
Purpose

To establish within the Police Department certain assignments that require specialized skills, knowledge beyond the scope of regular patrol duties.

Policy

The police department is committed to providing the most effective, efficient and professional services available. The department recognizes that certain skills and abilities are necessary to provide that level of service. Specialized assignments will be utilized to accomplish that goal.

Specialty Assignments:

The department has identified certain assignments requiring special skills, knowledge and abilities to perform various job related duties and responsibilities. These assignments are;

- A. Field Training Officers, Firearm Range Instructors, Auto Theft Investigator, Community Service Officer, Drug Task Force, Gang Specialist, S.W.A.T. Officers, Bicycle Officers, School Resource Officer (High School), DARE Officer (Middle School), use of force instructors, EVOC instructors and others.
- B. The needs of the department determine which specialty assignments are required and the number of officers necessary to fill that assignment. The Chief of Police will have the final determination as to which specialty assignments are necessary, the number of officers assigned and which officers will be selected.
- C. Temporary or rotating assignments of personnel to specialty assignments may be made on a periodic basis. Any assignment is available for temporary or rotating assignment provided that an opening exists and the pre-requisite training requirement has been met.
- D. The Chief of Police will annually, review each specialized assignment for the purpose of determining whether it should be continued. This review will include;
 1. An evaluation of the initial problem or condition that required the implementation of the specialized assignment; and;
 2. A cost-benefit analysis of continuing the specialized assignment.

Selection:

Anticipated openings for a specialized assignment will be advertised by written announcement throughout the department. Notices will include a description of;

1. The assignment, its duties, requirements, and responsibilities; and
2. The procedures necessary to apply.

Consideration for selection to a specialized assignment will be based on the following:

- a. Education, training and qualifications.
- b. Previous experience.
- c. Performance records.
- d. Supervisory recommendation.
- e. Performance in current work assignment.

Reference or Revision Date(s):