

## Special Assignments and Promotions

### 1001.1 PURPOSE AND SCOPE

The purpose of this policy is to establish guidelines for promotions and for making special assignments within the Fresno State Police Department.

### 1001.2 POLICY

The Fresno State Police Department determines assignments and promotions in a non-discriminatory manner based upon job-related factors and candidate skills and qualifications. Assignments and promotions are made by the Chief of Police.

### 1001.3 SPECIAL ASSIGNMENT POSITIONS

The following positions are considered special assignments and not promotions:

- (a) Detective
- (b) Firearms/Use of Force Instructor
- (c) Community Relations/Liaison Officer (Housing, Greek, etc.)
- (d) Motor Officer
- (e) Field Training Officer
- (f) Critical Response Unit Officer
- (g) R.A.D. (Rape Aggression Defense) Instructors
- (h) Patrol Fleet Technician
- (i) Racial Profiling Instructor

#### 1001.3.1 GENERAL REQUIREMENTS

The following requirements should be considered when selecting a candidate for a special assignment:

- (a) Three years of relevant experience
- (b) Off probation
- (c) Possession of or ability to obtain any certification required by POST or law
- (d) Exceptional skills, experience, or abilities related to the special assignment

#### 1001.3.2 EVALUATION CRITERIA

The following criteria will be used in evaluating candidates for a special assignment:

- (a) Presents a professional, neat appearance.
- (b) Maintains a physical condition that aids in his/her performance.
- (c) Expressed an interest in the assignment.
- (d) Demonstrates the following traits:

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1. Emotional stability and maturity
2. Stress tolerance
3. Sound judgment and decision-making
4. Personal integrity and ethical conduct
5. Leadership skills
6. Initiative
7. Adaptability and flexibility
8. Ability to conform to department goals and objectives in a positive manner

#### **1001.3.3 SELECTION PROCESS**

The selection process for special assignments will include an administrative evaluation as determined by the Chief of Police to include:

- (a) Supervisor recommendations - Each supervisor who has supervised or otherwise been involved with the candidate will submit a recommendation.
  1. The supervisor recommendations will be submitted to the Lieutenant for whom the candidate will work.
- (b) Lieutenant interview - The Lieutenant will schedule interviews with each candidate.
  1. Based on supervisor recommendations and those of the Lieutenant after the interview, the Lieutenant will submit his/her recommendations to the Chief of Police.
- (c) Assignment by the Chief of Police.

The selection process for all special assignment positions may be waived for temporary assignments, emergency situations, training, and at the discretion of the Chief of Police.

#### **1001.4 PROMOTIONAL REQUIREMENTS**

Requirements and information regarding any promotional process are available at the Fresno State Department of Human Resources.

#### **1001.5 TRAINING REQUIREMENTS**

Newly promoted personnel will be provided job-related training. Typically this training will consist of P.O.S.T. approved courses (i.e. 80 hour Supervisory Course for Sergeants, etc).

Specialized training for assignments will be provided to officers selected for the following assignments:

- (a) Detective
  1. Robert Presley (ICI) Core (80 hr)
  2. Interview & Interrogation (40 hr)
  3. Sexual Assault Investigation (40 hr)

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4. Evidence & Property Management (32 hr)
- (b) Firearms/Use of Force Instructor
  1. Firearms Instructor (40 hr)
  2. Rifle Instructor (40 hr)
  3. Taser Instructor (24 hr)
  4. Armorer courses (various depending on weapon system)
- (c) Motor Officer
  1. Motorcycle Training (80 hr)
- (d) Field Training Officer
  1. FTO (40 hr)
- (e) Critical Response Unit Officer
  1. Various courses provided by the Statewide unit (typically on a bi-annual period)
- (f) R.A.D. (Rape Aggression Defense) Instructors
  1. RAD Basic Physical Defense (30 hr)
- (g) Racial Profiling Instructor
  1. Museum of Tolerance - Train the trainer (24 hr)