

BILL NO.: 5045

ORDINANCE NO.: _____

Introduced by: City Manager Nathan Mai-Lombardo

AN ORDINANCE REPEALING BERKELEY POLICE DEPARTMENT GENERAL ORDER POLICY #24, 33 and 50 AND REPLACING WITH NEW GENERAL ORDER POLICY #24, 33 and 50

Now, Therefore, be it ordained by the City Council of the City of Berkeley, Missouri, as follows:

Section 1. Findings: CALEA (The Commission on Accreditation for Law Enforcement Agencies, Inc.) has revised their standard numbers and varies language. This information has to be revised on the General Orders passed by the City of Berkeley, to be in compliance with the CALEA rules and regulations.

Section 2. For ease of reference, the following General Orders will be repealed in its entirety and replaced with the attached General Orders, by the approval and adoption of the Council.

Repealed GO	Ordinance #	Date Passed	New GO	Title
#24	4674	06-07-2021	#24	Code of Conduct and Appearance
#33	4674	06-07-2021	#33	Training and Career Development
#50	4413	09-18-2017	#50	Criminal Intelligence

Section 3. This Ordinance shall be in full force and effect from and after its passage.

1st Reading this _____ day of _____ 2024

2nd Reading this _____ day of _____ 2024

3rd Reading, PASSED and APPROVED, this _____ day of _____ **2024**

Theodore Hoskins, Mayor

ATTEST:

Deanna L. Jones, City Clerk

Approved as to Form:
Donnell Smith, City Attorney

Final Roll Call:

Councilwoman Verges	Aye	___	Nay	___	Absent	___	Abstain	___
Councilwoman Williams	Aye	___	Nay	___	Absent	___	Abstain	___
Councilman Hoskins	Aye	___	Nay	___	Absent	___	Abstain	___
Councilwoman Anthony	Aye	___	Nay	___	Absent	___	Abstain	___
Councilman Hindeleh	Aye	___	Nay	___	Absent	___	Abstain	___
Councilwoman-at-Large Crawford-Graham	Aye	___	Nay	___	Absent	___	Abstain	___
Mayor Deinbo	Aye	___	Nay	___	Absent	___	Abstain	___

Berkeley Police Department General Order Revision Form
SUMMARY OF CHANGES

06/07/2024


G.O. 24 – Code of Conduct and Appearance

General Order #24

Page 11-12- This was updated to include the City of Berkeley Computer Policy.

Respectfully Submitted,

Captain Evelio Valdespino, DSN 419

	BERKELEY POLICE DEPARTMENT GENERAL ORDER	GENERAL ORDER: 24
CODE OF CONDUCT AND APPEARANCE		
ISSUE DATE:	EFFECTIVE DATE:	DISTRIBUTION: ALL PERSONNEL
AMENDED:		RESCINDS: ALL PREVIOUS VERSIONS
ACCREDITATION STANDARDS: CALEA 22.1.8, 26.1.1, 41.3.5, 41.3.6		NUMBER OF PAGES:12

PURPOSE: The purpose of this directive is to establish a Code of Conduct that all members will obey. This directive also establishes rules and regulations governing the wearing of police uniforms, related equipment, acceptable grooming standards, and the use of certain city equipment. [26.1.1]

POLICY: It is the policy of the Berkeley Police Department to hold all members of the Department accountable to a strict adherence to a prescribed code of conduct and to ensure all members are properly attired and well-groomed when representing the Department.

DEFINITIONS:

Chain of Command – Lines of communication going downward or upward within the organization's hierarchy.

Employees or Members–All personnel performing duties for the department.

RULES AND PROCEDURES:

CODE OF CONDUCT [26.1.1]

- A. A member of the Department shall be subject to disciplinary action for violation of the rules of conduct set forth by the Department as described herein. These rules of conduct are neither intended to cover every situation, nor be exclusive of any other Department directive or pronouncement by the Chief of Police, his delegates, or a superior officer.
- B. Every member of the Department shall, at all times, maintain reasonable standards of courtesy in his/her relations with the public and with other members of the Department and shall conduct him/herself in such a manner that no discredit will be brought upon the Department in general or him/herself in particular.
- C. All members are expected to have knowledge of and comply with all department directives, general orders, special orders, and standard operating procedures relevant to their respective duties, and any additional procedures established by authorized individuals.

- D. Members are expected to have knowledge of and comply with the policies and procedures contained within the City of Berkeley Employee Handbook of Personnel Rules and Regulations, Policies, and Benefits.
- E. Sworn members shall familiarize themselves with and have a working knowledge of all laws of the State of Missouri and Ordinances of the City of Berkeley, which they are required to enforce. Sworn members are expected to abide by the standards of the Law Enforcement Code of Ethics and their Oath of Office. Civilian members are expected to abide by the Department's Code of Ethics.
- F. Members shall maintain sufficient mental and physical competency to properly perform their duties and assume the responsibilities of their positions. Members shall perform their duties in a manner that will maintain the highest standards of efficiency in carrying out their duties and the lawful objectives of the department.
- G. Acts contrary to good conduct shall include, but are not limited to the following:
 - 1. Conviction of a felony, misdemeanor, or ordinance violation under any statute or ordinance. A conviction includes a finding of guilt by the trier of fact, a guilty plea, or any acknowledgment of guilt (Suspended Execution/Imposition of Sentence).
 - 2. Use of controlled substances not medically prescribed.
 - 3. Any conduct unbecoming to a member that is contrary to the good order and discipline of the Department, on or off duty. For example, such conduct shall include, but not be limited to:
 - a. Withdrawing or resigning or absenting him/herself from duty without leave, or failing to report for duty at his/her regularly appointed time.
 - b. Neglect of duty, improper performance of duty, or sleeping or loafing while on duty;
 - c. Accepting anything of value for permitting/ignoring illegal acts;
 - d. Using an official position for personal gain;
 - e. Failing to obey a reasonable order of a superior officer;
 - f. Insubordination or disrespect toward a superior officer;
 - g. Abuse of subordinates by superior officers;
 - h. Reporting for duty in an intoxicated condition (defined by a limit of 0.02) or drinking alcoholic beverages of

any kind, while on duty, or while in any part of the uniform which would readily identify the individual as a member of the Berkeley Police Department;

- i. Knowingly associating, on or off duty, with convicted criminals under circumstances that could bring discredit upon the Department or impair an officer in the performance of his/her duty;
 - j. Any conduct detrimental to the public peace or welfare;
 - k. Failing to take appropriate action, on or off duty, when an incident requiring action comes to the attention of a police officer;
 - l. Any member being under felony indictment;
 - m. Fighting and/or quarreling with Department members while either on or off duty, which would bring discredit upon the Department or disrupt the workplace is prohibited.
 - n. Ingestion/consumption of medication, medicinally prescribed to another.
 - o. Failure to ensure the civil treatment and the observance of rights of all persons that he/she has contact with (Uncivil Treatment);
 - p. Failure to make reports in conformity with established procedures, on all matters that come to his/her attention that require reporting (Failure to Make Required Report); and
 - q. Appearing in a Board Trial or Summary Hearing to provide expert/opinion-based testimony without permission of the Chief of Police.
- 4. In dealing with the public – advising, procuring, or in any other manner seeking to solicit the employment of any attorney to prosecute or defend a civil suit or criminal proceedings.
 - 5. Receiving money, gifts, gratuities, rewards, or compensation for services rendered or expenses incurred, except while engaged in approved secondary employment, without consent of the Chief.
 - 6. Soliciting, collecting, or receiving money or other things of value for charitable, gift, or testimonial purposes, while in uniform or on duty, or when representing oneself as an employee of the Berkeley Police Department, without consent of the Chief.
 - 7. Soliciting for attorneys, bondsmen, or other business persons for personal gain.
 - 8. Borrowing, obtaining, receiving, soliciting, or accepting any money, securities, property, other valuable thing, or credit or guarantee of credit either directly or indirectly from any person under investigation or against whom a complaint has been

made or an arrest warrant has been issued or in official custody or free on bond or any relative or employee of such persons.

