

33.3 Specialized Training

TRAINING

STANDARD 33.3 **The agency identifies the positions for which specialized technical and job-specific training is required to adequately perform the tasks. All sworn personnel filling these specialized positions must successfully complete an initial training course in a timely manner in their area of specialization and attend periodic in-service training courses to update their skills.**

Commentary: *A specialist is defined as any officer who uses equipment that requires training beyond that supplied in the basic school. Examples of positions that require specialized technical and job-specific training include, but are not limited to, firearms, canine, aviation, SWAT, SCUBA, bomb disposal, mounted patrol, investigative specialists, crime scene processors, and operators of deception detection devices.*

Compliance Verification Strategies

Assessors may seek to verify compliance with the standard by using one or more of the strategies listed below. There may be other strategies identified by the agency which could also be acceptable.

1. Documentation which identifies all specialized positions, the technical training that is required for each, and a listing of all persons assigned to fill these positions is available for review.
2. A review of training logs, records, files, certificates etc. to document both timely initial training and periodic in-service training.
3. A schedule or timetable showing that each person in a specialized position either has attended or is scheduled to attend appropriate in-service training is available for review.
4. The name of the agency or organization that administers the initial and in-service training courses is provided. Information pertaining to the location, duration and curriculum used should be on file.
5. Training logs, records and evaluations of any specialized in-service courses which officers have already attended are available for review.
6. Interview(s) with personnel designated as being in specialized positions should be conducted to verify the accuracy of agency records and agency compliance with the standard.