

Law Enforcement Careers

North Carolina Department of
Crime Control & Public Safety



The North Carolina Department of Crime Control and Public Safety (CCPS) is looking for dedicated men and women who are interested in a career in professional law enforcement.

The Department of Crime Control and Public Safety was created in 1977 when the General Assembly restructured the Department of Military and Veterans Affairs. As its name implies, CC&PS is comprised of essential state services related to the well-being of North Carolina's more than seven million citizens.

The department serves as the state's chief protector and defender of the general public. Agencies of the department enforce state laws - in particular those involving alcohol, drugs and traffic - assist local agencies in preventing crime, and work to maintain an effective criminal justice system, and provide aid to crime victims.

The department also protects the state's citizens from natural and manmade emergencies, such as chemical spills, hurricanes and tornadoes. By conducting public awareness programs and training, and by preparing emergency response plans, CC&PS strives to prevent injuries and deaths. The department coordinates the state response to emergencies and directs relief efforts to disaster victims.

The department consists of the Office of the Secretary and nine divisions - Alcohol Law Enforcement, Butner Public Safety, Civil Air Patrol, Emergency Management, Governor's Crime Commission, Law Enforcement Support Services, N.C. National Guard, State Highway Patrol, and Victim and Justice Services. Five administrative sections in the Secretary's Office support the divisions - Fiscal, Information Systems, Organizational Effectiveness, Personnel and Benefits, and Public Affairs.





MISSION

The primary mission of ALE is the enforcement of state laws governing alcoholic beverages, drugs, and youth access to tobacco. The Division also performs any law enforcement duty as assigned by the Secretary and/or the Governor. Our mission will be accomplished through reasonable and prudent law enforcement and quality service to the public based upon high, ethical, professional and legal standards.

VISION

Working together for the people of North Carolina, we are committed to being a premier, specialized law enforcement agency through professional leadership, strong partnerships, and empowered employees dedicated to the highest ideals of professionalism and excellence.

VALUES

Serving North Carolina with **Pride**

Partnership - Working closely with those we serve and each other to encourage solutions that address the present and changing needs of the state.

Respect - Individual rights, human dignity and value of our employees and those we serve.

Integrity - Promoting public trust by holding ourselves accountable to the highest standards of honesty, fairness and ethical conduct.

Dedication - Providing services of the highest quality and value.

Empowerment - Empowering our employees to resolve issues by providing and maintaining an environment that encourages an open exchange of creative ideas and actions.

Age

Applicants must be at least 21 years of age and may not be older than 35 years of age at the beginning date of the Basic School.

Physical Agility Test

Applicants must be able to safely and proficiently perform the essential job functions of an ALE agent and score in the top 50 percentile on the Cooper Wellness Evaluation.

Education & Experience

Applicants must have received a diploma from an accredited high school or hold a General Education Development certificate approved by the North Carolina State Board of Education, and one of the following;

- one year of law enforcement experience, or
- an associate degree in criminal justice to include the Basic Law Enforcement Training course work, or
- an associate degree in other fields and one year of law enforcement experience, or
- an equivalent combination of training and experience.

For the purpose of this requirement, law enforcement experience means employment by or with a federal, state or local law enforcement agency with power of arrest and primary assigned duties to enforce federal or state criminal laws. Military law enforcement experience will not be counted towards this experience requirement.

Criminal History

Applicants must not have committed or been convicted of any criminal offense or combination of criminal offenses that as of the date of application would disqualify the applicant from being qualified as a law enforcement officer pursuant to the rules and regulations established by the NC Criminal Justice Education and Training Standards Commission. Applicants who have committed or who have been convicted of non-disqualifying misdemeanor(s) or traffic offense(s) will be considered on a case-by-case basis. Must pass polygraph and psychological tests.

Background Investigation

Applicants must satisfactorily pass a thorough background investigation, including a check of State and Federal Bureau of Investigation records.



MISSION

The mission of the North Carolina State Highway Patrol is to ensure safe, efficient transportation on our streets and highways, reduce crime and respond to natural and manmade disasters. This mission will be accomplished, in partnership with all levels of government and the citizens of North Carolina, through quality law enforcement services based upon high ethical, professional and legal standards.

VISION

The North Carolina State Highway Patrol, a nationally renowned organization, is dedicated to providing quality services while maintaining the highest standards of professional and ethical law enforcement.

VALUES

Loyalty - Faithfully serve the people of the state consistent with the policies of the Highway Patrol.

Integrity - Be principled, honorable, courageous, truthful, and sincere in all our relations, by demonstrating a commitment to justice, diversity and the equal treatment of all individuals; and by safeguarding the ability to make independent professional judgments by strictly avoiding undue influences and conflicts of interest.

Professionalism - Demonstrate a clear sense of commitment, personal direction, and best practices to serve the State of North Carolina by providing excellent service to the public, our customers; providing innovative training; empowering members to be creative and decisive; upholding all laws and the Constitutions of the United States and North Carolina; and becoming an Accredited Law Enforcement Agency.

