

EXECUTIVE ORDER



Subject: Selection Criteria for Field Training Officers
Number 17-015
Effective Date May 3, 2017
Related To: GO-PER-201.33 (Field Training Program)

DISTRICT OF COLUMBIA

I. BACKGROUND

The purpose of this executive order is to amend GO-PER-201.33 (Field Training Program) and to announce updated selection criteria for field training officers (FTOs).

II. DEFINITIONS

When used in this directive, the following terms shall have the meanings designated:

1. Field training officer – sworn police officer who has satisfied the FTO selection requirements as outlined in this order.
2. Field training program – fifteen week period, following the successful completion of the initial recruit training provided by the MPA, during which each probationary officer completes field training. The field training program may be extended for remedial training.

III. REGULATIONS

- A. All members who are interested in serving as FTOs under the new field training program must apply for consideration. Part IV.B.4 of GO-PER-201.33 (Field Training Program) is rescinded.
- B. District Commanders may continue to select FTOs using current procedures until the new field training program is implemented.

NOTE: A vacancy announcement for FTOs for the new field training program is forthcoming.

IV. PROCEDURES

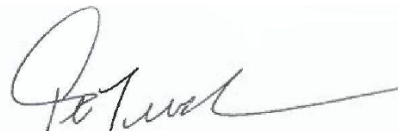
- A. Selection Criteria for FTOs
 1. Each FTO shall be an experienced patrol officer who:

- a. Meets the FTO selection criteria outlined in this executive order.
 - b. Upon selection, completes the training requirements established in GO-PER-201.33 (Field Training Program).
 - c. Is authorized by his or her district commander.
2. Each FTO candidate shall:
- a. Have served continuously with the MPD for at least three years preceding the qualifying date, with the exception of senior police officers (SPOs).
 - (1) SPOs applying to become an FTO shall not have more than a one year break in service.
 - (2) SPOs having more than a one year break in service shall not be eligible to serve as an FTO until after serving one year as an SPO.
 - b. Possess a most recent sustained annual job performance rating of *Meets Expectations* or better.
 - c. Have had the Optional Sick Leave Privilege in effect for one year preceding the qualifying date.
 - d. Have been eligible to participate in the Expected Tardiness Program for the one year preceding the qualifying date.
 - e. Not have received more than one PD Form 90 (Notification of Tardiness) within the one year preceding the qualifying date.
 - f. Have no pending adverse action.
 - g. Not have received any sustained adverse action within the three years preceding the qualifying date with the exception of adverse action for lost property. Adverse action for lost property shall be evaluated on a case by case basis by the commander of the affected district.
 - h. Not have been involuntarily demoted from a civil service rank, or removed for a disciplinary reason from assignment as a Master Patrol Officer (MPO), within the three years preceding the qualifying date.
 - i. Possess an acceptable driving record that includes no more than one preventable crash, as determined by the Crash Review Board, within the one year preceding the qualifying date.

- j. Have successfully completed all training mandated by the MPD for all members of the applicant's current rank and assignment, including annual professional development, firearms re-qualification, defensive tactics, driving, cardiopulmonary resuscitation (CPR), automated external defibrillator (AED), Personnel Performance Management System (PPMS), diversity and community sensitivity, community policing, and interpersonal communications training.
 - k. Have demonstrated a commitment to police integrity, including the code of ethics established by GO-RAR-201.36 (Metropolitan Police Department Sworn Law Enforcement Officer Code of Ethics).
 - l. Possess an outstanding knowledge of MPD policies and procedures and the police district to which assigned, as demonstrated by the proper application of the knowledge in daily work activities.
 - m. Possess outstanding interpersonal and communication skills, as demonstrated in daily work activities.
 - n. Have demonstrated an aptitude for instructing, training, and motivating adults in the acquisition of job-related knowledge and skills.
3. Other criteria that may be considered in selecting an FTO are:
- a. Prior experience as an instructor, trainer or educator;
 - b. Job-related training and education completed in addition to MPD-mandated training; and
 - c. Letter of recommendation from a current supervisor (optional).

V. CROSS REFERENCES

- A. GO-PER-201.33 (Field Training Program)
- B. GO-RAR-201.36 (Metropolitan Police Department Sworn Law Enforcement Officer Code of Ethics)



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Chief of Police