

	<b>SFASU POLICE DEPARTMENT</b>	
	<b>Policy 3.1 Basic Training Requirements</b>	
	<b>Effective Date: 04/12/19</b>	<b>Updated: 05/04/2021</b>
	<b>Approved: John Fields Chief of Police</b>	
	<b>Reference: TBP 1.09, 3.05, 3.06, 3.07, 3.08, 3.09, 3.18, 8.11 / IACLEA 6.1.1a – d, 6.1.2a - d, 6.1.3, 6.1.4, 6.1.5a - d, 6.2.1, 6.3.1, 6.3.2, 6.3.3a &amp; b, 6.3.4, 9.2.3, 9.2.6c and 18.1.4a - c</b>	

## I. POLICY

Today’s society is both multi-faceted and complex. In order to provide effective law enforcement services, it is imperative that officers as well as non-sworn employees have the training necessary to accomplish their mission. The SFASU Police Department is committed to providing the training necessary to meet and exceed Texas state requirements and contribute to every employee’s career goals.

## II. PURPOSE

The purpose of this policy is to provide members of the department with details of the training required by the department and their responsibilities with regard to maintaining that training.

## III. DEPARTMENT TRAINING COMMITTEE

- A. The department’s training committee is responsible for identifying the training needs of both sworn and non-sworn personnel, and to gather suggestions from peers what training opportunities they would prefer to enhance the professionalism of the organization (IACLEA 6.1.1a).
- B. The Chief of Police will select representatives from CID, patrol, communications and parking services to serve a minimum of two (2) years as training committee members. Every two (2) year cycle, the Chief of Police or his/her designee will evaluate existing members’ participation and determine if any changes are needed. If changes are needed, the Chief of Police will select personnel to replace existing member(s). In an effort to seek participation throughout the organization, committee members may only serve three (2) year cycles before mandatory replacement will occur. The patrol lieutenant will serve as the committee chair and the department’s

administrative assistant as secretary until the Chief of Police changes their participation (IACLEA 6.1.1b).

- C. The role of training committee members is to be cognizant of the training needs of all personnel (sworn and non-sworn) and to forward recommendations that would build upon and/or provide the necessary knowledge and skills for personnel to successfully perform their duties (IACLEA 6.1.1c).
- D. The committee will meet at least twice a year and forward their recommendations to the Chief of Police and to members of the Academy Review Board committee for consideration (IACLEA 6.1.1d).

#### **IV. REQUIRED TRAINING**

##### **A. Basic Training**

1. Sworn members of the department are required to have a peace officer license issued by the Texas Commission on Law Enforcement. This license currently requires officers to attend a basic peace officers course and pass a commission licensing examination. If officers who are hired by the department are not already licensed, they must obtain their peace officer license within one year from their date of hire. Officers must possess their peace officer license prior to performing any law enforcement duty or function (TBP 1.09).
2. Previously licensed officers who apply for employment must have their license in good standing, all in-service training completed, or the ability to complete in-service requirements prior to the end of the Commission training cycle, which ends August 31 of odd-numbered years.
3. In addition to the training required for licensing, all sworn officers and reserves will complete the National Incident Management System training, appropriate for their rank, prior to completion of field training, or prior to completion of promotional probation in the event of promotion to a higher rank (TBP 8.11 and IACLEA 6.2.1).

##### **B. Field Training**

1. All sworn members of the department are required to complete the department's field training program as outlined in Policy 3.2 within the time period specified.
2. Officers with prior experience may qualify for expedited field training if they are able to demonstrate proficiency in all required areas.

### C. In-service training

1. All sworn personnel of the department shall, within each Commission training period as required by law, obtain at least 40 hours of in-service training. In-service instruction may include the following:
  - a. a review of changes or revisions in Texas state law;
  - b. training required by the legislature during each four-year training cycle;
  - c. specialized training required at the direction of the Chief of Police or the Commission based on assignment;
  - d. supervisory training;
  - e. policies and procedures; and
  - f. firearms training and qualifications (TBP 3.06).
2. In each two-year cycle, sworn officers must receive the following training:
  - a. hands-on arrest and/or defensive tactics training;
  - b. initial or refresher self-aid /buddy aid training;
  - c. initial or refresher implicit bias training;
  - d. initial or refresher pursuit policy training (IACLEA 9.2.3);
  - e. initial or refresher force avoidance training (de-escalation training);
  - f. initial or refresher crisis intervention training; and
  - g. initial or refresher mental health training (IACLEA 9.2.6c).
3. Sworn personnel are responsible for obtaining the training necessary to maintain their license and any special certifications they may hold. The department will provide officers with the training or provide the time and funding necessary to obtain the training. Much of the required training can be obtained on-line from the Commission website.
4. Sworn and non-sworn personnel must receive annual retraining required by the department and/or university such as Bias Based Policing, Deadly Force Weapons, Vehicle Pursuits and Ethics (IACLEA 6.3.1).

