



DEPARTMENTAL
GENERAL
ORDER

Rev.
22 Aug 00

B-13

Index as:

Ref: CALEA
Standards 33.2.1;
33.4.2

Basic Academy Performance Standards
Performance Standards, Basic Academy
Recruit School Performance Standards

BASIC ACADEMY PERFORMANCE STANDARDS

The purpose of this order is to set forth the standards to be used in appraising the performance of Police Officer Trainees attending the Departmental Basic Academy.

I. CONDUCT OF POLICE OFFICER TRAINEES

- A. Police Officer Trainees (POT) assigned to the Basic Academy shall conduct themselves in accordance with the directives, rules and regulations of the Department and of the Personnel and Training Division.
 - 1. Any POT who violates any directive, rule, or regulation shall be subject to disciplinary action.
 - 2. The Personnel and Training Division Commander shall report any such violation in writing to the Chief of Police.
 - 3. The Commander's report shall contain recommendations concerning the disciplinary action to be taken.
- B. The performance of POTs attending the Basic Academy shall be appraised in accordance with the California Commission on Peace Officers Standards and Training (POST) requirements. POTs must demonstrate satisfactory performance, as defined in Part I, C-E of this order, in each of three areas: Professional Conduct, Behavioral Objectives established by POST, and when applicable, Departmental Objectives.
- C. **Professional Conduct:** Each POT attending the Basic Academy must, at all times, demonstrate a level of professional conduct which is in keeping with the demands of the police service and the

Department. Areas of professional conduct which will receive constant attention and evaluation include:

1. Adherence to all Departmental rules and regulations.
2. Adherence to the Law Enforcement Code of Ethics.
3. Personal hygiene, appearance, and demeanor.
4. Work habits, including organization of work, promptness, teamwork and industry.
5. Dependability, such as the ability to perform and meet assigned work deadlines without close supervision.
6. Cooperation and relationships with others.
7. Conduct of off-duty affairs in such a manner as to reflect credit upon the police service and the Department.

D. **POST Behavioral Objectives:** Police Officer Trainees shall be tested on several hundred behavioral objectives established by POST. POTs must pass each objective at the level specified by POST and/or the Department, whichever is greater. The Training Section shall maintain the list of objectives by Learning Domain and descriptive information concerning each objective.

E. **Departmental Objectives:** City of Oakland Police Officer Trainees attending the Basic Academy shall be required to demonstrate their knowledge of Departmental objectives *in addition to* POST objectives.

Departmental objectives include, but are not limited to, knowledge of Departmental policies, procedures, services, and facilities, the Oakland Municipal Code, and City geography and key locations. A grade of at least 80% must be achieved on the parts of examinations that assess knowledge of Departmental objectives.

II. TERMINATION OF POLICE OFFICER TRAINEES

Police Officer Trainees attending the Basic Academy shall be subject to termination, upon recommendation of the Personnel and Training Division

Commander, and in accordance with established Departmental policies,
when:

- A. The POT fails to demonstrate acceptable professional conduct as defined in Part I, C, of this order.
- B. The POT fails to achieve the passing grades established by POST for objectives within each Learning Domain.
- C. The City of Oakland POT fails to achieve a grade of at least 80% on Departmental objectives.

By order of

Richard L. Word
Chief of Police