


# FLORIDA HIGHWAY PATROL POLICY MANUAL

	<b>SUBJECT</b> TRAINING ACADEMY	<b>POLICY NUMBER</b> 26.01
		<b>ISSUE DATE</b> 02/01/96
		<b>REVISION DATE</b> 11/06/19
		<b>TOTAL PAGES</b> 36

## 26.01.01 PURPOSE

To provide for the establishment and operation of training within the Division of Florida Highway Patrol (FHP).

## 26.01.02 POLICY

The FHP Training Academy shall be responsible for carrying out the training objectives specified by the Division. In general, this will include recruit officer training, in-service training and assessment of advanced and specialized training requirements for all members and non-sworn personnel.

## 26.01.03 DEFINITIONS

- A. **CLIENT AGENCY** – Any agency or organization whose employees are trained by the FHP Training Academy, even though the FHP Training Academy is not a part of that agency. Such training must be authorized by the Chief Training Officer or designee.
- B. **PARENT AGENCY** – The Florida Highway Patrol or Department of Highway Safety and Motor Vehicles.

## 26.01.04 OBJECTIVES

- A. Research, develop, evaluate and coordinate basic recruit and in-service training programs for all members of the Division.
- B. Research and coordinate the attendance of Division personnel in specialized training programs or schools.
- C. Compile and maintain all information regarding specialized or advanced training programs, including in-service training and those programs presented in the interest of other law enforcement agencies. This shall include monitoring the attendance of personnel required to attend or complete mandated training programs.
- D. To prepare manuals and other aids that will be of value to officers performing training services.
- E. Maintain a library of audiovisual materials to comply with latest training needs.

- F. Maintain an adequate library at the Academy. The library shall consist of training manuals, supervisory and managerial texts, video tapes, etc.
- G. Establish policies and procedures for the administration of the FHP Academy.
- H. Conduct training programs for representatives of other law enforcement agencies as needs and interests may indicate upon the direction and/or approval of the Director or his designee.
- I. Produce audiovisual materials as required for training, safety or informational purposes.
- J. Maintain, compile and provide any necessary records documenting the training of individual members and non-sworn personnel.

**26.01.05 PROCEDURES**

The Department of Highway Safety and Motor Vehicles is authorized by section 321.25, Florida Statutes, to provide for the training of law enforcement officials and individuals in matters relating to the duties, functions, and powers of the Florida Highway Patrol in the schools established by the department for the training of Highway Patrol candidates and officers. The FHP Training Academy provides the Division of Florida Highway Patrol personnel with the necessary professional training that is required for the attainment of the overall mission of the Division. The Director of the Division of the Florida Highway Patrol is authorized by section 321.02, Florida Statutes, to provide for the training of personnel, and the Academy trains recruits pursuant to the credentialing standards of the Florida Department of Law Enforcement (FDLE), Criminal Justice Standards Training Commission (CJSTC) established by section 943.085(3), Florida Statutes.

**A. TRAINING COMMITTEE**

- 1. The Training Committee shall consist of the Chief of Special Services, the Chief and Assistant Chief Training Officers, OPC Coordinator, one Troop Commander, the Learning Development Coordinator, a Troop Training Coordinator from the field, and the Academy Field Training Officer Coordinator. The Training Committee shall be responsible for identifying training needs within the Division. The Training Committee shall have the authority to approve or deny any request for training. The Training Committee shall develop an annual report for the needs of the Division and an effective method to achieve training objectives. The annual report shall be reviewed and approved by the Director. The Chief of Special Services shall oversee the process of and make selections for the replacement of members as vacancies occur.
  - a. Selections will be made from those individuals who express a desire to participate in the Training Committee and have obtained the rank and/or position title of the member needing to be replaced.
  - b. There will be no formal process for the selection of participants in the Training Committee; however, final approval of members shall be vested with the Director or designee.

2. The Training Committee, on an annual basis, shall identify training needs within the agency through a review of the following:
  - a. Observations, suggestions, and reports obtained as a result of the annual statewide facility inspection tour.
  - b. The advanced training report submitted by the Chief Training Officer.
  - c. The specialized training report submitted by the Chief Training Officer.
  - d. Proposals and suggestions for in-service training to be conducted at the troop level, and at the Academy.
  - e. Training requested as a result of the Career Development Program.
  - f. On-the-job checklists submitted by Troop Commanders.
  - g. Performance objectives for various positions should be reviewed to ensure that training is provided which addresses all aspects of job responsibilities within the position.
  - h. Performance evaluations of officers.
  - i. Internal affairs investigations and complaints.
  - j. Notes and minutes of staff meetings conducted at General Headquarters and at the troop and district level.
  - k. The quarterly and annual statistics report on Division enforcement activity, internal and criminal investigations.
  - l. The quarterly and annual reports for activities related to support functions within the Division.
  - m. Promotional test results, outcomes and concerns generated by the Learning Development section.
  - n. Conducting an annual needs assessment and inspection of the Academy to include but not limited to:
    - (1) adequate classroom space;
    - (2) fire equipment;
    - (3) adequate office space for instructors;
    - (4) firearms range; and
    - (5) adequate and safe special non-classroom facilities.
  - o. On an annual basis approve, review and revise lesson plans as necessary.

- p. Significant Legislature changes.
3. Evaluations of past training programs which assess the effectiveness of the instruction presented and whether to utilize such training in the future.
  4. The Training Committee shall determine the most cost-effective means to provide training programs to Division personnel. Some considerations include, but are not limited to:
    - a. Send participants to schools, seminars, meetings, conferences, or training programs that would require travel and lodging expenses.
    - b. Host training programs developed from third party sources and present instruction to agency personnel.

Such training programs may be made available to other law enforcement personnel, as well as Division personnel, in an effort to share or defray the costs of training programs.
    - c. Utilize the expertise of Division personnel for Division developed training programs. The Training Committee shall identify areas of excellence within the Division and utilize those members to provide instruction to personnel within the Division, as well as to other law enforcement personnel.
  5. The Training Committee shall make a decision to approve or deny training requests. The quarterly review and approval of training requests shall be done in an effort to consolidate requests for training, develop a more comprehensive training effort, and facilitate scheduling and attendance of participants at training programs, and monitor cost effectiveness and expenditures for annual training programs. The primary objectives of the Training Committee shall be:
    - a. To identify the general training needs of the Division on an annual basis.
    - b. To approve members to attend and specify training programs to be attended by members assigned to technical support functions (specialized training programs).
    - c. To approve members to attend and specify training programs to be attended by members who have supervisory or managerial responsibilities (advanced training programs).
    - d. To establish the training objectives for the annual in-service training program.
    - e. To develop leadership training and promotional preparedness sessions to assist members in their attempt to fill supervisory positions.
    - f. Any outside training requests as outlined in section 26.01.05 (H) below, will be forwarded for staff review and approved by the Director.

