

# 4.1 – 4.2 COMPETENCY REQUIREMENTS

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## Note to Administrators

In order for POST to review and approve your agency's *Field Training Guide*, you MUST submit the following electronic files:

- 1) The POST FTP Approval Checklist (Form 2-230)
- 2) Your department's Policy & Procedure Manual
- 3) Your completed Guide (Volumes 1 & 2), including ALL competency requirements covered in Part 5, Sections 1–18.

## LIST OF SUBTOPICS

#### 4.1 LEGAL AND ETHICAL ISSUES

- 4.1.01 Legal and Ethical Considerations
- 4.1.02 Agency Policy and Liability
- 4.1.03 Ethical Conduct

4.2 FORCE OPTIONS

4.2.01 Explanation of Force Options and Examples

| SECTION    | 4 USE OF FORCE  |            |                    |                |              |              |                  |                 |              |            |   |
|------------|---|------------|--------------------|----------------|--------------|--------------|------------------|-----------------|--------------|------------|---|
|            | CHECK   | ONE ONLY:  | PHASE 1            |                | SE 2         | PHASE 3      | PHASE 4          | 🗌 РНА           | SE 5         |            |   |
| Trainee    |   |            |                    |                | FTO          |              |                  |                 |              |            |   |
|            |   |            |                    |                |              |              |                  |                 |              |            |   |
| 4.1        | LEGAL AND ETHICAL ISSU  | JES        |                    |                |              |              |                  |                 |              |            |   |
| 4.1.01     | Legal and Ethical Considera<br>The trainee shall review and     |            | egal and ethical o | consideratio   | ns pertainin | g to the use | of force and "re | easonable fo    | orce."       |            |   |
| Reference( | s): Penal Code <u>835</u> , <u>835a</u> , <u>843</u> , <u>3</u> | <u>198</u> |                    |                |              | -            |                  |                 | Case # (If a | pplicable) | Incident #  |
|            | Received Instruction  | 1          | Competen           | icy Demonstra  | ited         | How          |                  | Remedi          | al Training  |            | How   |
|            | When completed, print full name                                 | Date       | When completed, p  | rint full name | Date         | Demonstra    | ated? When       | completed, prin | t full name  | Date       | Remediated?   |
| FTO:       |   |            |                    |                |              | Field Per    |                  |                 |              |            | Field Perform                                       |
|            |   |            |                    |                |              | Role Pla     |                  |                 |              |            | <ul> <li>Role Play</li> <li>Written Test</li> </ul> |
| Trainee:   |   |            |                    |                |              | Verbal T     |                  |                 |              |            | Verbal Test   |
| Comments   | (field will expand automatically)                               | · · ·      |                    |                |              |              | "                |                 |              |            |   |

#### **Additional Information:**

| 4.1.01 | Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum) | □ N/A |
|--------|---|-------|
|        |   |       |
|        |   |       |
|        |   |       |
|        |   |       |
|        |   |       |
| 4.1.01 | Part B - Agency Training Details (field will expand automatically)                    |       |

#### 4.1.02 Agency Policy and Liability

The trainee shall explain agency policy regarding the use of physical force or deadly force, and the legal ramifications and civil liability for both the officer and the agency.

| Reference(s):     Case # (If applicable) |  |      |                                 |                         |   |                       |           |      | Incident #   |
|--|--|------|---------------------------------|-------------------------|---|-----------------------|-----------|------|--|
|  | Received Instruction                       |      |                                 | Competency Demonstrated |   | Remedial Training     |           |      | How  |
| FTO:<br>Trainee:                         | When completed, print full name            | Date | When completed, print full name | Date                    | Demonstrated?  Field Perform  Role Play  Written Test Verbal Test | When completed, print | full name | Date | Remediated?         Field Perform         Role Play         Written Test         Verbal Test |
| Comments                                 | Comments (field will expand automatically) |      |                                 |                         |   |                       |           |      |  |