9. Initiating, making, or filing a third-party claim, suit, or other action arising out of a work-related injury, in an attempt to obtain, collect, or receive any money, securities, property, or other valuable thing from any person or company without first having notified the Department's Medical/Benefit Office.
10. Soliciting or accepting the aid of any person, or knowingly permitting any person to influence hiring or promotion on the member's behalf, except by established procedures.
11. Failing to devote one's time and attention to the business of the Department during scheduled duty hours.
12. Engaging in any other occupation or business for profit while off-duty, without first obtaining written permission from the chain of command to engage in secondary employment.
13. Failing to properly exercise the duties and functions associated with the Department member's rank or position.
14. Causing or procuring any person other than a licensed attorney to intercede with the Chief or another member of the Department on one's behalf while one is under suspension or charges; interfering with, or tampering with any person who may be a witness against one while under suspension or charges.
15. Interfering with, or tampering with a witness, potential witness, or one in a position to appear in a capacity in any department hearing.
16. Failing to take appropriate action to prevent any misconduct, against any citizen by another member of the Department. Failing to immediately notify the Chief of Police or the Officer in Command of the misconduct of another Department member.
17. Any civilian member failing to immediately notify the Chief of Police, or the Officer in Command, of any misconduct, against any citizen by another member of this Department.
18. Failing to conduct a proper investigation of suspected criminal activity or a non-criminal incident that requires police action.
19. Permitting a prisoner to escape through carelessness or neglect.
20. Failing to acknowledge a radio call or to respond to a dispatched call for service.
21. Failing to follow radio procedures.
22. Failing or refusing to qualify with a Department-owned/approved firearm.
23. Failing upon receipt of proper notice, to attend any trial, hearing, or proceeding before a court, board, bureau, or tribunal of the United States, State of Missouri, political subdivision of the State of Missouri, or the City of Berkeley, and to remain in attendance until the conclusion of the applicable proceeding or until excused by the person causing such an appearance.

24. Failing to notify his/her supervisor or commander, when reporting for duty, of any recent use or ingestion of potential behavior influencing prescription material or other medication.
25. Failing to follow, adhere to, or be compliant with prescribed medical protocol during treatment for a work-related injury or illness.
26. Failing to promptly report notification (by the Department's Medical Provider or private physician) of one's ability to return to duty, to his/her commanding officer or acting commanding officer, and report at the earliest normal time that he/she is scheduled for duty.
27. Faking illness, or excessive undocumented illness shall be subject to disciplinary action.
28. When not on duty, being absent from one's residence for a period exceeding forty-eight hours without first notifying the commanding officer and providing information sufficient to permit emergency contact.
29. Changing one's residence and/or telephone number without notifying the commanding officer within twenty-four hours after the change.
30. Wearing the police uniform while not engaged in the service of this Department on assigned duty, or when going to or from duty, unless otherwise authorized by the Chief of Police. Permission to wear the Department's police uniform and equipment while engaged in secondary employment must be approved by the Chief of Police. Non-duty activity (e.g., menial tasks, non-emergency simple manual labor) in uniform is inconsistent with the dignity associated with the uniform and is prohibited.
31. Engaging in a strike, work stoppage, or work slowdown against the Department, with the exception of nonviolent informational picketing.
32. Receiving discipline, in any form, five (5) times within a three (3) year period. This does not include "unsatisfactory inspections" which consist of verbal warnings.
33. Suspension/revocation of driver's license and/or failing to promptly notify supervisor of suspension/revocation.
34. Failing to promptly report to the Chief any legal service in a lawsuit that resulted from official acts or conduct.
35. Electronically recording the conversation or videotaping/photographing actions of another Department member or a member of the public, without that person's prior knowledge and approval unless otherwise approved.
36. No employee or member of the Police Department shall engage in partisan political activities on behalf of any candidate or issue, nor shall he/she solicit votes or contributions on behalf of any candidate or issue or display political posters or advertising of any kind or description. Any employee or member of the Police Department who violates this section shall immediately be dismissed from the Police Department. [Berkeley Municipal Code Section 200.100]

EMPLOYEE IDENTIFICATION [22.1.8]

Members shall wear their department-issued badge, or photo identification card in a manner that is clearly visible to other department members, when in any Department

building or facility either on-duty or off-duty. Members on-duty or off-duty and acting in an official capacity shall provide their name, rank, duty assignment and/or their official photo identification card in a courteous manner upon request by any person, unless assigned to undercover or covert duties or when otherwise authorized by the Chief of Police or designee.

Members shall provide verbal identification over the phone.

APPEARANCE [26.1.1]

Each employee of the Department, except Detectives and employees otherwise directed by the Chief, will wear the proper uniform when on duty and when participating in Department ceremonies. For appearances in court (City, State Federal, Juvenile, Grand Jury, or any judicial hearing), officers who customarily wear the uniform should, if possible, wear the uniform. If civilian clothing is worn, male and female officers will dress in business attire.

STANDARD UNIFORM [26.1.1]

A. Dress Uniform – The dress uniform is worn for special events, ceremonies, funerals, or as otherwise designated by the Chief of Police.

1. Chief of Police and Command – Elements of the Dress Uniform for staff members is dependent upon the time of year as established by season.

- a. *Winter Dress Uniform.* Duty jacket, white long-sleeve uniform shirt, black necktie, round uniform cap, and dark blue trousers as issued by the Department. Refer to the insignia guide for placement of insignia on duty jackets and shirt. Polishable smooth finish plain toe shoe.

- b. *Summer Dress Uniform.* White long-sleeve uniform shirt, black necktie, round uniform cap, and dark blue trousers as issued by the Department. Refer to the insignia guide for the placement of insignia on the shirt. Polishable smooth finish plain toe shoe.

2. Sergeants, Corporals, and Police Officers

- a. *Winter Dress Uniform.* French blue long-sleeve uniform shirt, black necktie, round uniform cap, and dark blue trousers as issued by the Department. Refer to the insignia guide for the placement of insignia on the shirt. Polishable smooth finish plain toe shoe.

- b. *Summer Dress Uniform.* French blue long-sleeve uniform shirt, black necktie, round uniform cap, and dark blue trousers as issued by the Department. Refer to the insignia guide for the placement of insignia on the shirt. Polishable smooth finish plain toe shoe.