6. Each year, the Training Committee shall reach a decision and consensus regarding the implementation of training objectives for the upcoming year. The Chief Training Officer, with the assistance of the Training Committee, shall prepare a report for the Director that details the decision and recommendations of the Training Committee. The Director shall approve or disapprove training programs, in whole or in part. The report to the Director shall contain at a minimum the following information:
  - a. All Division developed training programs for the upcoming year; including, a timetable for the presentation of the instruction, the expected number of participants, the nature of the training and the personnel expected to attend, and any cost factors and/or equipment needs.
  - b. Identify training programs, which will address advanced and specialized training requirements for members; including, costs for travel, lodging, and meals, timetable for completion of the training, and number of attendees per training program.
  - c. Identify training programs members may attend in accordance with their individual Career Development Plans, including costs for registration, travel, lodging, and meals, number of expected attendees, and a timetable for presentation of the instruction.
7. This policy does not preclude personnel from submitting requests for training more than once each year.
  - a. The member may request training during evaluation and/or career counseling sessions with supervisors.
  - b. The availability of certain training programs may vary throughout the year; circumstances may require officers to submit requests for training as training becomes available.
  - c. Changes in job duties or the addition of duties to a job position may require an officer to attend training programs consistent with such changes.
8. The Training Committee shall meet each year specifically to assess the personnel and operational needs of the Academy, to address training needs, suggest and discuss training topics and innovative ideas to enhance the training offered by the Division.
9. The Training Committee will establish a training course review schedule for evaluating the effectiveness of selected trainings and document these reviews to ensure that training courses are relevant and have a positive impact on the performance of the Academy's parent agency and or client agencies. All training courses do not have to be reviewed on an equal basis; however, a regular scheduled annual, bi-annual or rotating review should be established.
10. The Academy will conduct a pilot test on each new training course developed by the Academy prior to full implementation, when appropriate.

11. The Chief Training Officer or designee shall have primary responsibility for the general welfare of all recruits at the Academy. On a day-to-day basis, the Class Training Coordinator shall be the initial point of contact for recruits that may have any problems, issues, or concerns. Issues that cannot be resolved by the Class Training Coordinator shall be referred to the Chief Training Officer for resolution.
12. The Chief Training Officer or designee shall conduct an annual review of security concerns and related measures affecting Academy operations in the following subject areas:
  - a. Firearms and hazardous material;
  - b. Limiting access to the Academy to authorized personnel;
  - c. Protection of equipment and sensitive areas;
  - d. Protection of records and documents;
  - e. Methods and means to summons assistance; and
  - f. Evacuation plan.

#### B. TRAINING ATTENDANCE REQUIREMENTS

1. Division instructors, supervisors, coordinators, or other appropriate personnel shall utilize an attendance roster to record the attendance of all attendees at Division in-service training programs, meetings, seminars, recruit school classes, or other events of importance relating to Division activities. The attendance roster shall be completed at the most appropriate time during such events and shall be filed in the local field office and forwarded to the Academy in a timely manner.
2. Each student must attend all sessions of any training course in which enrolled, except for absences approved by the Chief Training Officer at the Academy or supervisor in the field.
3. The Chief Training Officer, or supervisor in the field, may schedule make-up work to be completed during the course in which the student is enrolled. The make-up work will be comparable in content and quantity to the instruction missed. The Chief Training Officer, or supervisor in the field, will maintain on file any make-up work performed by a student.
4. A student should complete the full course during one scheduled presentation. However, when unusual circumstances exist as determined by the Chief Training Officer or supervisor in the field, a student may be permitted to enroll in subsequent courses.
5. All basic recruit students must achieve a score of at least 80 percent on all examinations in order to receive certification credit in any Florida Highway Patrol/Criminal Justice Standards and Training Commission approved training course.
6. All basic recruit students must achieve passing scores as required on the proficiency checklists for qualification in any Florida Highway

Patrol/Criminal Justice Standards and Training Commission high liability areas applicable to the discipline.

C. TRAINING ATTENDANCE REIMBURSEMENTS

Employees shall be entitled to claim those expenses associated with their attendance at any conference, seminar, meeting, or training program within the guidelines specified in Department of Highway Safety and Motor Vehicles (DHSMV) and Florida Highway Patrol (FHP) Policies.

D. LESSON PLAN DEVELOPMENT FOR DIVISION TRAINING

1. When training needs are determined, all Division training programs, and curriculum shall be developed on the basis of task analysis. Furthermore, such training programs shall be presented in accordance with the performance objectives determined for a specific course of instruction. The evaluation of student participation shall be assessed on the ability of the student to comprehend and demonstrate performance objectives at the conclusion of the instructional period.
2. The Academy and selected instructors shall develop Division training programs and curriculum on the basis of the job task analysis and performance objectives developed by the Florida Highway Patrol Academy.
  - a. This policy shall apply in all instances where the Academy has adopted specific performance objectives for specific courses of instruction, most notably the curriculum for basic training of recruit students.
  - b. In instances where the Florida Highway Patrol Academy and the Criminal Justice Standards and Training Commission have not adopted specific performance objectives, the Academy and selected instructors shall jointly develop performance objectives in accordance with job task analysis with which to accomplish instruction on a wide range of training topics.
  - c. It shall be the responsibility of the Chief Training Officer to ensure that all agency training programs are developed in compliance with this policy.
  - d. Performance objectives developed by the agency shall always meet the minimum requirements specified by the Florida Highway Patrol Academy and the Criminal Justice Standards and Training Commission (if any exist for a specific area of instruction). Additional performance objectives may be utilized and encouraged in order to accomplish thorough training of personnel employed by the Florida Highway Patrol. Job task analysis of Division personnel would indicate unique duties and responsibilities not shared by other outside agencies. Therefore, it may be necessary to address additional performance objectives in Division training programs.
3. Job Task Analysis

- a. All Division training programs, and curriculum shall demonstrate job relatedness. Training provided shall be directly correlated to the job duties and responsibilities performed by personnel on a routine basis.
  - b. Instruction shall not be developed on the basis of having to provide a specific number of hours of training. Rather, the consideration shall be to ensure that training is developed in accordance with a job task analysis, demonstrated job relatedness and that predetermined performance objectives will be achieved during the course of instruction.
  - c. The emphasis of all training programs shall be to determine performance objectives important to the student, then develop instructional methods that facilitate the student to learn the performance objectives. Testing merely measures the degree to which the student has learned the performance objectives.
4. Academy Performance Objectives and Measurement Program
- a. During the process of developing training programs, the performance objectives for specific subject areas shall be identified.
  - b. Performance objectives are useful in the development of training programs in that they focus on the elements of the job task analysis for which formal training is needed, provide clear statements of what is to be learned, provide the basis for evaluating participants, and provide a basis for evaluating the effectiveness of the training.
  - c. Performance objectives acquaint the student with the information they are required to know, the skills that must be demonstrated, and the circumstances under which the skills will be used.
5. The use of lesson plan forms shall be required to ensure that training is thoroughly documented. In addition, it allows the Chief Training Officer or designee to review subject areas being taught that the information presented is accurate and relates to the job task analysis of personnel for which the training is intended. All personnel who have been assigned to serve as an instructor shall be required to submit lesson plans in accordance with the procedures outlined in this policy. All lesson plans shall be forwarded to the Chief Training Officer prior to the scheduled training session. The Chief Training Officer shall review the content of lesson plans for approval and shall retain the original lesson plan on file at the Academy for future use. Lesson plans provided by CJSTC for mandated recruit or in-service training is approved without additional documentation.
6. The Chief Training Officer, or designee, will:
- a. Oversee the performance measurement program, including data collection, analysis, and reporting.



- b. Identify activities and outcomes to be measured.
- c. Provide an opportunity for feedback about performance measurement data and service delivery from academy employees, member agencies, and outside entities.

