater and 9 years of sworn law enforcement officer experience. At least 5 years of the experience requirement must have been in a supervisory role equivalent to a Police Lieutenant or greater. Certification from NC CLETSC as a commissioned police officer or certification eligible for out-of-state lateral hires.		Exempt	\$118,132 - \$189,011	\$153,571	Competitive Event; Market Salary no less than Salary Range Minimum	n/a	
NCSU, UNC-CH	Serve as a principal deputy (e.g., second in command) of the campus police agency.			Exempt	\$118,132 - \$189,011	\$153,571			
ECU, UNCC, ASU, NCCU, N.C. A&T, UNC, UNCW, WCU	Serve as an agency head of the campus police agency.			Exempt	\$118,132 - \$189,011	\$153,571			
All Other Campuses	Not Available								
Police Executive III *** (SAAO Tier II if serving as Agency Head or Deputy Agency Head) [FLSA Exempt]	See below descriptions by campus	A minimum of a bachelor's degree and 10 years of sworn law enforcement officer experience. At least 6 years of the experience requirement must have been in the capacity of a command level officer or equivalent in a local, state, or federal law enforcement agency supervising a major division or bureau or serving as a deputy agency head or agency head. Certification from NC CLETSC as a commissioned police officer or certification eligible for out-of-state lateral hires.	Participation in one or more recognized law enforcement executive programs is strongly preferred (e.g., AOMP, SMIP, SPI, FBI NA, etc.).	Exempt	\$144,543 - \$231,268	\$187,906	Competitive Event; Market Salary no less than Salary Range Minimum	n/a	
NCSU, UNC-CH	Serve as an agency head of the campus police agency.			Exempt	\$144,543 - \$231,268	\$187,906			
All Other Campuses	Not Available								

* Initial outside hires, including lateral hires from outside agencies, are subject to a 1-year probationary period and do not achieve career status until successful completion of this period to the satisfaction of the Agency Head, which shall include successful completion of any agency required field training and attainment of NC CLETSC certification as a commissioned police officer for lateral hires. All Tier I/SAAO appointments are at-will at inception and for the duration of the appointment.

** At least one individual at these ranks must be formally designated as the Agency Principal Deputy (e.g., second in-command) and have qualification to serve as the Interim/Acting Agency Head in the absence of or disability of the Chief of Police.

***If additional requirements are used they must be applied consistently and established in written campus HR and/or campus police agency procedures.