

ONI-51
4 JUN 07
ONI INSTRUCTION 12300.1B

Subj: CONDITIONS OF EMPLOYMENT FOR OFFICE OF NAVAL
INTELLIGENCE ONI) POLICE OFFICERS

Ref:

a) Title 5 CFR 339, Medical Qualification
Determinations

b) OPNAVINST 5530.14D, Naval Physical Security and Law
Enforcement of 30 Jan 07

c) OPNAVINST 5580.1A, Navy Law Enforcement of 28 Jan
02

d) OPNAVINST 3591.1D, Small Arms Training and
Qualifications of 30 Nov 04

1. Purpose. To establish policy on the conditions of
employment for ONI police officers.

2. Cancellation. ONIINST 12300.1A

3. Policy

a. The following conditions of employment must be met
in order to be designated an ONI police officer. They must
continue to be met in order to maintain employment as an
ONI police officer. Officers employed prior to the issuance
date of this instruction are exempt from new hire entry
requirements under paragraphs 3(c), 3(d)(1) and 3(e)
below. However, they must develop a written personal

improvement plan to meet the annual requirements within two (2) years as defined and approved by the Commander or designated representative.

b. ONI employees who fail to meet a condition of employment may be terminated when consistent with applicable law or regulation. Exceptions will not be made to this policy without the approval of the Commander or designated representative.

c. Medical. All potential ONI police officer candidates, prior to employment and annually thereafter, must meet medical, physical and agility requirements. Failure to meet established medical, physical and agility requirements under reference (a) disqualifies the individual for the position. An ONI police officer who fails to meet or cannot continue to meet these requirements may be subject to termination.

d. Academic

(1) All potential ONI police officer candidates must be graduates of the Federal Law Enforcement Training Center or possess a certificate of successful completion from an official law enforcement police academy.

(2) All ONI police officers must pass the Navy Security Force Course (Phase I) and refresher course (Phase II) as required in reference (b). An employee failing this requirement will be given remedial training and an opportunity to retest twice.

(3) All ONI police officers are required to successfully complete and pass a Cardio Pulmonary Resuscitation (CPR) and First Aid Course and annual certification thereafter.

(4) All ONI police officers who fail to meet or cannot continue to meet academic requirements may be subject to termination of employment.

e. Use of Force. All ONI police officers must pass use of force training as directed in reference (c). All police officers will complete weapons qualification requirements with their assigned weapon(s), as required by reference (d). If a police officer fails to qualify with his or her assigned weapon, he or she will be given remedial training and an opportunity to retest twice. Failure to attain or continue to maintain use of force certification and weapons qualification may result in termination.

f. Security

(1) Prior to employment, ONI police officer candidates must complete a single scope background investigation and receive a favorable adjudication to obtain a top secret clearance and access to Sensitive Compartmented Information (SCI).

(2) ONI police officers may be required to undergo a polygraph examination at any time.

(3) An ONI police officer's failure to continue to meet security requirements may result in termination.

(4) An ONI police officer's conviction for domestic violence will result in termination.

g. Operation of a Motor Vehicle. All ONI police officers must maintain a license to operate a motor vehicle, the ability to operate a motor vehicle on the

installation and the ability to pass the Emergency Vehicle Operators Course. Any police officer that fails to meet or cannot continue to meet this requirement may be subject to termination.

h. Drug Free Workplace Program

(1) Prior to employment, ONI police officer candidates must receive a negative drug test result.

(2) All ONI police officers who fail to meet or cannot continue to meet this requirement may be subject to termination.

4. Action

a. The Naval Intelligence Human Resource Office is responsible for arranging the required initial employment medical examination.

b. The Drug Free Program Coordinator is responsible for arranging required urinalysis testing under the Drug Free Workplace Program.

c. The ONI Law Enforcement Division (ONI-512) is responsible for providing all required initial and re-certification training.

d. The Security Directorate (ONI-5) is responsible for determining an applicant's eligibility for SCI access and will monitor for compliance.

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