

TRAINING – FIELD TRAINING AND EVALUATION PROGRAM

POLICY:

It is the policy of the Omaha Police Department (OPD) to maintain a Field Training and Evaluation Program in order to produce fully trained, competent, and qualified police officers.

PROCEDURE:

I. Responsibility

- A. The OPD Training Academy is responsible for the Field Training and Evaluation Program.
 - 1. The program is based on the San Jose Model and is a continuation of the academy training for recruit officers.
- B. The Field Training and Evaluation Program Sergeant will serve as the liaison between the Uniform Patrol Bureau (UPB) and the OPD Training Academy.

II. Field Training Officers

- A. Selection
 - 1. Field Training Officers (FTO) will be selected by the Chief of Police or their designee in accordance with Omaha Police Officers Association Collective Bargaining Agreement.
 - 2. Selection criteria for FTO candidates may include, but is not limited to the following:
 - a. Law enforcement experience (both within and outside of the OPD).
 - b. Experience, education, or training (formal or informal) in teaching, counseling, mentoring, and/or coaching.
 - c. Proven work ethic as evidenced by infrequent absences and by no excessive history of disciplinary actions.
 - (1) The Internal Affairs Unit will provide relevant disciplinary information to the Chief of Police or their designee for consideration as requested.
 - d. Good verbal and written communication skills.
 - e. Demonstrated ability to interact with members of the community.
- B. Training
 - 1. Prior to assuming the role of FTO, prospective officers shall complete Department approved training.
 - 2. FTO's will receive ongoing training as needed.

III. Recruit Officers

- A. Recruit officers will complete 10-15 weeks of Field Training and Evaluation (after completing the Academy classroom training) as prescribed by Department training standards.

1. Time is provided daily in the Field Training and Evaluation Program for remedial training, if necessary. Opportunities for extended remedial training are available as needed.
 2. The new officer's training is not completed until the recruit officer has satisfactorily completed the Field Training and Evaluation Program.
- B. Each recruit's progress will be recorded in the Law Enforcement Field Training Application (LEFTA) field training program during the training according to the guidelines in the Field Training Officer Manual.
- C. Reporting responsibilities of FTO's are also found in the Field Training Officer Manual and shall be completed in compliance with these guidelines.
- D. The Recruit Officer will rotate among different FTO's during the program. This will allow the recruit the opportunity to see multiple styles of policing and different areas of the city.
- E. For the purpose of dispatching only, Recruit Officers and their FTO can be considered a two-officer unit (Baker Unit) if the following conditions are met:
1. Six (6) weeks into the Field Training and Evaluation Program, Recruit Officers with prior law enforcement experience will be evaluated to determine if they can work as a two-officer unit with their FTO.
 - a. The evaluation will be conducted on a weekly basis.
 - b. The FTO will be considered the senior officer and will continue the Field Training and Evaluation Program in its entirety.
 2. Ten (10) weeks into the Field Training and Evaluation Program, Recruit Officers without previous law enforcement experience will be evaluated to determine if they can work as a two-officer unit with their FTO.
 - a. The evaluation will be conducted on a weekly basis.
 3. The decision to allow a two-officer designation, for dispatching purposes, will be made by the FTO and the Precinct Field Training Officer Sergeant in consultation with the Field Training and Evaluation Program Sergeant.
 - a. The decision will be made on the basis of overall skill level and demonstrated ability of the Recruit Officer and can be revoked at any time.
 - b. On a call-by-call basis, the FTO may decide to call for a second unit as back-up, regardless of the dispatching decision made at the onset of the call.
 - c. All other testing and evaluation aspects of the Field Training and Evaluation Program remain unaffected by the decision to change the dispatch status.

IV. Annual Administrative Review

- A. The Training Unit commander or designee shall complete a documented annual administrative review of the Field Training and Evaluation program.
1. The administrative review will include recommendations for policy and/or training modifications, as needed, based upon program successes and challenges.

- B. Upon completion, the Training Unit commander or designee shall submit the administrative review to the Chief of Police for review.

REFERENCES:

I. Previous OPD Orders

- A. Previous General Orders: #24-89, 73-00, 54-02, 62-17, 57-23, 25-26.

II. Accreditation Standards

- A. Relevant CALEA Accreditation standards: 33.4.1, 33.4.2, and 33.4.3.