3. Female officers have the option to wear a black cross bow tie in lieu of the necktie whereas required and permitted.

B. Duty Uniform – The duty uniform is the normal duty uniform for all designated uniformed personnel.

1. Chief of Police and Command – Elements of the Dress Uniform for staff members are dependent upon the time of year as established by season.
 - a. *Winter Duty Uniform.* Duty jacket, white long-sleeve uniform shirt, black necktie, dark blue trousers, round uniform cap, and duty jacket as issued by the Department. A white t-shirt, turtleneck, or Dickie shirt may be worn as an undergarment. Body armor can be worn with the appropriate exterior body armor carrier. Refer to the insignia guide for placement of insignia on duty jackets and shirt.
 - b. *Summer Duty Uniform.* White short-sleeve uniform shirt, open at the collar, round uniform cap, and dark blue trousers as issued by the Department. White T-shirt as an undergarment. Jackets will not be worn with the summer duty uniform. A black necktie may be worn if desired. Body armor can be worn with the appropriate exterior body armor carrier. Refer to the insignia guide for the placement of insignia on the shirt.
2. Sergeants, Corporals, and Police Officers - Elements of the Duty Uniform for staff members are dependent upon the time of year as established by season.
 - a. *Winter Duty Uniform.* French blue long-sleeve uniform shirt, black necktie, dark blue trousers, round uniform cap, and duty jacket as issued by the Department. A Navy-blue skull cap, navy blue t-shirt, turtleneck, or Dickie shirt may be worn as an undergarment. Body armor can be worn with the appropriate exterior body armor carrier. Refer to the insignia guide for placement of insignia on duty jackets and shirt.
 - b. *Summer Duty Uniform.* French blue short-sleeve uniform shirt, open at the collar, and dark blue trousers as issued by the Department. Navy blue t-shirt worn as an undergarment. Jackets will not be worn with the summer duty uniform. A black necktie may be worn if desired. Body armor can be worn with the appropriate exterior body armor carrier. Refer to the insignia guide for the placement of insignia on the shirt.
3. Female officers have the option to wear a black cross bow tie in lieu of the necktie whereas required and permitted.
4. Traffic Officers are required to wear the uniform campaign hat during duty.

INSPECTION

- A. Supervisors shall conduct a uniform inspection regularly to ensure;
 1. Uniform Cleanliness.
 2. Footwear is clean and polished.
 3. Worn or unserviceable uniforms, including duty belts and their components, are replaced or repaired.

INSIGNIA

- A. Years of Service stars displaying a star for each four (4) years of service, to be displayed over the right breast pocket above the nameplate.

1. Patrol Officer- silver in color service stars
 2. Corporal and above- gold in color service stars
- B. Service citation bars shall be worn with the top edge of the bar at the top seam of the left breast pocket of the shirt and centered, one bar above another. Any service bar may be worn as approved by the Chief of Police in addition to the following;
- a. Red - Medal of Honor Bar
 - b. Purple - Purple Heart Bar
 - c. Green - Commendation Bar
 - d. Red/White/Blue – Flag Bar
 - e. Black/Gold/White/Red/Blue - FBI National Academy Graduate Bar.
- C. Mourning Bands shall be worn by uniformed employees on National Police Officers Memorial Day and other occasions as designated by the Chief. The band will be placed horizontally around the badge with the Seal of the State of Missouri covered. Uniformed officers shall place the band on the badge affixed to the outermost garment. Mourning Bands shall be worn for one calendar week (seven days) following the line-of-duty death of an employee or following an injury incurred in the line of duty and subsequently ended in death.

UNIFORM ACCESSORIES

- A. Sunglasses - Members in uniform may choose to wear sunglasses that are conservative in nature and do not detract from the uniform. Ultraviolet-colored frames and mirrored lenses are prohibited. Sunglass accessories such as headbands are to be black in color and conservative in nature.
- B. Traffic Vest – Department-issued reflective traffic vest will be worn as outlined in General Order 61.
- C. Badge/Shield – Uniformed officers will wear their department-issued badge when in uniform. Gold-colored badges will be issued to sworn officers with the rank of Corporal and above. Silver-colored badges will be issued to officers.
- D. Gloves - Members may elect to wear personally owned black leather gloves for protective purposes. Other colors are not permitted. Gloves are to fully cover the member's hand. Partial gloves (exposing the fingers) are not permitted.
- E. Footwear - Shoes or boots, black in color, polishable smooth finish plain toe (NO ATHLETIC RUNNING/TENNIS SHOES), or as approved by the Logistics Commander. Socks, black in color.
- F. Duty Belt – The Department issues a leather-styled equipment belt, and safety firearm holster for department-issued handguns, handcuff cases, ammunition carriers, baton scabbard, and belt keepers. Keys and key holders are not permitted on the uniform belt.

NON-UNIFORM REGULATIONS

Officers assigned to duties requiring civilian dress will wear a suit and tie, or sport coat and tie unless otherwise directed by a supervisor or the bureau commander due to a special assignment. Shoes will be kept clean and polished, if applicable. All officers assigned to duties requiring civilian dress will keep in their locker at least one complete uniform and all required uniform items should an emergency arise that would

necessitate them having to go on the street in uniform. Required equipment while on duty must include a handgun, handcuffs, I.D. card, and badge.

CIVILIAN MEMBERS

Civilian employees are required to follow the dress code as outlined in the City of Berkeley Employee Handbook of Personnel Rules and Regulations, Policies and Benefits Section 12.04.

PROTECTIVE VESTS [41.3.5, 41.3.6]

- A. Issuance - The Berkeley Police Department provides soft body armor to all full-time sworn/commissioned officers [41.3.5]
- B. Wearing – All uniformed officers and supervisors are required to wear body armor during their tour of duty while engaged in patrol or field operations. This requirement includes uniformed officers engaged in extra-duty secondary employment details. [41.3.5]
 - 1. It is highly recommended that all officers assigned to investigative, administrative, or support services components wear body armor during their tour of duty. However, all other non-uniform members who are issued body armor are required to have it immediately available at all times during their tour of duty.
 - 2. Body armor is required to be worn by members engaged in pre-planned, high-risk and/or tactical situations. Pre-planned is defined as any situation in which a formal briefing is held. High risk or tactical situations include any situation in which entry is made by force or deemed as such by the briefing supervisor. Examples include but are not limited to planned search warrant execution, drug raids, initial crime scene response, and serving felony arrest warrants. [41.3.6]

GROOMING

A. Grooming shall consist of the following:

1. Male Employees

- a. Hair - The maximum extension from the top and side of the head shall be two (2) inches, provided that the hair shall be tapered to an overall even appearance. The hair may touch the top of the shirt collar in normal posture but may not cover it. Hair will not interfere with the wearing of the department-approved uniform headgear.
- b. Extreme hairstyles (e.g. Mohawk, cornrows, ponytail [males]) are not permitted.
- c. Sideburns will not extend below the bottom of the earlobe and not wider than one inch.
- d. Mustaches - Mustaches shall be trimmed neatly and the outer edges may not extend more than $\frac{1}{4}$ inch beyond or below the corners of the mouth. The maximum thickness shall be $\frac{1}{4}$ inch.

- e. Goatees and- Beards – Goatees and beards are not permitted unless the Officer is authorized by the Chief of Police, typically for special assignments.

2. Female Employees

- a. Hair accessories shall be conservative in style and color. For sworn personnel, hair may not extend lower than the bottom of the uniform collar on the shoulder epaulet points on the sides, while standing at normal posture. Hairstyle may not extend out more than three (3) inches from the scalp and must not interfere with the wearing of uniform headgear.
- b. There will be no hair length limitations for civilian personnel; however, longer hair shall be worn and pulled back from the face.