7. Instructor Responsibilities and Certification

- a. Instructors shall be responsible for the completion of lesson plans on the proper forms. Lesson plans shall be typewritten, complete and accurate. The lesson plans should also include a list of resources used in the development of the curriculum, list of resources required in the delivery of the program (literary works, legal findings, other documents to support the requirements, etc.), references, teaching / adult learning-techniques (lecture, group discussion, panels, seminars, debate, etc.), relationships to job tasks, responsibilities of the participants for the material taught, and plans for evaluation of the participants.
- b. Instructors shall complete all areas of the prescribed lesson plan form and shall not substitute other formats for the completion of course outlines or lesson plans.
- c. Technical assistance or consultation regarding the development of lesson plans can be obtained from the Academy.
- d. Instructors may utilize the resources and equipment available at the Academy for developing lesson plans, handouts, or special equipment needs.
- e. Instructors may request assistance in obtaining copy service, printing needs, special audio/visual equipment for classroom use, or other materials required for the development of the lesson plan or presentation.
- f. Instructors shall develop instruction based on a job task analysis of the personnel to be trained.
- g. Instructors shall develop performance objectives upon which all instruction shall be based. Students shall be provided with a list of performance objectives at the beginning of the instructional period.
- h. Instructors shall develop a course outline as a part of the lesson plan. Students shall be provided a course outline so designed that it facilitates note taking and the ability to document important information easily.
- i. The instructional techniques that should be incorporated are conferences (debate, discussion groups, panels, and seminars); field experiences (field trips, interviews, operational experiences, and operational observations); presentations (lecture, lecture-discussion, lecture-demonstration); problem investigations (committee inquiry); and simulations (case study, games, and

role-play).

- j. Scenario-based training shall be designed to provide a meaningful and safe learning environment. Scenario-based trainings may include, but not limited to;
  - (1) ethics,
  - (2) high risk traffic stops / subject encounters,
  - (3) nighttime traffic stops / subject encounters,
  - (4) suspicious persons,
  - (5) critical incidents,
  - (6) ambush “call for service”,
  - (7) domestic violence/victim assistance,
  - (8) less lethal use of control, and;
  - (9) use of control deadly/non-deadly).
- k. Evaluation guidelines shall be established and made available to staff responsible for scenario-based training. At the end of the scenario-based training session, a review shall be conducted to determine if any safety concerns were identified. Prior to any high-risk scenario-based training a risk assessment shall be completed.
- l. The training academy has incorporated a “Academy Scenario Training Week”. Each scenario-based training has a detailed instructional lesson plan that contains specific learning objectives and performance measures.
- m. Non-agency personnel will not be used for scenario-based training.
- n. All Academy instructors shall meet the certification requirements established by CJSTC in F.A.C. 11B-20.001 and F.A.C. 11B-20.0014. The Academy will maintain a copy of instructor certifications showing current acceptable status.

## 8. Examinations and Testing

- a. The use of testing in all training programs shall be required at the direction of the Chief Training Officer.
  - (1) The Chief Training Officer shall assist and coordinate the development of test instruments, methods, procedures, requirements, and policies with the Training Academy staff and selected instructors.
  - (2) The Chief Training Officer and instructors shall ensure that all testing is conducted on the basis of measuring the

student's ability to learn performance and training objectives.

- (3) Test procedures shall also be utilized to assess the effectiveness of training programs and to identify strengths and weaknesses of various training programs.

b. The general philosophy of test requirements shall be:

- (1) To test for a specific level of knowledge or information, prior to, during, or after the instructional period.
- (2) To test for a specific level of proficiency relating to particular skills learned during the instructional period, and prior to the utilization of such skills in the field.

c. There are two primary forms of testing methods utilized by the Florida Highway Patrol.

- (1) Written tests - utilized to assess the level of knowledge acquired during the instructional phase of training.
- (2) Practicum - utilized to assess a demonstrable level of proficiency relating to a particular skill acquired through the instructional phase of training.

d. Requirements for successful completion of tests

- (1) Written - students must achieve a score of at least 80% on such examinations, unless otherwise directed by the Chief Training Officer or designee.
- (2) Practicum - students must demonstrate a level of proficiency in a particular skill as defined in the performance objectives of the lesson plan. Instructors shall assess the ability of the student to correctly demonstrate such skills in accordance with the instruction provided.

e. Test Results

Instructors in the field shall be responsible for providing test results to the Academy within five working days of the date tested.

f. Test Development

- (1) Instructors, in consultation with the Chief Training Officer, shall determine the appropriate method of testing for a specific training program.
- (2) Test questions or practical demonstrations shall be based directly upon the performance objectives outlined in the lesson plan.
- (3) Tests or description of test methods shall be sent to the

Chief Training Officer with the lesson plan, which must be submitted to the Academy prior to the beginning of the scheduled instructional period. Tests shall be reviewed and approved by the Chief Training Officer.

- (4) Questions for written tests shall be submitted in the form of multiple-choice questions only. The Chief Training Officer may waive this requirement after consultation with the instructor.

Multiple choice question formats shall offer no more than five choices for a correct answer.

- (5) Questions shall be developed at the rate of a minimum of two questions per hour of instruction. This requirement may be waived at the discretion of the Chief Training Officer in consultation with the instructor.

- (6) The Chief Training Officer, or designated Academy staff member, shall review all exam questions. If any questions are deemed to have a questionable relationship to stated objectives or are improperly constructed the Chief Training Officer or designated representative will take appropriate action to rectify the problem.

- g. Requirements for the administration of examinations for in-service and basic recruit training programs developed by the Florida Highway Patrol.

- (1) When the potential for liability to the Department exists due to the nature of the instructional material, techniques, methods of information being taught, an examination shall be administered as part of the training program.

- (2) Examinations shall also be required for training programs which have a direct relationship on influencing the exercise of discretion on the part of the employee, which in turn could have potentially serious or damaging consequences for the motoring public, violators of traffic offenses, criminal offenders, the general public, or the integrity of the Division, its officers, and employees.

- (3) In consideration of such criteria, the Division shall mandate testing requirements for subject areas relating to the following training:

- (a) Quizzes - Instructors may require students to take short written unscheduled or scheduled tests, known as quizzes. The purpose of the quizzes will be to determine if the students have performed required study assignments.

- (b) Examinations – Exams given at the Florida Highway Patrol Training Academy during the Basic

Recruit Training will be governed by Florida Administrative Code and Criminal Justice Standards and Training Commission rules.

- (4) It is the policy of the Florida Highway Patrol Training Academy that each student/recruit must maintain a course average of at least 80%. Some training courses will have multiple exams and practical exams. Some will have only one written exam. At the completion of each course of study, the FHP Academy Staff will post the final course grade. Unscheduled exams (i.e., quizzes) do not count in the final computation for course average and are not bound by the 80-percentile requirement.
- (5) The Chief Training Officer shall determine the necessity of testing for any training program.
- (6) Participants shall be notified in advance of the training period whether or not tests shall be required and the performance objectives for successful completion of the training program.

This requirement can be satisfied by providing students with the performance objectives at the beginning of the instructional period.

- (7) The Chief Training Officer shall determine the necessity of test requirements for various training programs that deal exclusively with in-house administrative tasks or procedures. The basis for a determination of waiving test requirements will focus on the nature of the training, potential liability problems, the assigned duties of the personnel involved in the training, and other possible extenuating circumstances relating to the necessity of evaluating student performance or effectiveness of the training.

h. Examination Administration

The Chief Training Officer or designated appointee will administer the examinations in the classroom.

- (1) Examinations will generally be given at the end of a specific block of instruction. As predetermined and with the permission of the Chief Training Officer, pre-tests, quizzes or other testing materials will be administered when appropriate.
- (2) All examinations will be timed based on Academy procedures.
- (3) The Chief Training Officer, a designated supervisor, instructor, or class counselor will be present to serve as a proctor during all examination periods.