#### Additional Information:

| 4.1.02 | Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum) | 🗌 N/A |
|--------|---|-------|
|        |   |       |
|        |   |       |
|        |   |       |
|        |   |       |
| 4.1.02 | Part B - Agency Training Details (field will expand automatically)                    |       |

| 4.1.03      | Justification of Deadly Force                   |              |                                 |              |                    |                      |             |      |                          |
|-------------|---|--------------|---------------------------------|--------------|--------------------|----------------------|-------------|------|--------------------------|
|             | The trainee shall identify and                  | d evaluate s | ituations that do and do not ju | stify the us | e of deadly force. |                      |             |      |                          |
| Reference(s | Reference(s): Case # (If applicable) Incident # |              |                                 |              |                    |                      |             |      |                          |
|             | Received Instruction                            |              | Competency Demonstrat           | ed:          | How                | Remedia              | al Training |      | How                      |
|             | When completed, print full name                 | Date         | When completed, print full name | Date         | Demonstrated?      | When completed, prin | t full name | Date | Remediated?              |
| FTO:        |   |              |                                 |              | Field Perform      |                      |             |      | Field Perform            |
| Trainee:    |   |              |                                 |              | Written Test       |                      |             |      | Written Test Verbal Test |
| Comments    | (field will expand automatically)               |              |                                 |              |                    |                      |             |      |                          |
| Additional  | Information:                                    |              |                                 |              |                    |                      |             |      |                          |

| 4.1.03 | Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum) | ∐ N/A |
|--------|---|-------|
|        |   |       |
|        |   |       |
|        |   |       |
|        |   |       |
|        |   |       |
| 4.1.03 | Part B - Agency Training Details (field will expand automatically)                    |       |

| 4.2    | FORCE OPTIONS  |   |  |  |  |  |  |  |  |  |
|--------|--|---|--|--|--|--|--|--|--|--|
| 4.2.01 | Explanation of Force Options and Examples  |   |  |  |  |  |  |  |  |  |
|        | The trainee shall explain what is meant by 'force options' and provide examples  | oles of each that would fall within legal and moral limits, to minimally include:   |  |  |  |  |  |  |  |  |
|        | <ul> <li>A. Nonverbal/police presence</li> <li>B. Verbal (tactical communication)</li> <li>C. Physical (weaponless)</li> <li>D. Less lethal weapons, including: <ol> <li>Chemical Agents</li> <li>The trainee shall explain the regulations governing the use of chemical agents, including the follow-up procedures for those to whom they have been applied, and the reporting procedures in cases where they were used.</li> </ol> </li> <li>Impact Weapons <ol> <li>The trainee shall know when and how to effectively use the police baton and other impact weapons in an authorized manner.</li> <li>The trainee shall identify the areas of the body recognized as</li> </ol> </li> </ul> | <ol> <li>Additional Less-Lethal Weapons         <ul> <li>The trainee shall identify additional agency-approved less-lethal weapons (e.g., Stun guns, TASER®, PepperBall®, and/or bean bag weapons, etc.)</li> </ul> </li> <li>Deadly force         <ul> <li>The trainee shall explain considerations to be made when determining whether or not to resort to the use of deadly force. These considerations shall minimally include:             <ul> <li>Type of crime and suspects(s) involved</li> <li>Threat to the lives of innocent persons</li> <li>Laws and agency policies</li> <li>Officer's present capabilities</li> <li>Capabilities of officer's weapon</li> </ul> </li> </ul> </li> </ol> |  |  |  |  |  |  |  |  |
|        | <ul><li>baton/impact weapon "target" areas.</li><li>d. The trainee shall identify those vital body areas that are potentially lethal when struck by a baton/impact weapon.</li></ul>   |   |  |  |  |  |  |  |  |  |
|        | (s):   | Case # (If applicable) Incident #   |  |  |  |  |  |  |  |  |

|          | Received Instruction              | -    | Competency Demonstrated         |      | How           | Remedial Training               |      | How           |
|----------|-----------------------------------|------|---------------------------------|------|---------------|---------------------------------|------|---------------|
|          | When completed, print full name   | Date | When completed, print full name | Date | Demonstrated? | When completed, print full name | Date | Remediated?   |
| FTO:     |                                   |      |                                 |      | Field Perform |                                 |      | Field Perform |
| F10.     |                                   |      |                                 |      | Role Play     |                                 |      | Role Play     |
| Trainee: |                                   |      |                                 |      | Written Test  |                                 |      | Written Test  |
| Trainee: |                                   |      |                                 |      | Verbal Test   |                                 |      | Verbal Test   |
| Comments | (field will expand automatically) |      |                                 |      |               |                                 |      |               |
|          |                                   |      |                                 |      |               |                                 |      |               |
|          |                                   |      |                                 |      |               |                                 |      |               |

🗌 N/A

#### Additional Information:

**4.2.01 Part A - Reference Agency Policies/Procedures, if applicable** (600 characters maximum)

**4.2.01 Part B - Agency Training Details** (field will expand automatically)

See next page for Attestation

## Part 5 – Section 4: Agency Orientation/Department Policies

#### **ATTESTATION FOR SECTION 1**

#### TO ENTER YOUR ELECTRONIC SIGNATURE:

- Export your file as a PDF. (Go to File > Export > Create PDF/XPS Document)
- Click on "Fill & sign" > Click on "Sign" icon at top of page > Click on "Add signature"
- Click on the "Image" icon > Click "Select image" > Locate your signature file > Click "Apply" to place your signature.
- Enter your full name next to your signature.