B. Jewelry

- a. The wearing of necklaces and other ornamental jewelry visible around the neck shall be prohibited while in uniform or civilian dress. This does not apply to rings or medical emergency identification bracelets. The following is permitted:
 - 1. One ring on each hand
 - 2. One wrist watch
 - 3. One wrist bracelet per wrist.
 - 4. The wearing of earrings is prohibited, for male uniformed employees unless specifically directed by the immediate Supervisor concerning special assignments.
 - 5. The wearing of earrings is permitted for uniformed female employees and must be $\frac{1}{4}$ to $\frac{1}{2}$ inch in diameter, button type.

TATTOOS & BRANDS

Police Officers will not have exposed offensive tattoos or brands depicting or supporting criminal behavior, drug usage, nudity, profanity, promiscuity, subversive groups, bigotry and/or that advocate sexual, racial, ethnic, or religious discrimination.

PERSONAL HYGIENE [26.1.1]

Members are expected to maintain their personal hygiene in a manner that does not negatively affect co-workers or citizens in the workplace. Complaints regarding a member's hygiene should be brought to the appropriate supervisor's attention, preferably in writing, for appropriate action. Supervisors should first meet with the affected member privately to discuss the complaint and to allow the member the opportunity to correct the deficiency. Repeated violations may result in disciplinary action.

COMPUTER POLICY

The City of Berkeley relies on its Computer Resources to conduct its business, which includes the facilitation and delivery of public safety services, financial records, and other administrative information. To ensure its Computer Resources remain in optimal working condition and are used properly by its employees, elected officials, independent contractors, agents, and other computer users, the City has created this Computer Use Policy.

Computer Resources refers to the City's entire computer network, specifically, Computer Resources includes, but is not limited to: host computers, file servers, fax servers, web servers, workstations, stand-alone computers, laptops, software, data files, and all internal and external computer and communications networks (e.g. Internet, computer online services, value-added networks, and e-mail systems) that may be accessed directly or indirectly from or through the City's computer network. (**City of Berkeley Employee Handbook of Personnel Rules and Regulation Policies and Benefits**)

Prohibited Activities

Inappropriate or unlawful material. Material that is fraudulent, harassing, embarrassing, sexually explicit, profane, obscene, intimidating, defamatory, or otherwise unlawful or inappropriate may not be sent by e-mail or any other form of electronic communication (such as; bulletin board systems, news groups, chat groups) downloaded from the Internet, displayed, and/or stored in the City's computers. Users encountering or receiving this kind of material should immediately report the incident to their supervisor(s).

Note: This prohibition does not extend to the legitimate need to report, record, and relay certain information directly related to the City's administrative and law enforcement duties.

- A. Prohibited Uses.** The City's computer resources may not be used for dissemination or storage of commercial or personal advertisements, solicitations, promotions, destructive programs (such as viruses or self-replicating code), political material, or any other unauthorized use.
- B. Games and entertainment software.** Users may not use the City's computer resources and/or Internet connection to play or download games and other entertainment software.
- C. Copying of software.** Users may not illegally copy material protected under copyright law or make that material available to others for copying. Users are responsible for complying with copyright law and applicable licenses that apply to software, file documents, messages, and other materials they wish to download or copy. Users may not agree to a license or download any material for which a registration fee is charged without first obtaining the express written permission of the City Manager or his respective designee(s).
- D. Communication of confidential information.** Unless expressly authorized by the City Manager or his designate(s), the sending, transmission or otherwise disseminating of confidential or legally protected information or data pertaining to or maintained by the City, or any department thereof is strictly prohibited. Unauthorized dissemination of this information may result in substantial civil liability as well as severe criminal penalties, and disciplinary action up to and including dismissal.
- E. City property** (including computers, telephones, cellphones, copiers, fax machines, Internet services, technology, and printers) is intended for business use only. Limited personal use as necessary is allowable but should be the exception and not the rule. The City of Berkeley reserves the right to discipline employees for excessive personal use of company property.

PROPRIETARY INTEREST

The City of Berkeley retains exclusive ownership and/or proprietary interest in all:


- Its electronic systems, data, domains, and hardware, including but not limited to IP addresses, phone systems, email and internet services, website, and wireless service accounts.
- service accounts in the name of the City or any authorized account created for the benefit of the City but is in the name of a current or former employee.
- work products of any employee or contractor, acting in their capacity as an employee or contractor on behalf of the City.

Social Media

Employees must use social media sites and external marketing tools responsibly and with good judgment and in adherence to City policy. In all communications on social media regarding City business, City officials and all employees shall comply with the rules restricting the dissemination of information and city records that are privileged or confidential. Any City official or employee violating any part of the City's Social Media Policy outlined in the City of Berkeley Employee Handbook of Personnel Rules and Regulation Policies and Benefits will be subject to disciplinary action up to and including termination.

DRAFTED BY: CAPTAIN EVELIO VALDESPINO	DATE: 06/07/2024
BY ORDER OF: COLONEL ART JACKSON CHIEF OF POLICE	DATE:
APPROVED BY: Berkeley City Council	DATE:

OLD

	BERKELEY POLICE DEPARTMENT GENERAL ORDER	GENERAL ORDER: 24
CODE OF CONDUCT AND APPEARANCE		
ISSUE DATE: 11/21/2018	EFFECTIVEDATE:12/1/18	DISTRIBUTION: ALL PERSONNEL
AMENDED: 12/16/2020		RESCINDS: ALL PREVIOUS VERSIONS
ACCREDITATION STANDARDS: CALEA 22.1.8, 26.1.1, 41.3.5, 41.3.6		NUMBER OF PAGES:11

PURPOSE: The purpose of this directive is to establish a Code of Conduct by which all members will obey. This directive also establishes rules and regulations governing the wearing of police uniforms, related equipment and acceptable grooming standards. [26.1.1]

POLICY: It is the policy of the Berkeley Police Department to hold all members of the Department accountable to a strict adherence of a prescribed code of conduct and to ensure all members are properly attired and well-groomed when representing the Department.

DEFINITIONS:

Chain of Command – Lines of communication going downward or upward within the organization's hierarchy.

Employees or Members–All personnel performing duties for the department.

RULES AND PROCEDURES:

CODE OF CONDUCT [26.1.1]

- A. A member of the Department shall be subject to disciplinary action for the violation of the rules of conduct set forth by the Department as described herein. These rules of conduct are neither intended to cover every situation, nor be exclusive of any other Department directive or pronouncement by the Chief of Police, his delegates, or of a superior officer.
- B. Every member of the Department shall, at all times, maintain reasonable standards of courtesy in his/her relations with the public and with other members of the Department and shall conduct him/herself in such a manner that no discredit will be brought upon the Department in general or him/herself in particular.
- C. All members are expected to have knowledge of and comply with all department directives, general orders, special orders and standard operating procedures relevant to their respective duties, and any additional procedures established by authorized individuals.