- (4) Students who have questions regarding examination questions or materials will direct such inquiries to the examination supervisor. In turn, the examination supervisor will meet with the Chief Training Officer to resolve any specific questions or complaints. Under no circumstances will the student circumvent the examination supervisor with an inquiry of this nature.
- (5) Prior to the administration of all examinations, the appropriate examination supervisor will advise the students of the test requirements and/or specific testing procedures.
- (6) Unless otherwise stated, no classroom materials, handouts, references, literature or notes will be available to or in view of students during an examination period.
- (7) It shall be the responsibility of both the instructors and examination supervisor to ensure that there is sufficient staff available to administer and properly proctor any examination periods.

i. Examination Conduct

- (1) Any student found to be cheating, or attempting to cheat, during any written examination will be recommended for dismissal from the Academy. Cheating will be defined to include, but not be limited to the following:
  - (a) Copying answers
  - (b) Cribbing
  - (c) Comparing answer sheets with another student's answers
  - (d) Conversation between two students during the examination, including verbal and nonverbal communication
  - (e) Use of phones/ smart watches or other electronic devices
- (2) When students have completed an examination, have reviewed the answers, and are satisfied with their performance, they will turn all testing materials over to the examination supervisor and quietly leave the room.
- (3) Under no circumstances will testing materials leave the testing area.
- (4) Other specific testing procedures will be explained by the examination supervisor.

j. Practical Examinations

- (1) In any instance where practical examinations are administered to determine a level of proficiency, the instructor will notify students of the prescribed level of ability, skill and proficiency necessary for successful completion.
- (2) Any specific unit of instruction that requires the successful completion of a practical examination shall follow guidelines consistent with prescribed proficiency standards as dictated by certification requirements of the Criminal Justice Standards and Training Commission. Such requirements shall appear in the performance objectives listed in the lesson plan.

k. Remedial Testing Procedures for Practical Examinations

- (1) Remedial testing sessions will be proctored by the Chief Training Officer, a designated Academy staff member, or instructor. The remedial examination will be scored as soon as possible and reviewed with the student on a timely basis.
- (2) Results of remedial testing will be given to the Chief Training Officer or designated representative for appropriate action.

l. Examination Review

- (1) Examinations will be scored as soon as is practical following the examination. Any student who does not pass an exam will be asked to report to the Chief Training Officer or designee for consultation.
- (2) The Chief Training Officer, or designated Academy staff member shall inform the student of the failing score, seek to counsel the student and designate a time and date for the remedial test, if applicable. If a remedial test is not applicable, the student will be informed that he/she will be immediately dismissed as a recruit from the Florida Highway Patrol Academy for failure to achieve the required passing score.
- (3) The Chief Training Officer or designee shall notify the instructor and client agency (when applicable) in writing that the candidate did not achieve a successful score on a particular written examination. The correspondence may inform the instructor to counsel the candidate, determine deficiencies and make arrangements for a remedial test session, if applicable. The correspondence may inform the instructor that the student was dismissed from the Academy.
- (4) The examination supervisor may arrange an appropriate time for the review of test results. This will also include a

review of the test questions for clarity, content and scoring.

(5) The examination supervisor will note any issues relating to any test question where a preponderance of class members expresses some difficulty.

(a) Such issues will be brought to the attention of the instructor for a course of action.

(b) Courses of action available to the instructor are:

(i) Let the question stand as written.

(ii) Eliminate the question from the exam.

m. Guidelines of format for lesson plan development.

(1) Completion of the Title Page:

(a) Course title

(b) Log number (completed by Training Academy)

(c) Instructor (list all instructors)

(d) Date of initial approval (completed by Training Academy)

(e) Date of revision approval (completed by Training Academy)

(f) Approved by (completed by Training Academy)

(g) Target (check appropriate group)

(h) Hours of instruction

(2) Course Synopsis

(a) General description of course content

(b) Number of hours of instruction

(c) The method or methods of instruction to be used:

(i) Lecture

(ii) Group discussion

(iii) Panel

(iv) Seminar

(v) Debate

(vi) Practicum



(vii) Other (describe)

- (3) Performance Objectives shall:
  - (a) Focus on the elements of the job task analysis for which formal training is needed.
  - (b) Provide clear statements of what is to be learned.
  - (c) Provide the basis for evaluating participants.
  - (d) Provide the basis for evaluating the effectiveness of the training.
- (4) Distinguish the type of testing method that will be utilized:
  - (a) Written.
  - (b) Practicum.
  - (c) Combination of written and practicum.
- (5) Provide a minimum of two questions per hour of instruction.
  - (a) Submit questions on a separate sheet of paper.
  - (b) Submit copies of tests with the lesson plan.
- (6) Utilize multiple-choice questions as the test format. Do not utilize fill-in-the-blanks or other forms of test questions without prior approval from the Chief Training Officer or designee.

#### E. REMEDIAL TRAINING

1. Members of the Florida Highway Patrol may at times be required to attend and successfully complete remedial training when performance deficiencies are detected in the member's job responsibilities.
2. The purpose of remedial training is intended to enhance skills, knowledge, abilities, and to assist personnel in the accomplishment of a satisfactory level of performance.
3. For further information and guidance regarding remedial training, refer to FHP Policy 26.05 – Remedial Training.

#### F. TRAINING RECORDS

1. The Chief Training Officer shall develop procedures for the computerization of all training records. Training records shall be revised and updated on a regular basis. In addition to computerized training files, the Training Academy shall maintain written documentation files, including course content and lesson plans, for all training programs attended by Division personnel. Training files shall be kept current by designated Training Academy staff members. The Chief Training Officer

shall ensure that all policies and procedures regarding the safekeeping, release, exchange, or destruction of training records are observed.

2. Florida Highway Patrol training files for all personnel shall contain the following information:
  - a. Participants name
  - b. Name of the training program
  - c. Hours of the training program
  - d. Dates of the training program
  - e. Whether or not the participant successfully completed the training program including score if performance was measured by an exam.
3. For the purposes of this policy, "all training files" shall mean both computerized and written training files.
4. The training files of Division members shall be updated after the participant successfully completes any in-service, specialized, or advanced training program, which may include seminars, meetings, programs, college courses or the attainment of any degree, certificate, or diploma.
  - a. It is the responsibility of all members who attend training programs outside of the Department to complete a Florida Highway Patrol Training Record Information Sheet (HSMV 61114) to document successful completion of a training program.
  - b. The Training Record Information Sheet shall be attached to a copy of the certificate and shall be forwarded to the Training Academy via the Troop Training Coordinator within 30 days after completion of a training program.
  - c. Training Academy staff shall cause all training records of the member to be updated and revised as necessary.
5. Employees who attend in-service, specialized, or advanced training programs within the Department shall not be required to submit a Training Record Information Sheet.
  - a. Employees will be responsible for signing the daily attendance roster at each training session.
  - b. Following the completion of training programs, the Lead Instructor shall be responsible for submitting the appropriate training documentation, according to the Training File Checklist (HSMV 61118). The packet shall be forwarded to the Training Academy via the Troop Training Coordinator within 30 days of the completed training program.
  - c. The Training Academy shall update training files upon receipt of

training record information.

6. Instructors who provide instruction during recruit training sessions shall complete the necessary training information at the completion of any course taught. If applicable, a training information form shall include the final written examination score for each recruit.
7. A Troop Commander, appropriate supervisor, or member may request a computerized training file of an employee. The request shall be made to the Chief Training Officer.
8. The Academy shall meet all requirements stipulated by the CJSTC for the timely and accurate filing of information required by CJSTC to maintain and update training and certification files. The Academy will utilize the CJSTC approved method of updating and submitting documentation including electronic/software systems (such as the FDLE Automated Training Management System – ATMS) and/or paper files.
9. Training records to include lesson plans will be retained per Florida Retention Schedule requirements.

