
Field Training Officer Program

436.1 PURPOSE AND SCOPE

The Field Training Officer Program is intended to provide a standardized program to facilitate the officer's transition from the academic setting to the actual performance of general law enforcement duties of the Elk Grove Police Department.

It is the policy of this department to assign all new police officers to a structured Field Training Officer Program that is designed to prepare the new officer to perform in a patrol assignment, and to possess the skills needed to operate in a safe, productive and professional manner.

436.2 FIELD TRAINING OFFICER - SELECTION AND TRAINING

The Field Training Officer (FTO) is an experienced officer trained in the art of supervising, training and evaluating entry level and lateral police officers in the application of their previously acquired knowledge and skills.

The assignment as a full-time Field Training Officer will be for the patrol bid year and is subject to reevaluation through the application process annually.

Temporary Field Training Officers may be selected through the application process as the need arises and are subject to all of the same training requirements as a full-time training officer.

436.2.1 SELECTION PROCESS

FTOs will be selected based on the following requirements:

- (a) Desire to be an FTO
- (b) Minimum of two years of patrol experience, one of which shall be with this department
- (c) Demonstrated ability as a positive role model
- (d) Participate and pass an internal selection process
- (e) Evaluation by supervisors and current FTOs
- (f) Possess a POST Basic certificate
- (g) Shall be off probation at the time of appointment

The Chief of Police or his/her designee may amend the selection process as circumstances warrant.

436.2.2 TRAINING

An officer selected as a Field Training Officer shall successfully complete a POST certified (40-hour) Field Training Officer's Course prior to being assigned as an FTO.

All FTOs must complete a 24-hour Field Training Officer update course every three years while assigned to the position of FTO (11 CCR 1004).

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All FTOs must meet any training mandate regarding crisis intervention behavioral health training pursuant to Penal Code § 13515.28.

436.2.3 APPLICATION

The testing and selection process for the full-time Field Training Officer will occur in October to allow assignments to be effective with the annual patrol bid cycle.

There will not be a qualification list established for future use but Temporary Field Training Officers may be selected from this testing process.

The following criteria apply to the FTO Application Process:

- (a) The IDC announcement will clearly identify the requirements of the position and the components of the testing process, including the assigned weighting of each testing component.
- (b) Submission of a standardized specialty assignment application is required as well as the specialty assignment supervisor section.
- (c) The selection process may include, but is not limited to, an oral interview, a review board and supervisor input.
- (d) The Field Training Commander will submit his/her recommendation(s) to the Division Commander after all required testing is complete.
- (e) Administrative evaluation and approval by the Chief of Police. The Chief of Police will employ the "rule of three" in the selection process.

The policy and procedures for all positions may be waived for temporary assignments, emergency situations or for training.

Applicants must meet all requirements outlined in the IDC announcement by the final application due date specified.

[Specialty Assignment Application](#)

[Specialty Assignment Application- Supervisor's Section](#)

436.3 FIELD TRAINING OFFICER PROGRAM SERGEANT

The FTO Program Sergeant will be selected from the rank of sergeant or above by the Chief of Police or a designee and should possess, or be eligible to receive, a POST Supervisory Certificate.

The responsibilities of the FTO Program Sergeant include the following:

- (a) Assignment of trainees to FTOs
- (b) Conduct FTO meetings
- (c) Maintain and ensure FTO/trainee performance evaluations are completed
- (d) Maintain, update and issue the Field Training Manual to each trainee
- (e) Monitor individual FTO performance

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- (f) Monitor overall FTO Program
- (g) Maintain liaison with FTO coordinators of other agencies
- (h) Maintain liaison with academy staff on recruit performance during the academy
- (i) Develop ongoing training for FTOs

The FTO Program Sergeant will be required to successfully complete a POST approved Field Training Administrator's Course within one year of appointment to this position (11 CCR 1004(c)).

436.3.1 SUPERVISION

All FTO's, in addition to their duties and responsibilities under their Patrol Shift Sergeant will operate under the direction of the Field Training Sergeant. The Field Training Sergeant will be responsible for overseeing all aspects of the Field Training Program and ensuring that all department standards and objectives are met. The Field Training Sergeant is further responsible for ensuring that the department's program is in compliance with the minimum standards established by POST.

436.4 TRAINEE DEFINED

Any entry level or lateral police officer newly appointed to the Elk Grove Police Department who has successfully completed a POST approved Basic Academy.

436.5 REQUIRED TRAINING

Entry level officers shall be required to successfully complete the Field Training Program, consisting of a minimum of 10 weeks.

The training period for a lateral officer may be modified depending on the trainee's demonstrated performance and level of experience, but shall consist of a minimum of eight weeks.

To the extent practicable, entry level and lateral officers should be assigned to a variety of Field Training Officers, shifts and geographical areas during their Field Training Program.

436.5.1 FIELD TRAINING MANUAL

Each new officer will be provided access to the training manual at the beginning of his/her Primary Training Phase. This manual is an outline of the subject matter and/or skills necessary to properly function as an officer with the Elk Grove Police Department. The officer shall become knowledgeable of the subject matter as outlined. He/she shall also become proficient with those skills as set forth in the manual.

The Field Training Manual will specifically cover those policies, procedures, rules and regulations adopted by the Elk Grove Police Department.

436.6 EVALUATIONS

Evaluations are an important component of the training process and shall be completed as outlined below.

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436.6.1 FIELD TRAINING OFFICER

The FTO will be responsible for the following:

- (a) Complete and submit an evaluation on the performance of his/her assigned trainee to the FTO Sergeant on a daily basis.
- (b) Review the Daily Trainee Performance Evaluations with the trainee each day.
- (c) Complete a detailed end-of-phase performance evaluation on his/her assigned trainee at the end of each phase of training.
- (d) Sign off all completed topics contained in the Field Training Manual, noting the method(s) of learning and evaluating the performance of his/her assigned trainee.

436.6.2 FIELD TRAINING SERGEANT

The Field Training Sergeant or a designee will review and approve the Daily Trainee Performance Evaluations submitted by the FTO.

436.6.3 FIELD TRAINING ADMINISTRATOR

A Lieutenant will serve as the Field Training Administrator and will oversee the Field Training Program.

436.6.4 TRAINEE

At the completion of the Field Training Program, the trainee shall submit a confidential performance evaluation on each of their FTOs and on the Field Training Program.

436.7 DOCUMENTATION

All documentation of the Field Training Program will be retained in the officer's training files and will consist of the following:

- (a) Daily Trainee Performance Evaluations
- (b) End of phase evaluations
- (c) A Certificate of Completion certifying that the trainee has successfully completed the required number of hours of field training