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- D. Members are expected to have knowledge of and comply with the policies and procedures contained with the City of Berkeley Employee Handbook of Personnel Rules and Regulations, Policies and Benefits.
- E. Sworn members shall familiarize themselves with and have a working knowledge of all laws of the State of Missouri and Ordinances of the City of Berkeley, which they are required to enforce. Sworn members are required to abide by the standards of the Law Enforcement Code of Ethics and their Oath of Office. Civilian members are required to abide by the Department's Code of Ethics.
- F. Members shall maintain sufficient mental and physical competency to properly perform their duties and assume the responsibilities of their positions. Members shall perform their duties in a manner that will maintain the highest standards of efficiency in carrying out their duties and the lawful objectives of the department.
- G. Acts contrary to good conduct shall include, but are not be limited to the following:
 - 1. Conviction of a felony, misdemeanor or ordinance violation under any statute or ordinance. A conviction includes a finding of guilt by the trier of fact, a guilty plea, or any acknowledgement of guilt (Suspended Execution/Imposition of Sentence).
 - 2. Use of controlled substances not medically prescribed.
 - 3. Any conduct unbecoming to a member which is contrary to the good order and discipline of the Department, on or off duty. For example, such conduct shall include, but not be limited to:
 - a. Withdrawing or resigning or absenting him/herself from duty without leave, or failing to report for duty at his/her regularly appointed time.
 - b. Neglect of duty, improper performance of duty or sleeping or loafing while on duty;
 - c. Accepting anything of value for permitting/ignoring illegal acts;
 - d. Using an official position for personal gain;
 - e. Failing to obey a reasonable order of a superior officer;
 - f. Insubordination or disrespect toward a superior officer;
 - g. Abuse of subordinates by superior officers;
 - h. Reporting for duty in an intoxicated condition (defined by a limit of 0.02) or drinking of alcoholic beverages of

any kind, while on duty, or while in any part of the uniform which would readily identify the individual as a member of the Berkeley Police Department;

- i. Knowingly associating, on or off duty, with convicted criminals under circumstances which could bring discredit upon the Department or impair an officer in the performance of his/her duty;
 - j. Any conduct detrimental to the public peace or welfare;
 - k. Failing to take appropriate action, on or off duty, when an incident requiring action comes to the attention of a police officer;
 - l. Any member being under felony indictment;
 - m. Fighting and/or quarreling with Department member while either on or off duty, which would bring discredit upon the Department or disrupt the workplace is prohibited.
 - n. Ingestion/consumption of medication, medicinally prescribed to another.
 - o. Failure to ensure the civil treatment and the observance of rights of all persons that he/she has contact with (Uncivil Treatment);
 - p. Failure to make reports in conformity with established procedures, on all matters that come to his/her attention that require reporting (Failure to Make Required Report); and
 - q. Appearing in a Board Trial or Summary Hearing for the purpose of providing expert/opinion-based testimony without permission of the Chief of Police.
- 4. In dealing with the public – advising, procuring or in any other manner seeking to solicit the employment of any attorney to prosecute or defend a civil suit or defend criminal proceedings.
 - 5. Receiving money, gifts, gratuities, rewards or compensation for services rendered or expenses incurred, except while engaged in approved secondary employment, without consent of the Chief.
 - 6. Soliciting, collecting or receiving money or other things of value for charitable, gift or testimonial purposes, while in uniform or on duty, or when representing oneself as an employee of the Berkeley Police Department, without consent of the Chief.
 - 7. Soliciting for attorneys, bondsmen or other business persons for personal gain.
 - 8. Borrowing, obtaining, receiving, soliciting or accepting any money, securities, property, other valuable thing, or credit or guarantee of credit either directly or indirectly from any person under investigation or against whom a complaint has been

made or an arrest warrant has been issued or in official custody or free on bond or any relative or employee of such persons.

9. Initiating, making or filing a third-party claim, suit or other action arising out of a work-related injury, in an attempt to obtain, collect, or receive any money, securities, property, or other valuable thing from any person or company without first having notified the Department's Medical/Benefit Office.
10. Soliciting or accepting the aid of any person, or knowingly permitting any person to influence hiring or promotion on the member's behalf, except by established procedures.
11. Failing to devote one's time and attention to the business of the Department during scheduled duty hours.
12. Engaging in any other occupation or business for profit while off-duty, without first obtaining written permission from the chain of command to engage in secondary employment.
13. Failing to properly exercise the duties and functions associated with the Department member's rank or position.
14. Causing or procuring any person other than a licensed attorney to intercede with the Chief or another member of the Department on one's behalf while one is under suspension or under charges; interfering with, or tampering with any person who may be a witness against one while under suspension or under charges.
15. Interfering with, or tampering with a witness, potential witness or one in a position to appear in a capacity in any department hearing.
16. Failing to take appropriate action to prevent any misconduct, against any citizen by another member of the Department. Failing to immediately notify the Chief of Police or the Officer in Command of the misconduct of another Department member.
17. Any civilian member failing to immediately notify the Chief of Police, or the Officer in Command, of any misconduct, against any citizen by another member of this Department.
18. Failing to conduct a proper investigation of suspected criminal activity or a non-criminal incident which requires police action.
19. Permitting a prisoner to escape through carelessness or neglect.
20. Failing to acknowledge a radio call or to respond to a dispatched call for service.
21. Failing to follow radio procedures.
22. Failing or refusal to qualify with a Department owned/approved firearm.
23. Failing upon receipt of proper notice, to attend any trial, hearing, or proceeding before a court, board, bureau or tribunal of the United States, State of Missouri, political subdivision of the State of Missouri, or City of Berkeley, and to remain in attendance until the conclusion of the applicable proceeding or until excused by the person causing such an appearance.

24. Failing to notify his/her supervisor or commander, when reporting for duty, of any recent use or ingestion of potentially behavior influencing prescription material or other medication.
25. Failing to follow, adhere to, or be compliant with prescribed medical protocol during the course of treatment for a work-related injury or illness.
26. Failing to promptly report notification (by the Department Medical Provider or private physician) of one's ability to return to duty, to his/her commanding officer or acting commanding officer, and report at the earliest normal time that he/she is scheduled for duty.
27. Faking illness or excessive undocumented illness shall be subject to disciplinary action.
28. When not on duty, being absent from one's place of residence for a period exceeding forty-eight hours without first notifying the commanding officer and providing information sufficient to permit emergency contact.
29. Changing place of one's residence and/or telephone number without notifying commanding officer within twenty-four hours after the change.
30. Wearing the police uniform while not engaged in the service of this Department on assigned duty, or when going to or from duty, unless otherwise authorized by the Chief of Police. Permission to wear the Department's police uniform while engaged in secondary employment must be approved by the Chief of Police. Non-duty activity (e.g., menial tasks, non-emergency simple manual labor) in uniform is inconsistent with the dignity associated with the uniform and is prohibited.
31. Engaging in a strike, work stoppage, or work slowdown against the Department, with the exception of nonviolent informational picketing.
32. Receiving discipline, in any form, five (5) times within a three (3) year period. This does not include "unsatisfactory inspections" which consists of verbal warnings.
33. Suspension/revocation of driver's license and/or failing to promptly notify supervisor of suspension/revocation.
34. Failing to promptly report to the Chief any legal service in a lawsuit which resulted from official acts or conduct.
35. Electronically recording the conversation or videotaping/photographing actions of another Department member or a member of the public without that person's prior knowledge and approval unless otherwise approved.
36. No employee or member of the Police Department shall engage in partisan political activities on behalf of any candidate or issue, nor shall he/she solicit votes or contributions on behalf of any candidate or issue or display political posters or advertising of any kind or description. Any employee or member of the Police Department who violates this section shall immediately be dismissed from the Police Department. [Berkeley Municipal Code Section 200.100]

EMPLOYEE IDENTIFICATION [22.1.8]

Members shall wear their department issued badge, or photo identification card in a manner that is clearly visible to other department members, when in any Department

building or facility either on-duty or off-duty. Members on-duty or off-duty and acting in an official capacity, shall provide their name, rank, duty assignment and/or their official photo identification card in a courteous manner upon request by any person, unless assigned to undercover or covert duties or when otherwise authorized by the Chief of Police or designee.