#### G. FLORIDA HIGHWAY PATROL TRAINING ACADEMY

##### 1. Goals and Responsibilities

- a. The Florida Highway Patrol Training Academy shall be vested with the responsibility of providing training to all sworn personnel during in-service training, recruit officer training and civilian employee training. Such training shall reflect the efforts of the Division to provide current instruction that offers innovative, effective, and efficient methods or techniques to accomplish the goals and mission of the Florida Highway Patrol.
- b. The public is entitled to the expectation of effective and professional law enforcement service. All Florida Highway Patrol training shall provide the means by which a level of service is delivered to the citizens of the State of Florida that fosters pride and respect for the Division and its members.
- c. A sense of professionalism on the part of Division employees leads to greater efficiency of individuals and enhances the ability of the Florida Highway Patrol to accomplish its goals and objectives. Training programs developed along legally defensible guidelines reduce the occurrence of allegations of civil rights violations from the public, reduce allegations of misconduct against personnel, and also reduce the incidence of liability claims filed against the Department.

##### 2. Organization and Staffing

###### a. Chief Training Officer:

The Florida Highway Patrol Training Academy shall be under the command of the Chief Training Officer. The Chief Training Officer

reports to the Chief of Special Services and is responsible for the commanding and oversight of planning, developing, and implementation of all recruit, career development, and specialized training for the Division and its personnel. The Chief Training Officer shall review curricula, instructors, facilities, and equipment on a continuing basis to ensure the quality of all training being conducted. The Chief Training Officer is responsible for the development of current lesson plans and classes taught at the Florida Highway Patrol Training Academy.

The Chief Training Officer shall be responsible for maintaining accurate attendance records for each training class conducted at the Academy. The Chief Training Officer is responsible for all of the duties as outlined in the position description and is responsible for all other duties assigned by the Director, Deputy Director, or Chiefs.

b. Assistant Chief Training Officer:

The Assistant Chief Training Officer is assigned to the Florida Highway Patrol Training Academy and shall be responsible to the Chief Training Officer for the planning, development, and implementation of all recruit, career development, and specialized training for the Division and its personnel. The Assistant Chief Training Officer is responsible for class files, attendance records, and the development of current curricula and instructional techniques. The Assistant Chief Training Officer is responsible for all the duties outlined in the position description.

c. Law Enforcement Training Officer (Instructor):

Law Enforcement Training Officers are assigned to the Florida Highway Patrol Training Academy and shall primarily be responsible for the coordination and implementation of training conducted at the Training Academy, troop commands, and supervision of personnel attending training schools at the Academy. Law Enforcement Training Officers shall assist and be responsible to the Chief Training Officer, via the Assistant Chief Training Officer, in the attainment of the goals and objectives in the training mission. Training Officers shall be responsible for developing and maintaining current lesson plans of all classes taught at the Academy. Training Officers shall assist other law enforcement agencies with their training programs when requested at the direction of the Director, Deputy Director, Chiefs or Chief Training Officer. Law Enforcement Training Officers are responsible for all the duties outlined in the position description.

d. Safety Officer:

The Chief Training Officer or designee will appoint an Instructor to serve as a Safety Officer. Generally, this will be the Lead Instructor; however, if for some reason the Lead Instructor cannot perform these functions, another Instructor may be assigned this

function at the discretion of the Chief Training Officer or designee.

The Chief Training Officer or designee will establish procedures governing the Safety Officer, which will be reviewed and approved annually by the Training Committee.

The Safety Officer shall have the authority to approve or discontinue all activities that are hazardous in nature to include, at a minimum:

- (1) Canine and equine operations;
- (2) Chemical/Ordnance/Biological/Radiological;
- (3) Defensive tactics;
- (4) Physical fitness;
- (5) Fire suppression;
- (6) Firearms;
- (7) Motor vehicle operations;
- (8) Motorcycle and bicycle operations; and,
- (9) Tactical operations.

e. Class Coordinator (assigned Lieutenant):

The responsibility of the overall operation of the Academy, including student welfare, is vested in the Chief Training Officer, or designee. On a day-to-day basis, the Class Coordinator is responsible as the first-line supervisor to address any student welfare issues or concerns that may arise.

3. Administrative Procedures

The following functions shall be performed by the Florida Highway Patrol Training Academy to provide training functions for the Division.

- a. Research, develop, evaluate, and coordinate basic recruit and in-service training programs for all members of the Division.
- b. Research and coordinate the attendance of Division personnel to attend specialized training programs or schools.
- c. Compile and maintain all information regarding specialized or advanced training programs, including in-service training and those programs presented in the interest of other law enforcement agencies. This shall include monitoring the attendance of personnel required to attend or complete mandated training programs.
- d. To prepare manuals and other aids that will be of value to officers performing training services.

- e. Maintain a library of audiovisual materials to comply with current training needs.
- f. Maintain an adequate library at the Training Academy. The library shall consist of training manuals, supervisory and managerial texts, etc.
- g. Establish policies and procedures for the administration of the Florida Highway Patrol Academy.
- h. Conduct training programs for representatives of other law enforcement agencies as needs and interests may dictate upon the direction and/or approval of the Director, Deputy Director or Chiefs.
- i. Training provided to employees of client agencies is authorized by section 321.25 F.S.
- j. Produce audiovisual materials as required for training, safety, or informational purposes.
- k. The Chief Training Officer has established an Academy administrative reporting program for accreditation-related time-sensitive activities and reports in order to provide Academy staff and Division Executive Command with information related to the activities of the Academy. These administrative reports include but are not limited to:
  - (1) Risk Management Program;
  - (2) Complaints;
  - (3) Ethics training conducted;
  - (4) Budget account;
  - (5) Academy funds activities;
  - (6) Academy fiscal activities;
  - (7) Academy property and equipment;
  - (8) Performance evaluation of each academy employee;
  - (9) Performance evaluation of entry-level employees;
  - (10) Early Intervention System;
  - (11) Grievances;
  - (12) Recruitment plan;
  - (13) Transfer of learning and skills;
  - (14) Impact of training on performance;

- (15) Client agencies and students;
- (16) Computer security;
- (17) Facility security;
- (18) Needs assessment;
- (19) Instructors; and
- (20) Safety officer policies and procedures.

4. Operating Procedures

Any person attending training functions or any individual who is at the Florida Highway Patrol Training Academy as a guest shall observe the general policies governing the use of the Academy facility.

- a. All persons while at the Academy shall assist the Training Academy staff by keeping rooms and common areas neat and orderly.
- b. The possession of intoxicating liquors or controlled substances is strictly prohibited.
- c. Abuse of alcoholic beverages while in residence at the Training Academy will not be tolerated.
- d. Gambling in any form is prohibited.
- e. Lights are to be turned off when the room is not occupied.
- f. Under no circumstances shall any individual deliberately damage, destroy, or alter any equipment or property of the Training Academy, Florida Highway Patrol or Florida Public Safety Institute (FPSI) campus.
- g. Weapons are not permitted in the dormitory building.
- h. Smoking in any Academy building is strictly prohibited. When smoking outdoors, discarded tobacco products are to be placed in proper receptacles. The use of smokeless tobacco products is prohibited in classrooms or other common areas.
- i. Use of the cafeteria shall be in accordance with the policies established by the Chief Training Officer and Florida Public Safety Institute (FPSI).
- j. The class coordinator will determine the standard for clothing worn during training and cafeteria meal breaks based on the type of training being offered. After class hours clothing must be appropriate for the professional atmosphere of the Training Academy and shall not be suggestive or expose private areas of the body. Additionally, undergarments shall be worn when in public areas of the Training Academy.

