

# OVERLAND PARK POLICE DEPARTMENT

## STANDARD OF CONDUCT



**NUMBER:** 0240  
**TOPIC:** PROBATIONARY OFFICER LIMITATIONS  
**DATE:** 05/18/2022  
**SUPERCEDES:** 07/06/2015  
**SIGNATURE:** /s/ Frank Donchez  
Chief of Police

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### Purpose:

To establish performance standards and restrictions for probationary officers.

### Rationale:

Newly appointed officers are by definition new to law enforcement, its policies, procedures and potential consequences. Even experienced officers newly hired by the Department do not know its history, its policies or its procedures. Restrictions on the authority of these officers are required throughout their probationary period, to ensure they are provided with an opportunity to gain experience, receive proper training, and mature as Overland Park Police Officers.

### Standards of Conduct:

- Probationary officers (in-training) will be assigned to several Field Training Officers (FTO's) to acquire information, training and guidance. For training purposes, the FTO's have supervisory authority and responsibility over any officer-in-training.
- Probationary officers-in-training are expected to treat their FTO with the same level of respect they would afford a supervisor. Non-commissioned Members in-training will share the same level of respect with their trainers.
- Probationary officers-in-training will only carry their duty weapon while in uniform or while working a plain clothes assignment or traveling to and from work-related assignments, or at the discretion of a supervisor who holds the rank of Captain or above.
- Probationary officers-in-training will neither be expected to, nor permitted to, take official action as a police officer, unless they are under the direct supervision of training personnel or supervisory staff. This does not preclude officers-in-training who are off-duty from taking action as private citizens as allowed in [KSA 22-2403](#).
- Probationary officers-in-training will not identify themselves as a police officer for the purpose of conducting law enforcement activities, except while working under the direct supervision of an FTO or a supervisor.

- Probationary officers will not work any secondary employment, to include off-duty security positions in return for rent or other compensation.
- Probationary officers attending the police academy are expected to achieve an 80% minimum passing score on each individual Benchmark test. If a probationary officer scores below 80% on any Benchmark test, he/she may be subject to disciplinary action, up to and including termination.

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