

OFFICE OF OPERATIONS

NOTICE NO. 2

January 22, 1997

TO: All Commanding Officers, Office of Operations

FROM: Director, Office of Operations

SUBJECT: AMENDMENT TO OFFICE OF OPERATIONS ORDER NO. 28, 1995
REGARDING PHASE III PROBATIONARY OFFICERS

EFFECTIVE: Immediately

PURPOSE

The purpose of this Notice is to eliminate the requirement that third phase probationary officers be specifically assigned to work with Senior Lead Officers (SLOs) for a limited tour. This Notice also reminds Office of Operations (O.O.) personnel that Police Officers (POs) I who have successfully completed the second phase of their probationary training are not required to work exclusively with Field Training Officers (FTOs) and can be deployed to work less structured assignments.

INFORMATION

Office of Operations Order No. 28, 1995 required that patrol commanding officers assign third phase probationary officers to work with SLOs for a limited tour. This mandate was amended during an O.O. staff meeting to state, "commanding officers may assign third phase POs I to every SLO for a minimum of two Deployment Periods (DPs) and a maximum of three DPs." This is in keeping with the goals of a progressive learning environment and enhancing the Department's community policing efforts.

Recent concerns regarding the assignment of third phase probationary officers were raised by Devonshire Area personnel. It appears that in some Areas, third phase probationary officers continue to be paired with FTOs.

In keeping with the provisions of the FTO Manual, dated July 1995, and O.O. Order No. 28, 1995, second phase probationary officers shall be assigned to a Basic Car and work exclusively with FTOs. However, once a PO I has successfully entered the third phase, he/she is no longer required to work exclusively with FTOs and should be deployed to work less structured assignments.

NOTE: Normally, phase two consists of that 24-week period immediately following graduation from the Police Academy. In exceptional cases, at the conclusion of the 16th week, a probationary officer performing at the "Standard" or above level in every area of the Probationary Officer Field Task Performance Checklist may be accelerated into phase three. This practice should be used sparingly and supported by thorough documentation. Additionally, a probationer who has previous California law enforcement experience and completes abbreviated Academy training may be exempted from Phase II altogether and placed directly into Phase III. Restorations (rehired LAPD officers with previous permanent status) may also be placed directly into Phase III. However, such a probationer must work with an FTO until deemed competent in each area described on the Probationary Officer Field Task Performance Checklist.

PROCEDURES

Effective immediately, third phase probationary officers are no longer required to be specifically assigned to a SLO for any period of time nor to work exclusively with FTOs, and should be assigned to various duties as specified in O.O. Order No. 28, 1995.

Third phase probationary officers shall continue to be monitored by a supervisor and, if practical, a tenured officer who shall be responsible for completion of the third phase probationary officer's monthly rating reports as appropriate.

NOTE: With regard to O.O. Order No. 28, 1995, the list of appropriate activities for third phase probationary officers is amended to also include the following:

- Bicycle Details;
- 459 Details;
- Beach Details;
- Area Detectives;
- Field Enforcement Section/Narcotics;
- Police Assisted Community Enhancement; and
- System to Optimize Radio Car Manpower.

Office of Operations Order No. 28, 1995 will be amended to reflect the aforementioned change in the December, 1997 O.O. Notice delineating miscellaneous revisions to otherwise valid O.O. directives.



BAYAN LEWIS, Assistant Chief
Director
Office of Operations

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