- k. Personal hygiene shall be mandatory. Personal hair grooming standards are required unless duty assignments specify otherwise.
- l. Proper conduct, courtesy, and respect for all personnel are required.
- m. Regardless of marital status:
  - (1) Intimate relationships or encounters within Training Academy buildings or on Training Academy grounds are prohibited.
  - (2) Sexual or flirtatious physical contact is prohibited within the Training Academy buildings, on Training Academy grounds or while participating in or traveling to or from Training Academy sponsored training.
  - (3) Persons of opposite genders are prohibited from sharing a room or suite while billeted at the Training Academy.
  - (4) Unless the nature of the assignment requires, FHP members shall refrain from interacting with recruits while at the Academy.
- n. Use by recruit students.
  - (1) Recruits will not enter the administrative offices of the Training Academy staff unless requested to do so, or by first obtaining permission from a staff officer or support staff person.
  - (2) Recruits may use the classroom for study areas.

5. Tenure of Instructors

- a. Law Enforcement Training Officers shall be appointed, promoted and selected in accordance with Chapter 5.02 of this manual, the collective bargaining agreement, and procedures established by the Department of Management Services.
- b. Appointment to the position of Law Enforcement Training Officer shall be an assignment as appointed by the Director.

H. OUTSIDE TRAINING

- 1. The Florida Highway Patrol Training Academy shall provide all recruit officer training, in-service training for sworn and civilian personnel as well as select specialized training for career development. The Director may designate other training facilities, which may be utilized including, but not limited to the following:
  - a. Federal Bureau of Investigation (FBI) National Academy
  - b. University of Louisville Southern Police Institute (SPI)



- c. Northwestern University Traffic Institute
  - d. North Carolina State University Administrative Officers Management Program (AOMP)
  - e. University of North Florida Institute of Police Technology and Management (IPTM)
  - f. Other approved Criminal Justice Standards and Training Commission (CJSTC) Training Centers throughout the State of Florida.
2. The Chief Training Officer shall determine:
    - a. Whether career development courses offered by another institution meets CJSTC requirements.
    - b. That all training needs are being met.
    - c. That all Training staff, facilities, and financial obligations are paid from "Region 15 Funds", if available.
  3. Should training received at outside agencies differ from the philosophy of the Florida Highway Patrol, upon return to the Division, personnel shall receive instruction that is specific to Division policies and procedures.
  4. Upon completion of any outside Department training at another institution, members shall forward a copy of all certificates of completion to the Training Academy via the Troop Training Coordinator. The Training Record Information Sheet (HSMV 61114) will be attached to the certificate, to be included in her/his training file.

#### I. INSTRUCTOR TRAINING

1. Personnel who are assigned to the Florida Highway Patrol Training Academy as a resident instructor or guest instructor from the field shall be provided training to enhance their abilities to provide effective instructional presentations. The development of personnel to serve as training officers encourages greater participation among FHP personnel seeking teaching opportunities, fosters respect for the Division, and enhances the effectiveness of training programs. Law Enforcement Training Officers shall be required to successfully complete an Instructor Techniques School that provides instruction in the following:
  - a. Lesson plan development
  - b. Performance objective development
  - c. Instructional techniques
  - d. Learning theory
  - e. Testing and evaluation techniques
  - f. Resource availability and use

g. Instructional equipment

2. The Chief Training Officer, or designee, shall monitor the addition of new certified Law Enforcement Training Officers within the Division and assist in the development of training for such personnel.
3. Prior to the beginning of instruction, the Chief Training Officer, or designee, will access the FDLE/CJSTC online Automated Training Management System (ATMS) to evaluate and verify instructor qualifications, training and educational credentials, and relevant experience. Only instructors with ATMS documented instructor certification(s) will be utilized.
4. The FHP Training Academy will adhere to the guidelines established by the FDLE/CJSTC Law Enforcement Instructor Guide (most current version) regarding appropriate instructor to student ratios and instructor preparation time. Rotation of instructors will be determined by the Chief Training Officer or designee, based on the course topic, available instructors certified in the course topic/subject matter area, and Academy needs. In no instance shall the instructor to student ratio exceed 1:100.
5. The Chief Training Officer or designee will conduct annual instructor performance evaluations as outlined in HSMV Performance Planning and Evaluation Procedures for DHSMV members.

J. RECRUIT TRAINING

1. Any individual employed by the Florida Highway Patrol as a sworn law enforcement officer shall be required to attend and successfully complete a prescribed course of training at the Florida Highway Patrol Academy. The Director and CJSTC Training Requirements shall determine the course curriculum and length of training.
2. Any individual employed by the Florida Highway Patrol in a civilian capacity pending assignment to the Training Academy shall not perform any law enforcement duties nor carry a weapon. Such duties shall be limited to communications, records, or administrative assignments.

K. RECRUIT GUIDANCE MANUAL

1. Upon assignment to the Florida Highway Patrol Training Academy, each recruit student shall be issued a Recruit Guidance Manual.
2. It will be the responsibility of each recruit student to know and comply with the policies, procedures, and regulations contained in the manual.

L. RECRUIT TRAINING CURRICULUM

1. The Florida Highway Patrol Training Academy shall provide recruit training for all sworn officers. The Training Academy shall monitor the curriculum provided to recruit students to ensure that professional and accepted methods of instruction are utilized.
2. The recruit training curriculum utilized by the Florida Highway Patrol shall be in accordance with provisions as outlined in Sections 943.12 and

943.17, F.S., and applicable rules of the Florida Criminal Justice Standards and Training Commission as outlined in F.A.C. 11B-27.00212.

3. The recruit training curriculum shall be based on a job task analysis of the position of law enforcement officer. Curriculum development shall be revised on a periodic basis as required by statutory changes or CJSTC requirements.
4. Individual units of instruction shall specify the performance objectives for that course. Performance objectives shall be indicative of the knowledge, skills and abilities that a student should obtain through exposure to the instruction. Performance objectives should also be utilized to evaluate or assess the level of competency required to successfully complete the course of instruction.

M. FIELD TRAINING AND EVALUATION PROGRAM (FTEP)

1. The Florida Highway Patrol Field Training and Evaluation Program shall be a continuation of the training process required to ensure that all newly sworn officers receive thorough, consistent, and legally defensible field training. The program is designed to explain and demonstrate the proper techniques and procedures for performing law enforcement duties. In turn, the new officer is required to exhibit an acceptable level of competency in law enforcement skills prior to the completion of his/her field training and evaluation period.
2. The FTEP Manual shall specify the policies and procedures governing the Field Training Officer (FTO) Program. All members participating in the program shall be subject to the guidelines, practices, methods, policies and procedures outlined in the FTEP Manual that have been designed to ensure proper implementation of the FTO Program. The Chief Training Officer or designee shall be responsible for the development, review, and content of the FTO Program.

Troop Commanders shall be responsible for FTO programs in the field and shall report any issues to the Training Academy.