#### D. Supervisory training

All employees, sworn or non-sworn, when promoted to any supervisory rank or new position will be provided training appropriate to their rank and position within 12 months of their promotion (TBP 3.09 and IACLEA 6.3.4).

#### E. Specialized Training

1. Specialized training is required for all personnel assigned to the Criminal Investigation Division, Property Room, Rape Aggression Defense (RAD) program, Defensive Driving, Emergency Response Team, Hostage Negotiations, Firearm Instructor, Armorer, Less-lethal, and patrol bicycle training. All specialized training must be approved by TCOLE (IACLEA 6.3.3a).
2. Specialized training must be obtained from a TCOLE and/or approved provider. Certain trainings must be obtained from the below listed entities:
  - a. Command Leadership training (required of sergeants and above) - Law Enforcement Management Institute of Texas, FBI National Academy, or Texas Police Chief's Association.
  - b. CID Investigators must receive training in how to properly conduct civil rights investigations of sexual violence including applicable confidentiality requirements (IACLEA 18.1.4a), how to investigate non-stranger sexual assault (IACLEA 18.1.4b) and the use of "preponderance of the evidence" as the evidentiary standard (IACLEA 18.1.4c)
  - c. Patrol bicycle officers (required of all patrol officers) - trained and certified through the IPMBA program
  - d. Intermediate Crime Scene processing (required of all CID personnel) – trained and certified through TCOLE
  - e. Property and Evidence Management (required for Property Room Manager) – trained and certified through TCOLE
  - f. Rape Aggression Defense System (RAD) – self-defense class for females
  - g. Defensive Driving (required of all personnel) – Texas Department of Licensing Regulations (IACLEA 6.3.3b)

#### F. Civilian personnel

1. All newly appointed civilian personnel will receive the following training from the Chief or his/her designee:
  - a. orientation to the department's role, purpose, goals, policies, and procedures;
  - b. working conditions, rules, and regulations; and
  - c. responsibilities and rights of employees.
2. Non-sworn communicators and communications supervisors will complete Commission's basic tele-communicators and TCIC/NCIC full operators training within 90 days of hire date (**TBP 3.18**).
3. Records personnel or personnel assigned to records processing will complete a course in Texas state open records and records retention within 90 days of hire.
4. Any non-sworn personnel who have state-required or job-specific training will be provided that training either prior to job assignment or within 90 days of assignment (**TBP 3.08**).

#### G. Shift Briefing Training

1. Supervisors are required to conduct training during shift briefings on a regular bases to review policies and procedures, officer safety, tactical responses, new technology and equipment and any other relevant trainings to improve the capabilities of all personnel. Specifically, supervisors will view and discuss all trainings provided by Texas Best Practices Vincible program (**IACLEA 6.3.2**).

### V. TRAINING EXPECTATIONS

#### A. Attendance

Personnel are expected to attend all assigned training programs. Attendance will be documented either by the instructor or, in cases where the training is at a location other than the department, documentation will be furnished by those responsible for the training. In some cases, attendance at a training program may be excused, such as for court appearance or sickness. Any absence must be properly excused by the administrators of the program. Any time lost must be made up before any certificate

of completion is issued. Certificates will be issued to those students who complete any training program. Employees shall provide a copy of any certificates to the department for inclusion in the employee's training file.

#### B. Expenses

With the exception of paper, pencils or pens, all expenses incurred by department personnel as a result of required training will be reimbursed based on actual expenses (receipts must be provided). If personnel are required to use their personal vehicles they will be reimbursed at the current university mileage rate.

### **VI. DEPARTMENTAL TRAINING**

#### A. Performance-based training

The Commission requires performance-based training. This method of training requires the development of performance objectives. The use of performance objectives acquaints the training participants with the information they are required to know, the skills that must be demonstrated, and the circumstances under which the skills will be used. This approach also enables the instructors to relate training directly to the job performance that will be expected by supervisors. An employee who develops an outline for instruction of a topic must develop objectives that have the following characteristics:

1. Focus on the elements of the job/task analysis for which training is needed.
2. Provide clear statements of what is to be learned.
3. Provide the basis for evaluating the participants.
4. Provide the basis for evaluating the effectiveness of the training program.