#### **YOUR ELECTRONIC SIGNATURES VERIFY** that the Field Training Officer (FTO) and Trainee attest to the following:

- 1. The FTO(s) provided all instruction, training, and related feedback/comments to the Trainee in accordance with the agency's training requirements for this portion of the Field Training Program.
- 2. The Trainee demonstrated all competencies required for this portion of the Field Training Program.
- 3. If remedial training was performed, the results were reviewed by the appropriate FTO(s) and accepted by the Trainee.
- 4. The final evaluation of the Trainee's performance for this portion of the Field Training Program were approved by the FTO(s) and accepted by the Trainee.

| Primary Field Training Officer: | X | Print Full Name: |
|---------------------------------|---|------------------|
|                                 |   |                  |
| Trainee:                        | X | Print Full Name: |

**IMPORTANT:** After signing the Attestation, the file will be "locked" and **CANNOT BE MODIFIED**. If you need to make changes, both signatures must be removed and re-entered after the final revisions have been made.

**To remove the electronic signature:** Click on the signature > Click on the trash icon.

## See the following pages for Instructions to Administrators and FTOs

#### How to Complete Part 5 (Sections 1–18)

#### **INSTRUCTIONS TO ADMINISTRATORS**

**VOLUME 2 OF THE FIELD TRAINING GUIDE CONSISTS OF 18 SECTIONS WHICH MAKE UP PART 5.** Each section is provided as a separate file on the POST website (https://www.post.ca.gov/field-training--police-training.aspx). Prior to submitting your FTP Guide to POST for review, you must complete all 18 sections and include them as part of your Guide.

- 1. Set up: Keep an unchanged copy of each section file as a master for reference. Make a copy of the file to use for your agency-specific entries.
- 2. *Front cover* (optional): To keep a hard copy of Volume 2 for internal use, you can add your agency name and date to the front cover.
- 3. For each section (1–18):
  - a. Open the applicable file and add your agency name and date to the header on page 1. (DO NOT change any other headers or footers or alter any other sections of the file.)
  - b. Below each table:
    - Part A: Enter applicable references from your agency's Policies & Procedure Manual.
    - *Part B:* Enter your agency's training details.
- 4. *After completing ALL sections (1–18),* you MUST submit the following materials via flash drive, CD, or DVD to POST for review and approval (do not send printed copies):
  - 1) Your completed FTP Guide
  - FTP Approval Checklist (<u>POST Form 2-230</u>) NOTE: Guides submitted without this form *will NOT be reviewed*.
  - 3) Your Department's Policy & Procedure Manual
- 5. MAIL YOUR ELECTRONIC MEDIA TO:

Commission on POST 860 Stillwater Road, Suite 100 West Sacramento, CA 95605 Attn: Basic Training Bureau (BTB)

6. All applicants shall be notified in writing within **30** working days regarding the completeness of the package and application. A decision for approval shall be reached within **45** working days from the date the completed application is received.

#### See next page for Instructions to Field Training Officers

## How to Complete Part 5 (Sections 1–18)

## **INSTRUCTIONS TO FIELD TRAINING OFFICERS (FTOs)**

**VOLUME 2 OF THE FIELD TRAINING GUIDE CONSISTS OF 18 SECTIONS WHICH MAKE UP PART 5.** Each section has been customized by your agency administrator(s) to include references to policies and procedures and training details to meet your agency's Field Training Program requirements. Each file is provided as a separate file. For each section (1–18), complete all tables for each topic.

- 1. Set up: Keep an unchanged copy of each section file as a master for reference. Make a copy of the file to use for your training sessions.
- 2. Tracking your training sessions:
  - a. Upon completing each competency, enter the FTO and trainee names and dates, and how the competency was demonstrated, into the applicable tables.
  - b. Enter any note-worthy comments related to the trainee's performance.
- 3. If trainee requires remedial training:
  - c. Enter the FTO and trainee names and dates, and how the competency was remediated, to show that each competency was completed.
  - d. Enter any additional note-worthy comments related to the trainee's performance.
- 4. *Attestation:* After all competencies have been performed, including any remedial training, the primary FTO and Trainee MUST enter their electronic signatures on the Attestation page (see instructions) to verify that the Trainee has completed this portion of the Field Training Program.

**End Section**