

ARTICLE 26
Field Training Officers

Section 1. Field Training Officer Program.

The Chief shall continue the Field Training Officer Program (FTOP) as a section of the Police Academy. The FTOP function will be to reinforce and update training given in the Academy in field operations. The primary purpose of the Program is to complete the education and training of probationary Officers. Additionally, the program may be used to conduct continuing or remedial education or training for other Department personnel. While **patrol** officers may be used as Field Training Officers (FTO's) to conduct such training and education, they may not be used to supervise, investigate, or perform other duties performed by higher-ranking Officers.

Section 2. FTO Minimum Requirements.

The minimum requirements for FTO's shall be established by the Chief, and any Officer meeting such requirements shall be considered for a position in the program. Positions will be filled from qualified Officer applicants based upon the standards enunciated by the Chief. The selection and removal of an Officer from the FTO program shall be at the discretion of the Chief and not subject to the grievance procedure. There shall be a minimum of one hundred ten (110) eighty (80) Patrol Officers permanently assigned to the FTO program. Patrol Officer- FTO's in the Department.

Section 3. Hours and Assignment, Emblem, and Voluntary Service.

The hours and assignment of FTO's shall be at the discretion of the Chief, realizing the need to accomplish the training and education of bargaining unit members as the primary purpose of the program. Officers assigned to the program shall be identified by an appropriate badge and/or emblem. Service as an FTO -shall be voluntary.

Section 4. FTO Coordinator.

The program will be headed by a "Coordinator" who shall hold the rank of Lieutenant or -above. The Coordinator shall have the power to recommend to the Chief the dismissal of any officer from the program on the basis of the Officer's record while serving as an FTO.

Section 5. Field Training Officer Pay.

All **Patrol** Officers permanently assigned to the FTO program, ~~including the Coordinator,~~ shall receive ~~-a \$600.00265.00~~ per month pay supplement, in lieu of any compensatory time, ~~-as previously provided.~~

Section 6. Alternate Field Training Officer Pay.

Any sworn member who is assigned to act in a training or advisory capacity for a cadet, probationary officer, or other sworn Officer shall be considered an Alternate Field Training Officer. There shall be a maximum forty (40) alternate **Patrol** Officers assigned to the FTO program. All **Patrol** Officers assigned as FTO alternates that assume and execute the duties of a full-time FTO in the absence of the full-time FTO will receive a per month pay supplement, in lieu of any compensatory time, as follows:

One (1) to five (5) shift(s) with a cadet, probationary, or other sworn Officer rider(s) assigned by the Academy in a calendar month	\$100.00 or 3 hours leave
Six (6) to ten (10) shifts with a cadet, probationary, or other sworn Officer rider(s) assigned by the Academy in a calendar month	\$150.00 or 6 hours leave
More than ten (10) shifts with a cadet, probationary, or other sworn Officer riders assigned by the Academy in a calendar month	\$200.00 or 9 hours leave

The Alternate Field Training Officer may elect either the monthly pay supplement outlined above or leave. The maximum per month supplement is either \$200 or nine (9) hours of leave.

The Field Training Coordinator shall be responsible for administering each member's election to receive either the monthly pay supplement or leave for the applicable calendar month. Once made, the election shall apply to all qualifying shifts worked during that calendar month and may not be changed until the following calendar month.

The Chief shall have the right to increase the number of alternate FTO's based on operational needs. Any increase in alternate FTO's will be subject to the same monthly pay supplement outlined above.

Section 7. Field Training Supervisor and Coordinator Pay.

There shall be a maximum of forty (40) full-time Field Training Supervisors including the FTO Coordinator. All Field Training Supervisors and the FTO Coordinator permanently assigned to the FTO program shall receive a \$400.00 per month pay supplement, in lieu of any compensatory time.

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