#### B. Lesson plans

1. Lesson plans are required for all training courses conducted or sponsored by the department. It is the responsibility of the individual instructor, whether a member of the department or not, to provide the Chief or his/her designee, with a copy of the lesson plan for approval. The department's training coordinator is responsible for reviewing all TCOLE (Texas Commission on

Law Enforcement) approved lesson plans to confirm that the proposed training meets the needs of the organization. If a lesson plan fails to address the objectives of the training, the training coordinator shall inform a member of the command staff with his/her concerns and the necessary corrective actions will be instituted. All TCOLE training must be approved by the commission. A copy of the lesson plan will be maintained along with rosters of personnel attending the training (IACLEA 6.1.2c).

2. The lesson plan should include a statement of performance objectives, the content of the training, specification of the appropriate instructional techniques, references, relationship to the job tasks, responsibilities of the participants for the material taught, and plans for evaluation of the participants (IACLEA 6.1.2 a). The instructional techniques that might be used include the following:
  - a. conferences (debate, discussion groups, panels and seminars);
  - b. field experiences (field trips, interviews, operational experiences, and observations);
  - c. presentations (lectures, lecture-discussion, lecture-demonstration);
  - d. problem investigations (committee inquiry, critical incidents); and
  - e. simulations - case study, simulation, games, and role-playing (IACLEA 6.1.2b).
3. Responsibilities of the participants for the material taught will be achieved through written, oral, multiple choice or displayed comprehension. All training will be assessed on a pass or fail basis (IACLEA 6.1.2 d).

### C. Instructors

1. Instructors for all department training programs shall:
  - a. have a minimum of two years law-enforcement experience, or
  - b. have completed a TCOLE instructor's course and be certified as an instructor, or
  - c. possess a demonstrated skill in an area of instruction, or
  - d. have knowledge of teaching theories, methods, and practices along with some knowledge of law-enforcement practices.
2. Instructors enlisted from outside the department shall be approved by the Chief or his/her designee. The instructor must have demonstrated skill in his/her area of instruction and comply with requirements for lesson plans as

previously stated. Any compensation will be determined by the Chief of Police in accordance with university policy.

3. Before being allowed to instruct any state-mandated courses at the department, instructors shall receive, at a minimum, training in:
  - a. lesson plan development;
  - b. development of performance objectives;
  - c. instructional techniques;
  - d. learning theory;
  - e. testing and evaluation techniques; and
  - f. resources.
4. Normally, officers selected and trained as instructors in a particular subject will be expected to teach it when needed for a minimum of two years.

## **VII. REMEDIAL TRAINING**

- A. Remedial training is directed at solving a particular problem or improving performance in a specific area. Performance deficiencies must be corrected within a reasonable time period with clearly defined and expected results.
- B. Subject matter experts and/or supervisors may recommend remedial training for any employee (sworn and non-sworn), and must document the deficiencies.
- C. Remedial training and required corrective actions must be approved by a member of the command staff and/or the Chief of Police.
- D. Remedial training may be assigned as a result of discipline or counseling.
- E. Personnel who refuse to attend remedial training will be subject to disciplinary action, including suspension or termination (IACLEA 6.1.3).

## **VIII. TRAINING RECORDS**

- A. Training records
  1. The Chief of Police, or his/her designee, shall maintain training records for each employee that includes the following:
    - a. the date of training;



- b. the type and hours of training received; and
  - c. a copy of any certificate received.
2. The Commission's TCLEDDDS will be used for sworn members of the department. Training records for non-sworn members will be maintained separately from those of sworn personnel.
  3. The Chief, or designee, shall maintain files on all in-house training courses or presentations, including the following:
    - a. course content, lesson plans maintained by training coordinator, (IACLEA 6.1.5a);
    - b. personnel attending (IACLEA 6.1.5b);
    - c. any performance measures as ascertained through tests or demonstrations (IACLEA 6.1.5c); and
    - d. identification of the instructors or outside organization presenting the course (TBP 3.05 / IACLEA 6.1.5d).
  4. All training records shall be recorded/updated by the training coordinator or communication's supervisor following the completion of the course. Under no circumstances, will training be recorded/updated after 30 days from completion of the course (IACLEA 6.1.4).