3. The Florida Highway Patrol FTEP Manual shall provide specific guidelines to include:
  - a. Length of field training and evaluation of Recruit Troopers
  - b. Rotation of Recruit Trooper assignments with Field Training Officers
  - c. Selection criteria of Field Training Officers
  - d. Training of Field Training Officers
  - e. Roles of the Field Training Officer and Supervisor within the FTE Program
  - f. Standardized Evaluation Guidelines (SEGs) of Recruit Troopers by Field Training Officers

- g. Reporting responsibilities of Field Training Officers and Supervisors
- h. Liaison with FHP Training Academy staff

N. ANNUAL RETRAINING

1. The Chief Training Officer, in cooperation with the Training Committee and Troop Commanders, shall implement in-service training programs on an annual basis for all sworn personnel. The Chief Training Officer shall be responsible for the coordination and certification of appropriate instructors, ensure proper documentation of instructional materials and information; that attendance records are submitted to the Training Academy, and training files of personnel are updated.

In-service training requirements, including subject areas and attendance requirements, shall be developed annually by the Chief Training Officer and shall be approved by the Training Committee. It shall be the responsibility of Troop Commanders to ensure sworn personnel are scheduled and attend in-service training sessions at troop level.

2. The Chief Training Officer shall prepare a report addressing the in-service training needs of the Florida Highway Patrol on an annual basis. The report shall be presented to the Training Committee prior to July 1 of each year. The Training Committee shall assess the proposals of the report and shall approve or disapprove the training proposals outlined for the upcoming year.
  - a. The in-service training report shall include:
    - (1) Topics or subject areas that must be addressed on an annual basis.
    - (2) Additional topics or subject areas of timely interest to the Patrol.
    - (3) Facility or equipment needed to carry out the in-service training programs.
    - (4) Designated instructors to present the in-service training program.
    - (5) Proposed schedule for implementing the in-service training program to all of the troops.
    - (6) Any additional information required by the Training Committee.
  - b. The Chief Training Officer shall notify all Troop Commanders of the in-service training program for the year. Instructors and other affected personnel shall be notified as well.
3. Troop Commanders shall ensure annual, or as indicated, in-service training is conducted in the following areas:

- a. Hazardous materials training (annually)
  - b. Bloodborne pathogens training (annually)
  - c. Defensive tactics training (annually)
  - d. First Responder/CPR training (every two years)
  - e. Respirator protection training (annually)
  - f. Expandable baton recertification training (every two years)
  - g. Aerosol subject restraint familiarization training (annually)
  - h. Firearms safety (annually)
  - i. CEW – Taser (annually)
  - j. Policy revisions, Legal updates and Bias Policing issues/prohibitions (annually)
  - k. Forfeiture training (annually)
  - l. Evidence/Property procedures (annually for the ranks of Captain and below)
  - m. All Hazards Plan (annually)
  - n. Mobile Field Force training (every three years for the ranks of Captain and below)
  - o. Active Shooter training (every two years)
  - p. QRF training (annually)
  - q. SRT readiness exercise (annually)
  - r. Road Closures training (annually)
  - s. Biomedical Waste Management Plans (annually)
  - t. Dealing with the mentally ill/autistic persons (annually)
  - u. Line-up, Photo line-up, show-up (every three years)
  - v. Weapons Retention (annually)
  - w. Use of control (annually)
  - x. Mental Health Awareness (annually)
4. Firearms training shall be conducted annually and shall include a review of the use of control, care and cleaning of firearms, and any other firearms policies of the Division. An annual familiarization course shall be conducted on the use and proficiency of Division issued shotguns.
  5. Troop Commanders shall ensure information pertaining to additions or

revisions to FHP policy, legal updates, and collective bargaining issues are discussed with personnel through troop, district and squad meetings. Documentation of these meetings shall be retained in field offices.

6. All assigned training to include online distance learning such as iLearn must be completed within the established timeframe.

O. ROLL CALL TRAINING

1. On occasion, the Florida Highway Patrol Training Academy may augment training through the use of Roll Call Training. The use of Roll Call Training is another resource that improves the training function of the Patrol.
2. Troop and District Commanders shall ensure that all Roll Call Training are presented to their respective personnel in a timely manner.
3. Commanders may wish to utilize troop, district, or squad meetings to accomplish this task.
4. Documentation of the presentation of Roll Call Training to all members shall be forwarded to the FHP Training Academy, with copies retained in field offices.

P. SPECIALIZED IN-SERVICE TRAINING

1. The Chief Training Officer, in consultation with the Training Committee, shall identify technical support functions within the Florida Highway Patrol and shall specify the requirements for training programs. Sworn personnel who are assigned or promoted to technical support functions shall be required to attend and complete specific training programs designed to enhance knowledge, skills, and abilities. Specialized training programs shall be developed and presented to personnel in accordance with the provisions outlined in this policy.
2. The following technical support functions shall be affected by this policy:
  - a. Special Response Team (SRT)
  - b. Emergency Medical Technicians (EMT)
  - c. Aircraft Operations Personnel
  - d. Background Investigators
  - e. Recruitment Officers
  - f. Public Affairs Officers (PAOs)
  - g. Supervisors (Advanced Training)
  - h. Bureau of Criminal Investigations and Intelligence Personnel
  - i. FHP Members assigned to the Office of Inspector General
  - j. Drug and Alcohol Recognition Experts

- k. Traffic Homicide Investigators (THI)
  - l. Canine Handlers
  - m. Felony Officers
  - n. Commercial Vehicle Enforcement Personnel
  - o. Auxiliary Unit Instructors
  - p. Field Training Officers (FTOs)
  - q. Training Academy Personnel
  - r. Certified Instructors (General topics)
  - s. Polygraph Examiners
  - t. Specialized / Advanced / High Liability Instructor Certified Topics include, but are not limited to the following:
    - (1) Breath Test Operator
    - (2) Defensive Tactics
    - (3) DUI
    - (4) CEW – Taser
    - (5) Firearms
    - (6) First Aid / CPR
    - (7) North American Standard Commercial Vehicle Enforcement
    - (8) Expandable Baton
    - (9) Precision Immobilization Technique (PIT)
    - (10) Speed Measuring Devices (RADAR/Laser)
    - (11) Vehicle Operations
    - (12) Mobile Field Force
3. Members who participate in training programs for technical support functions shall be able to satisfy training goals as specified in individual Career Development Plans.
4. It shall be the intent of Florida Highway Patrol to develop training programs for technical support functions (specialized training) to accomplish the following:
- a. Develop and enhance knowledge, skills, and abilities of participants as they relate to the specialized function.

- b. Provide instruction that defines the role of the specialized function and discuss the various administrative, supervisory, and personnel policies, which affect the function.
  - c. Define and discuss specific policies and procedures of the Patrol that have a direct relationship to the technical support function.
  - d. Define and discuss performance standards for the specialized function.
  - e. Discuss the implementation of on-the-job training for specialized functions and the supervision of such training requirements.
5. The Chief Training Officer shall assist with the scheduling of specialized training programs and shall ensure that appropriate correspondence is directed to all participants and their commanders. The Chief Training Officer in consultation with commanders and affected personnel shall resolve scheduling conflicts.
6. Training shall be developed in accordance with job tasks associated with the technical support function. Training programs shall identify specific performance objectives for participants.
7. It shall be the responsibility of the technical support function coordinator or the appropriate Troop Commander to submit the following information to the Chief Training Officer:
- a. Lesson plans and facility needs at least 30 days prior to proposed training.
  - b. Training rosters within 14 days of the completion of training.
8. In the event that training is the result of an agency-developed program, it shall be the responsibility of the technical support function coordinator, Troop Commander, or the selected instructor to submit lesson plans, records of attendance, and the results of testing.
- a. If instructors from outside the Division are utilized, lesson plans shall be encouraged. However, a course syllabus may be substituted. Materials shall be submitted to the Training Academy for the purpose of documentation.
  - b. Lesson plans shall be sent to the Chief Training Officer 30 days in advance of the scheduled specialized training program.
    - (1) Requests for specific equipment, instructional aids, classroom space, special use areas, or requests for assistance in obtaining specific materials for instructional purposes shall accompany the lesson plan.
    - (2) The Chief Training Officer or designee shall review lesson plans to ensure completeness and accuracy. In addition, the Chief Training Officer shall coordinate or obtain the use of adequate classroom space at the Training Academy, Troop or District Offices, or any other facility accessible to



the Florida Highway Patrol.