Members shall provide verbal identification over the phone.

APPEARANCE [26.1.1]

Each employee of the Department, except Detectives and employees otherwise directed by the Chief, will wear the proper uniform when on duty and when participating in Department ceremonies. For appearances in court (City, State Federal, Juvenile, Grand Jury or any judicial hearing), officers who customarily wear the uniform should, if possible, wear the uniform. If civilian clothing is worn, male and female officer will dress in business attire.

STANDARD UNIFORM [26.1.1]

A. Dress Uniform – The dress uniform is worn for special events, ceremonies, funerals, or as otherwise designated by the Chief of Police.

1. Captains and Chief of Police – Elements of the Dress Uniform for staff members is dependent upon the time of year as established by season.

- a. *Winter Dress Uniform.* Duty jacket, white long-sleeve uniform shirt, black necktie, round uniform cap and dark blue trousers as issued by the Department. Refer to insignia guide for placement of insignia on duty jacket and shirt. **Polishable smooth finish plain toe shoe.**

- b. *Summer Dress Uniform.* White long-sleeve uniform shirt, black necktie, round uniform cap and dark blue trousers as issued by the Department. Refer to insignia guide for placement of insignia on shirt. **Polishable smooth finish plain toe shoe.**

2. Sergeants and Police Officers

- a. *Winter Dress Uniform.* French blue long-sleeve uniform shirt, black necktie, round uniform cap and dark blue trousers as issued by the Department. Refer to insignia guide for placement of insignia on shirt. **Polishable smooth finish plain toe shoe.**

- b. *Summer Dress Uniform.* French blue long-sleeve uniform shirt, black necktie, round uniform cap and dark blue trousers as issued by the Department. Refer to insignia guide for placement of insignia on shirt. **Polishable smooth finish plain toe shoe.**

3. Female officers have the option to wear a black cross bow tie in lieu of the necktie whereas required and permitted.

B. Duty Uniform – The duty uniform is the normal duty uniform for all designated uniformed personnel.

1. Captains and Chief of Police – Elements of the Dress Uniform for staff members is dependent upon the time of year as established by season.
 - a. *Winter Duty Uniform.* Duty jacket, white long-sleeve uniform shirt, black necktie, dark blue trousers, round uniform cap and duty jacket as issued by the Department. **White** t-shirt, turtleneck or Dickie shirt may be worn as an undergarment. Body armor can be worn with the appropriate exterior body armor carrier. Refer to insignia guide for placement of insignia on duty jacket and shirt.
 - b. *Summer Duty Uniform.* White short-sleeve uniform shirt, open at the collar, round uniform cap and dark blue trousers as issued by the Department. **White t-shirt as an undergarment.** Jackets will not be worn with the summer duty uniform. Black necktie may be worn if desired. Body armor can be worn with the appropriate exterior body armor carrier. Refer to insignia guide for placement of insignia on shirt.
2. Sergeants and Police Officers - Elements of the Duty Uniform for staff members is dependent upon the time of year as established by season.
 - a. *Winter Duty Uniform.* French blue long-sleeve uniform shirt, black necktie, dark blue trousers, round uniform cap and duty jacket as issued by the Department. Navy blue skull cap, navy blue t-shirt, turtleneck or Dickie shirt may be worn as an undergarment. Body armor can be worn with the appropriate exterior body armor carrier. Refer to insignia guide for placement of insignia on duty jacket and shirt.
 - b. *Summer Duty Uniform.* French blue short-sleeve uniform shirt, open at the collar and dark blue trousers as issued by the Department. **Navy blue t-shirt worn as an undergarment.** Jackets will not be worn with the summer duty uniform. Black necktie may be worn if desired. Body armor can be worn with the appropriate exterior body armor carrier. Refer to insignia guide for placement of insignia on shirt.
3. Female officers have the option to wear a black cross bow tie in lieu of the necktie whereas required and permitted.
4. Traffic Officers are required to wear the uniform campaign hat during duty.

INSPECTION

A. Supervisors shall conduct a uniform inspection on a regular basis to ensure;

1. **Uniform Cleanliness.**
2. **Footwear is clean and polished.**
3. **Worn or unserviceable uniforms, to include duty belts and their components, are replaced or repaired.**

INSIGNIA

- A. Years of Service stars displaying a star for each four (4) years of service, **to be displayed over the right breast pocket above the name plate.**

1. Patrol Officer- silver in color service stars

2. Corporal and above- gold in color service stars

- B. Service citation bars shall be worn with the top edge of the bar at the top seam of the left breast pocket of the shirt and centered, one bar above another. Any service bar may be worn as approved by the Chief of Police in addition to the following;
- a. Red - Medal of Honor Bar
 - b. Purple - Purple Heart Bar
 - c. Green - Commendation Bar
 - d. Red/White/Blue – Flag Bar
 - e. Black/Gold/White/Red/Blue - FBI National Academy Graduate Bar.
- C. Mourning Bands shall be worn by uniformed employees on National Police Officers Memorial Day and other occasions as designated by the Chief. The band will be placed horizontally around the badge with the Seal of the State of Missouri covered. Uniformed officers shall place the band on the badge affixed to the outermost garment. Mourning Bands shall be worn for one calendar week (seven days) following the line-of-duty death of an employee or following an injury incurred in the line of duty and subsequently ended in death.

UNIFORM ACCESSORIES

- A. Sunglasses - Members in uniform may choose to wear sunglasses that are conservative in nature and do not detract from the uniform. Ultraviolet colored frames and mirrored lenses are prohibited. Sunglass accessories such as headbands are to be black in color and conservative in nature.
- B. Traffic Vest – Department issued reflective traffic vest **will** be worn **as outlined in General Order 61.**
- C. Badge/Shield – Uniformed officers will wear their department issued badge when in uniform. Gold colored badges will be issued to sworn officers with the rank of Corporal and above. Silver colored badges will be issued to officers.
- D. Gloves - Members may elect to wear personally owned black leather gloves for protective purposes. Other colors are not permitted. Gloves are to fully cover the member's hand. Partial gloves (exposing the fingers) are not permitted.
- E. Footwear - Shoes or boots, black in color, **polishable** smooth finish plain toe (NO ATHLETIC RUNNING/TENNIS SHOES), or as approved by the Logistics Commander. Socks, black in color.
- F. Duty Belt – The Department issues a leather styled equipment belt, safety firearm holster for department-issued handgun, handcuff case, ammunition carriers, baton scabbard, and belt keepers. Keys and key holders are not permitted on the uniform belt.

NON-UNIFORM REGULATIONS

Officers assigned to duties requiring civilian dress will wear a suit and tie, or sport coat and tie unless otherwise directed by a supervisor or the bureau commander due to a special assignment. Shoes will be kept clean and polished, if applicable. All officers assigned to duties requiring civilian dress will keep in their locker at least one complete uniform and all required uniform items should an emergency situation arise that would

necessitate them having to go on the street in uniform. Required equipment while on duty must include a handgun, handcuffs, I.D. card and badge.

CIVILIAN MEMBERS

Civilian employees are required to follow the dress code as outlined in the City of Berkeley Employee Handbook of Personnel Rules and Regulations, Policies and Benefits Section 12.04.

