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# UW-Madison Police Department

**Policy: 33.4**

**SUBJECT: CAREER DEVELOPMENT**

**EFFECTIVE DATE: 06/01/10**

**REVISED DATE: 05/30/17; 08/21/19; 11/11/20; 05/29/21; 05/19/22; 05/10/23  
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**STANDARD: CALEA 33.8.1 – 33.8.3**

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**POLICY:**

The UW-Madison Police Department shall provide interested employees with career development counseling and mentorship. Career development counseling and mentorship may continue as long as the interested employee is making satisfactory progress and department budget allows.

**DEFINITIONS:**

“Career counseling” refers to counseling that is designed to facilitate an employee's career choices, understanding of career goals, and achievement of career goals through meaningful, well-informed choices.

“Career development” activities refer to an organized and supervised set of duties or functions designed to stimulate learning (e.g., counseling, training, job rotations). These activities shall be related to professional development opportunities.

**PROCEDURE:**

**33.4.1 TRAINING REQUIREMENTS**

- A. Department employees who are assigned to career development activities shall undergo a period of orientation to provide increased knowledge and skills in the following areas:
  - 1. General counseling techniques;
  - 2. Techniques for assessing skills, knowledge, and abilities;
  - 3. Salary, benefits, and training opportunities that are available;
  - 4. Educational opportunities and incentive programs; and
  - 5. Career development programs.
- B. The Training Sergeant or designee is responsible for the maintenance of written records of all proficiency and career specialty training of employees. Employees are responsible for submitting a copy of their training certification to the Training Sergeant upon completion of courses.
- C. The Training Sergeant is responsible for maintaining internal and external training resources used to develop and satisfy training and career development program goals.

**33.4.2 JOB TRAINING UPON PROMOTION**

- A. All first-line supervisors shall attend the University of Wisconsin–Madison” Fully Prepared to Manage” course series.
- B. Newly promoted or appointed sworn supervisory personnel shall receive specialized training at Northwestern School of Police Staff and Command, Northwestern Supervision of Police Personnel the Southern Police Institute, Executive Development Institute, Wisconsin Law of Enforcement Command College, Leadership in Police Organizations, Law Enforcement Supervisors Leadership Training Program, or the FBI National Academy.
- C. Newly promoted or appointed non-sworn supervisory personnel shall receive specialized training such as the Northwestern School of Police Staff and Command, Certified Public Manager Course, Leadership in Police Organizations (LPO) or a similar course.
- D. Career development related training may include, but not limited to the following:

1. Interpersonal communication;
2. Planning;
3. Decision making;
4. Problem identification, prevention, and solution;
5. Management level information systems;
6. Fiscal management; and
7. Organizational behavior.

### **33.4.3 CAREER DEVELOPMENT PROGRAM**

- A. Employee and supervisor career development discussions should occur periodically throughout the year. Formal career development counseling should take place during annual performance reviews. [UW- Madison Human Resources Policy Performance Management for Supervisors and Managers](#) provides information regarding required goal setting during the annual performance review and mid-point conversation. Some career development opportunities, as well as steps taken to prepare for career opportunities, may be utilized as annual evaluation goals on the employee's performance evaluation. Additional counseling may be done informally by other than immediate supervisors, mentors, members of departmental specialized units, etc. Counseling should include inquiry regarding the employee's plans and preferences; review of the employee's areas of knowledge, skills, and abilities; and discussion of relevant training available. Counseling may include instruction in or discussion of steps that the employee should take to prepare for those career development opportunities. This may include writing skills, interviewing, study, and/or alterations in their focus or performance in their current assignment.
- B. Career development opportunities include, but are not limited to the following:
1. Promotions;
  2. Training;
  3. Formal education;
  4. Specialized positions;
  5. Collateral assignments;
  6. Alternative positions within the Department; and
  7. Increased challenge/responsibility within the employee's current assignment.
- C. Opportunities for Department sanctioned training shall be available to employees, either by placement of written materials in multiple accessible locations or electronically, or some combination thereof. Employees are encouraged to investigate other available training and submit training requests, as appropriate. Supervisors may submit written training requests for their employees at any time. Employees may submit written training requests via the chain of command. All employees are encouraged to utilize educational opportunities in pursuit of their career development. The career counseling portion of the annual evaluation affords supervisors an opportunity to discuss avenues that might facilitate individual growth and career development. The employee's supervisor and the Training Unit can assist the employee by locating educational programs that shall assist the employee in pursuing their career opportunities. The Office of Talent Management offers a variety of courses on campus and/or virtually throughout the year that may be relevant to employees' career development.