Age

Applicants must be at least 21 years and no greater than 33 years of age on the first day of Patrol Basic School.

Height

6'5" Maximum (without shoes).

Physical Condition

Must be in excellent physical condition with no obvious condition which will impair the performance of Patrol duties.

Education

At a minimum, an applicant must have graduated from an accredited high school or hold an approved General Education Development certificate (GED); college or university level education desired.

Criminal History

Must not have pled guilty to, entered a plea of no contest to, or have been convicted of any crime other than a minor misdemeanor; must not, during the three years preceding the date of his/her application, have been convicted of a traffic offense which required suspension or revocation of driving privileges; must not have accumulated more than eight points against his/her driving record during the preceding three years or anytime after the date of the application. As of date of application or thereafter, applicant must meet the minimum standards for law enforcement officers established by the North Carolina Criminal Justice Training and Standards Division. Must pass polygraph and psychological examinations.

Written Tests

Prospective applicants who meet the fiftieth (50th) percentile requirement on the Fitness Standards Test will be given the Law Enforcement Candidate Record (LECR). This test contains a verbal and recall section and a biographical data section.

Background Investigation

Must satisfactorily complete a thorough background investigation, including a check of State and Federal Bureau of Investigation records.



Butner Public Safety

MISSION

We protect and serve all people, property and institutions within our territorial jurisdiction by providing professional fire and law enforcement services.

VISION

As the state's only combined police and fire division, we provide professional service and protection through effective leadership and productive, well-trained employees.

VALUES

Professionalism - Excellence in actions, abilities and appearance which reflect the highest standards of the division.

Teamwork - All members working together to accomplish common goals.

Respect - For ourselves, each other, and those we serve.

Integrity - Promoting public trust by holding ourselves accountable to the highest standards of honesty, fairness and ethical conduct.

Dedication - Committed to support one another and division goals.

Age

The applicant must have reached his/her 21st birthday as of the date the application is filed.

Physical Condition

Applicants must be in excellent physical condition, with no physical handicaps or ailments which would impair the applicant's performance of Butner Public Safety duties.

Education

Applicants must have received a diploma from an accredited high school or hold a General Education Development certificate approved by the North Carolina State Board of Education.

Basic Law Enforcement/Fire Fighter Training

At the time of application, applicants must have successfully completed the North Carolina Basic Law Enforcement Training curriculum or have Fire Fighter Certification, and be currently eligible for certification as a law enforcement officer by the North Carolina Criminal Justice Training Education and Standards Commission.

Criminal History

Applicants must not have committed or been convicted of any criminal offense or combination of criminal offenses that as of the date of application would disqualify the applicant from being qualified as a law enforcement officer pursuant to the rules and regulations established by the North Carolina Criminal Justice Education and Standards Commission. Applicants who have committed or who have been convicted of non-disqualifying misdemeanor(s) or minor traffic offense(s) will be considered on a case-by-case basis. For the purposes of this eligibility requirement, the term conviction shall include a prayer for judgement continued and/or a plea of nolo contendere or no contest.

Physical/Psychological/Polygraph Examination

Applicants selected by the Director for employment will be given a conditional offer of employment subject to successfully completing a polygraph, physical, and psychological examination.

Background Investigation

Must satisfactorily complete a thorough background investigation, including a check of State and Federal Bureau of Investigation records.



Benefits

- 401K Plan with Automatic Employer Contributions
- Full Salary Continuation Plan (up to two years in case of work-related injury)
- Separate Benefit Fund (accident, death, sickness)
- Separation Allowances (from retirement to social security eligible age)
- Excellent Retirement Plan
- Specialized training
- Advancement opportunities
- 11 paid annual holidays
- Sick leave and annual leave policy
- Military leave
- The chance to make our state a better and safer place to live.

The Department of Crime Control and Public Safety also has civilian job opportunities in the following areas: telecommunications, emergency response, victim assistance, criminal justice planning and analysis, auto mechanics, firefighters, administrative services, radio engineers, and many more. Please feel free to contact us:

www.NCCrimeControl.org/jobs

Via Internet

Alcohol Law Enforcement

www.ncale.org

Butner Public Safety

www.nccrimecontrol.org/bps

Civil Air Patrol

www.nc-cap.org

Emergency Management

www.ncem.org

Governor's Crime Commission

www.gcc.state.nc.us

Law Enforcement Support Services

www.nccrimecontrol.org/less

North Carolina National Guard

www.ncguard.com

North Carolina State Highway Patrol

www.ncshp.org

Victim & Justice Services

www.nccrimecontrol.org/vjs

Via Mail

CCPS Personnel Office

NC Department of Crime Control and Public Safety

4701 Mail Service Center

Raleigh, NC 27699-4701

Via Phone

(919) 733-4080