PROTECTIVE VESTS [41.3.5, 41.3.6]

- A. Issuance - The Berkeley Police Department provides soft body armor to all full time sworn/commissioned officers [41.3.5]
- B. Wearing – All uniformed officers and supervisors are required to wear body armor during their tour of duty while engaged in patrol or field operations. This requirement includes uniformed officers engaged in extra-duty secondary employment details. [41.3.5]
 - 1. It is highly recommended that all officers assigned to investigative, administrative, or support services components wear body armor during their tour of duty. However, all other non-uniform members who are issued body armor are required to have it immediately available at all times during their tour of duty.
 - 2. Body armor is required to be worn by members engaged in pre-planned, high-risk and/or tactical situations. Pre-planned is defined as any situation in which a formal briefing is held. High risk or tactical situations include any situation in which entry is made by force or deemed as such by the briefing supervisor. Examples include but are not limited to planned search warrant execution, drug raids, initial crime scene response, and serving felony arrest warrants. [41.3.6]

GROOMING

- A. Grooming shall consist of the following:
 - 1. Male Employees
 - a. Hair - The maximum extension from the top and side of the head shall be two (2) inches, provided that the hair shall be tapered to an overall even appearance. The hair may touch the top of the shirt collar in normal posture but may not cover it. Hair will not interfere with the wearing of the Department approved uniform headgear.
 - b. Extreme hairstyles (e.g. Mohawk, cornrows, ponytail [males] are not permitted.
 - c. Sideburns will not extend below the bottom of the earlobe and not wider than one inch.
 - d. Mustaches - Mustaches shall be trimmed neatly and the outer edges may not extend more than $\frac{1}{4}$ inch beyond or below the corners of the mouth. The maximum thickness shall be $\frac{1}{4}$ inch.

- e. Goatees and- Beards – Goatees and beards are not permitted unless the Officer is authorized to do so by the Chief of Police due to a special assignment.

2. Female Employees

- a. Hair accessories shall be conservative in style and color. For sworn personnel, hair may not extend lower than the bottom of the uniform collar on the shoulder epaulet points on the sides, while standing at normal posture. Hairstyle may not extend out more than three (3) inches from the scalp and must not interfere with the wearing of uniform headgear.
- b. There will be no hair length limitations for civilian personnel; however, longer hair shall be worn pulled back from the face.

B. Jewelry

- a. The wearing of necklaces and other ornamental jewelry visible around the neck shall be prohibited while in uniform or civilian dress. This does not apply to rings or medical emergency identification bracelets. The following is permitted:
 - 1. One ring on each hand
 - 2. One wrist watch
 - 3. One wrist bracelet per wrist.
 - 4. The wearing of earrings is prohibited, for male uniformed employees unless specifically directed by the immediate Supervisor in relation to special assignments.
 - 5. The wearing of earrings is permitted for uniformed female employees and must be $\frac{1}{4}$ to $\frac{1}{2}$ inch in diameter, button type.

TATTOOS & BRANDS

Police Officers will not have exposed offensive tattoos or brands depicting or supporting criminal behavior, drug usage, nudity, profanity, promiscuity, subversive groups, bigotry and / or that advocate sexual, racial, ethnic or religious discrimination.

PERSONAL HYGIENE [26.1.1]

Members are expected to maintain their personal hygiene in a manner that does not negatively affect co-workers or citizens in the work place. Complaints regarding a member's personal hygiene should be brought to the appropriate supervisor's attention, preferably in writing, for appropriate action. Supervisors should first meet with the affected member privately to discuss the complaint and to allow the member the opportunity to correct the deficiency. Repeated violations may result in disciplinary action.

DRAFTED BY: CAPTAIN EVELIO VALDESPINO	DATE: 12/16/2020
BY ORDER OF: COLONEL ART JACKSON CHIEF OF POLICE	DATE: 12/16/2020
APPROVED BY: Berkeley City Council	DATE: 06/07/2021

Berkeley Police Department General Order Revision Form

SUMMARY OF CHANGES

06/06/2024

G.O. 33 Training and Career Development


Page 2- Field Training Program Section B, was changed to reflect modifications to the Field Training Program.

Page 3- The FTO Selection Process was updated to reflect changes to the selection process.

Page 4 – Evaluation Guidelines #B includes the FTO will complete Daily observation forms on the trainee.

Respectfully Submitted,

Captain Valdespino, DSN 419

	BERKELEY POLICE DEPARTMENT GENERAL ORDER	GENERAL ORDER: 33
TRAINING AND CAREER DEVELOPMENT		
ISSUE DATE:	EFFECTIVE DATE:	DISTRIBUTION: ALL PERSONNEL
AMENDED:		RESCINDS: ALL PREVIOUS VERSIONS
ACCREDITATION STANDARDS: 33.1.5, 33.1.6, 33.4.1, 33.4.2, 33.4.3, 33.4.4, 33.5.1, 33.5.3, 33.8.2		NUMBER OF PAGES: 6

PURPOSE: The purpose of this directive is to establish guidelines for the administration and management of the Department's training program and continuous professional training.

POLICY: It is the policy of the Berkeley Police Department to utilize an extensive training program to develop, support, and advance the skills, knowledge, and abilities of all members.

Definitions

Field Training Officer (FTO) – officer responsible for training and evaluations for new officers

Field Training Coordinator (FTC) – responsible for reviewing and evaluating FTO's and working with the Patrol Commander to ensure the success of the FTO program

PROCEDURES:

TRAINING RECORDS [CALEA 33.1.6]

- A. The Training Coordinator is responsible for updating training records for all members who successfully completed training courses conducted by the agency.
- B. Members who attend training courses outside the department are responsible for providing certificates of attendance or certifications of completion to the Training Coordinator who is then responsible for updating the member's training records.

REMEDIAL TRAINING [CALEA 33.1.5]

- A. Department utilizes additional training as a constructive tool to correct a specific job performance deficiency that may arise from supervisor evaluation, testing, or as the result of corrective action associated with a progressive discipline system (Refer to G.O. 30)
- B. Various forms of remedial training are available to be incorporated in a training effort to enhance skills or job knowledge. These forms include, but are not limited to:

1. Study of laws, ordinances, policies, directives, or other types of training material to enhance job knowledge;
 2. Practice of physical skills to increase proficiency;
 3. Testing to demonstrate mastery of knowledge, skills, and abilities
- C. Supervisors are responsible for coordinating with the Training Coordinator an appropriate remedial training program specific to a member's identified job performance deficiency.
 - D. Once additional training is directed for a member, supervisors have 30 days to establish a written training plan and a written timetable to complete the training [CALEA 33.1.5 a, b]
 - E. Members assigned to participate in remedial training are to cooperate fully and complete the training program within the specified time frame. Consequences of non-participation may include disciplinary action and an unfavorable job performance evaluation.

ENTRY LEVEL TRAINING [CALEA 33.4.1, 33.4.4]

- A. It is the policy of the Berkeley Police Department to require newly hired police officers to complete basic police academy instruction and obtain police certification from the Missouri Peace Officer Standards and Training Program (POST) before assignment in any capacity in which the officer is allowed to carry a weapon or is in a position to make an arrest.