9. Attendance at a specialized training program shall be mandatory for members for whom the instruction was intended. However, court appearances or other circumstances shall be grounds for a member being excused from participation.
  - a. Excused absences shall be noted on the attendance roster for the specific agency developed training program.
  - b. Members who attend training outside the agency shall submit a certification of training upon completion of the training session. The certificate of completion shall be sent to the Training Academy and placed in the member's training file.
  - c. Members unable to attend specialized training programs shall notify their Troop Commander, who in turn shall notify the Chief Training Officer.
    - (1) The Chief Training Officer shall recommend suitable remedial training or reschedule the trooper to attend another session of the same or comparable training program.
    - (2) Arrangements shall be made for the scheduling of training and the notification of affected personnel.

Q. ADVANCED TRAINING

1. Members should submit to the Promotional Exam Administrator all requests to attend advanced training, such as those offered at the:
  - a. Southern Police Institute,
  - b. Northwestern University Traffic Institute,
  - c. Institute of Police Technology and Management,
  - d. Federal Bureau of Investigation (FBI) Academy,
  - e. North Carolina State University Administrative Officer's Management Program (AOMP), and
  - f. Classes held at FDLE's Florida Criminal Justice Executive Institute.
2. All letters of interest must be addressed to the Promotional Exam Administrator via the chain of command.
3. The Promotional Exam Administrator shall maintain a list of submissions and provide the list to the Director when classes become available.
4. All members who submitted letters of interest shall be notified in writing by the Promotional Exam Administrator of the status of their request.

R. SPECIAL RESPONSE TEAM TRAINING

1. Each tactical team member assigned to the Florida Highway Patrol Special Response Team (SRT) shall receive training in the use of all weapons used by the Special Response Team. All SRT members shall be given training in Division policy governing the use of firearms. SRT supervisors shall be responsible for ensuring that all weapons are unloaded and made safe prior to conducting training.
2. The SRT Commander will be responsible for the proper training of the SRT. Training sessions shall be conducted at least once each month, six hours in duration. All training sessions shall be in accordance with the training schedule as directed by the statewide SRT Coordinator.
3. Each tactical team member of the SRT shall be trained and equipped for the following duties:
  - a. To provide mobile reserves to assist departmental units during riots, natural disasters, surveillances, or during any other unusual occurrences requiring additional manpower.
  - b. To provide support and protection for personnel or citizens under attack of sniper fire, assault fire, or when gunfire is anticipated.
  - c. To provide high ground and perimeter security for visiting dignitaries.
  - d. To provide rescue services for officers or citizens who have been captured, isolated, or endangered as a result of a tactical situation.
  - e. To provide fire control point missions designed to keep designated areas clear of special problems.
  - f. To establish inner and outer perimeter lines and, if necessary, provide controlled firepower in non-riot situations involving snipers, barricade suspects, and/or hostages.
  - g. To conduct studies and compile intelligence information necessary for developing manpower for special tactical situations.
  - h. To test new equipment, which the Special Response Team may utilize.
  - i. To provide station and command post defense when needed.
4. All Special Response Team members shall have in their vehicles all assigned tactical team equipment. The equipment shall be maintained in proper condition and adjustment so as to be available for immediate use.

#### S. ORIENTATION FOR NEW CIVILIAN EMPLOYEES

1. Personnel who are responsible for the supervision of newly appointed civilian personnel, including OPS and volunteers, shall ensure that employees are provided information regarding the Florida Highway Patrol's role, purpose and goals; rules and appropriate policies and procedures, and notification of accessibility to the FHP Policy Manual.

Newly appointed personnel shall be provided with information governing Career Service rules and/or any appropriate labor negotiation contracts, which would explain working conditions and regulations, obligations, responsibilities, and rights of all employees.

2. Supervisors shall ensure that newly appointed civilian employees are apprised of the information and provided with appropriate documents, and sufficient time for review and explanation during their probationary period.
3. Upon completion of the orientation procedures, the supervisor of the new civilian employee shall direct a letter to the Troop Commander specifying that the employee has completed an orientation session, has received appropriate documents, has been allowed sufficient time for a review and explanation of such documents, and agrees to work and abide by the conditions specified to the best of their ability and understanding. The letter will contain the signature of the new employee and the supervisor. A copy of the letter shall be retained by the supervisor, one by the employee, and the original shall be retained in the employee's troop personnel file.
4. In order to satisfy the requirements of this policy, new employees may view a video designed to explain orientation procedures. Following the viewing of the video, the supervisor of the new employee shall submit correspondence to the Troop Commander indicating compliance with this policy. The letter will contain the signature of the new employee and the supervisor.

T. CIVILIAN IN-SERVICE TRAINING

1. The Florida Highway Patrol shall provide in-service and other training programs to civilian personnel when necessary to update or enhance skills, knowledge, or abilities of the employee in relation to a position, job duties and responsibilities. An assessment of training requirements for civilian employees shall be the responsibility of appropriate supervisors. The following civilian personnel shall be required to attend in-service and specialized training pursuant to this policy:
  - a. FHP duty officers
  - b. Communications Training Officer
  - c. FHP duty officer supervisors
  - d. Regional Communications Center Manager
  - e. Clerical personnel assigned to supervisory positions
  - f. Microwave communication technicians
  - g. Call takers
  - h. Office Operations Consultants
  - i. Evidence/Property Custodians

2. Supervisory recommendations for civilian training shall be coordinated through the Chief Training Officer for presentation to and approval by the Training Committee.
3. Specialized or advanced training for civilian employees shall be defined in accordance with the same guidelines as those specified for sworn personnel.
4. Supervisors shall confer with employees on a periodic basis regarding training requirements. Recommendations shall be submitted to the appropriate commander in sufficient time that will allow commanders an opportunity to review recommendations and forward them to the Chief Training Officer by May 1 of each year.
5. The Chief Training Officer shall compile all requests for presentation to the Training Committee prior to July 1 of each year.
6. The Training Committee shall approve or deny all requests. The Chief Training Officer will carry out notification of the decisions made by the Training Committee.
7. Civilian employees who are newly employed, laterally transferred or promoted to a different position shall receive appropriate specialized or advanced training within a reasonable period of time. Requests for training may be forwarded to the Chief Training Officer at any time. Consideration of the request by the Training Committee shall be required for approval.

U. COPYRIGHT/PLAGIARISM

1. It is illegal to copy, without permission, materials protected by copyright. It is the presumption that all published works are protected by copyright unless such claim is specifically denied, under Federal Copyright Law, 17 U.S.C. Sec. 101 et. Seq. Where such claims exist, employees, instructors and students of the Academy shall not infringe upon the legal rights of the protected material.
2. Material shall be examined for a notice of copyright protection or license. Copyright material may be marked with the copyright symbol, or language such as "copyright by", "all rights reserved", etc. The copyright protection exists if the material is marked with these claims, but such marking is not required for protection to exist. Protected materials include writings, films, videotapes, computer software, and many other tangible mediums of expression which can be "perceived, reported or otherwise communicated, either directly or with the aid of a machine or device."
3. Licensed material, including computer software, shall not be reproduced or used without authorization.