FILED TRAINING PROGRAM [CALEA 33.4.3]

- A. The Patrol Commander and **FTC** are responsible for administering a Field Training Officer (FTO) program for new police officers. This responsibility includes:
 1. Selection of field training officers [CALEA 33.4.3 b]
 2. Supervision of field training officers [CALEA 33.4.3 c]
 3. Liaison with the academy staff of the Missouri Peace Officer Standards and Training Program (POST). [CALEA 33.4.3 d]
 4. Overall management of the entire FTO program
- B. An orientation handbook will be issued to all new recruits when field training begins. **New officers will complete twelve (12) weeks of Field Training**, but not less than 240 hours, of a training sequence consisting of four phases for police officer training. **Officers with prior experience can complete Field Training four (4) weeks early if he/she excels in the program but will need to complete two (2) weeks in each phase. The trainee MUST demonstrate understanding in each phase and check off every requirement of each phase, upon completing the FTO Program. Trainee MUST complete eight (8) weeks of the FTO program.** The program is designed to expose the recruit to a multitude of experiences and facilitate the transition from a recruit to a proficient police officer. The duration of training may be extended based on the needs of the recruit. [CALEA 33.4.3 a, f] [CALEA 33.4.2 a, c]
 1. Phase 1 - Upon completing classroom training through POST, the recruit advances to Phase 1 and is exposed to a street training process.

2. Phase 2 - consists of increasing proficiency levels and is designed to provide the recruit with suitable practical experience to enable them to effectively enter into service as a police officer
3. Phase 3- consists of two weeks of training on traffic/DUI stops, accident investigations pedestrian stops, and patrol under a shadow program. During the shadow program, the police recruit's proficiency is monitored by a trainer before being released from the Field Training Program.
4. Phase 4 – Upon completing phases 1 -3, the recruit is evaluated. During this phase, the recruit handles calls and traffic stops as the training officer observes and evaluates the recruit's performance. [CALEA 33.4.2 b]

Upon completing the Field Training Program, the new police officer will continue their probationary employment period.

FTO SELECTION PROCESS [CALEA 33.4.3 b]

- A. To be considered as an FTO, the member must meet the following minimum requirements:
 1. **Four (4) years of active non-probationary patrol duty experience with the Berkeley Police Department.** The Patrol Commander and FTC may adjust years of service as circumstances dictate.
 2. Demonstrate professional behavior and satisfactory ability with both oral and written communication skills.
 3. **No severe disciplinary actions within the last two (2) years and have a favorable evaluation**
 4. Hold the rank of Corporal, or Patrol Officer who has completed and Certified FTO program.
- B. Members applying for selection as an FTO must submit a memorandum of interest to **the FTC and Patrol Commander**. In addition to considering the applicant's quality of work and work ethic, the chain of command will also consider the applicant's disciplinary record, safety record, and history of absenteeism or tardiness.
- C. FTO applications are routed to the Chief of Police for review and approval or denial. Once accepted, FTOs will be placed on an active-duty list.
- D. Field Training Officers may submit a memo via their chain of command to the **FTC** and Patrol Commander requesting an interim status change to inactive FTO or resign from the FTO Program at any time.
- E. An FTO may be removed as a Field Training Officer at any time for failing to perform the duties and responsibilities of a training officer at an acceptable level.

SUPERVISION OF FIELD TRAINING OFFICERS [CALEA 33.4.3c]

- A. The Supervisor, as the direct field supervisor of the FTO and the recruit, is responsible for managing the day-to-day actions of the FTO and recruit. The Sergeant is responsible for monitoring the calls assigned to the FTO and recruit along with approving all paperwork submitted by the recruit.

- B. Additional Patrol Supervisors may be designated as intermediate contacts between field supervisors and the Commander of the FTO Program to assist in managing day-to-day operational issues, problems with satisfactory performance by a recruit, or other related matters.
- C. The Officer in Command of the Patrol squad who is training the recruit is responsible for providing oversight of the FTO's training efforts and the job performance of the recruit.
- D. The Supervisor of the FTO Program is responsible maintaining contact with field supervisors and monitoring both the training efforts of the FTO and the recruit's work performance.

EVALUATION GUIDELINES [CALEA 33.4.3g]

- A. Guidelines for the objective evaluation of a recruit's job performance and skill proficiency by field training officers are outlined in the FTO Program Manual, and include performance criteria and descriptions of satisfactory and unsatisfactory job performance.
- B. FTOs are responsible for **completing Daily Observation Reports** and carefully documenting the work performance of recruits within established time limits using specified forms. Refer to the FTO Program Manual for specific reporting forms required by FTOs. [CALEA 33.4.3h]
- C. Recruits must successfully complete each phase of training before being released to the next phase.
 - 1. Any recruit who is not recommended for advancement to the next phase, will meet with the FTO, Patrol supervisor, **Field Training Coordinator, and Patrol Commander** to review all documentation of job performance.
 - 2. Job performance deficiencies will be reviewed and a determination made if the recruit will be recommended for additional training or termination.
 - 3. Recruits will be assigned to additional training until their job performance improves to an acceptable level or they are recommended for termination from the FTO Program.
 - 4. Recruits are permitted a total of four weeks of additional training. Extensions may be granted as facts and circumstances dictate.

TRAINING OF FIELD TRAINING OFFICERS [CALEA 33.4.3 e]

- A. All Field Training Officers must complete the St. Louis County Police Department "Field Training Officer" training course or comparable training program before being assigned a recruit.
- B. The **Field Training Coordinator** is responsible for providing periodic training to FTOs, in addition to regular in-service training, to enhance their skill set. Such training may include:
 - 1. Legal updates and bulletins

2. Changes in departmental policies and procedures
3. Enhanced adult learning principles
4. Advances in police operations training

ANNUAL RETRAINING PROGRAM [CALEA 33.5.1]

- A. All sworn members are required to complete assigned annual in-service training, including legal updates. [CALEA 33.5.1]
- B. The Patrol Commander is responsible for developing and presenting an annual in-service training program for sworn and non-sworn that is based on:
 1. Recommendations from the Chief of Police
 2. Mandatory training requirements established by the Missouri Peace Officer Standards and Training Program (POST)
 3. Other mandatory training requirements adopted by the Department
- C. The annual in-service training program may consist of various instructional methods, including classroom presentations, streaming video, online presentations, or other approved methods.

ACCREDITATION TRAINING [CALEA 33.5.3]

- A. All newly hired members will receive familiarization training on the accreditation program and process within 30 days of hire or within 30 days after completing the recruit academy. The Training Unit and the Office of Professional Standards are responsible for ensuring this training is properly administered. [CALEA 33.5.3 a]
- B. The Accreditation Manager will maintain close liaison with CALEA. During self-assessment, the Accreditation Manager will familiarize the department with important changes in the accreditation process including but not limited to new standards, interpretations of existing standards, and revisions or deletions. [CALEA 33.5.3 b]

PROMOTIONAL SKILL DEVELOPMENT TRAINING [CALEA 33.8.2]

- A. Sworn members promoted to the rank of Corporal or Sergeant will complete within one year of promotion a department-approved First Line Supervisor training program unless such training was completed before promotion.
- B. Civilian members promoted to supervisory positions will complete within one year of promotion a department-approved supervisor program, unless such training was completed before promotion.

- C. Sworn members promoted to the rank of Captain and above will complete within one year of promotion a department-approved Management training program unless such training was completed before promotion.

DRAFTED BY: Capt. Evelio Valdespino, DSN 419	DATE: 06.06.2024
BY ORDER OF: COLONEL ART JACKSON, DSN 386 CHIEF OF POLICE	DATE:
APPROVED BY: Berkeley City Council	DATE: