

**POLICY  
208**

**EFFECTIVE  
DATE  
08-25-14**

**Eugene  
Police Department**



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## **Department Training**

### **208.1 PURPOSE AND SCOPE**

The policy of the Eugene Police Department is to administer a training program for the professional growth and continued development of its personnel. By doing so, the department will ensure its personnel possess the knowledge and skills necessary to provide a professional level of service that meets the needs and expectations of the community.

### **208.2 PHILOSOPHY**

The Eugene Police Department seeks to provide realistic and relevant training and encourages all personnel to participate in outside, advanced training and continuing professional education on an ongoing basis. Training is provided within the confines of funding, staffing levels, current trends in law enforcement training, and legal mandates. Whenever possible, the Department will use courses certified by the Oregon Department of Public Safety Standards and Training (DPSST.)

### **208.3 TRAINING OBJECTIVES**

The training objectives of the Eugene Police Department are:

- a. To enhance all officer survival skills, technical expertise, and professional knowledge base of Eugene police officers.
- b. To enhance the level of law enforcement service to the community.
- c. To provide for the continued professional development of Eugene Police Department personnel.

### **208.4 TRAINING MANAGEMENT**

A rolling, two-year training plan for the Department will be developed by the training manager in conjunction with the lieutenant of the Office of Professional Standards. The training plan will at a minimum address the following areas:

- a. State-mandated training (DPSST, OSHA, etc.)
- b. City-mandated training
- c. Legislative changes and case law updates
- d. Bi-annual firearms and EVOC training
- e. Changes to Eugene Police Department or City Policy that affect members
- f. Training covering current critical issues in law enforcement or other perishable skills
- g. Prison Rape Elimination Act

Once developed, the training plan will be reviewed quarterly by the department's Senior Staff. The training manager will complete an annual training-needs assessment of the department and present it to the lieutenant of the Office of Professional Standards.

### **208.5 TRAINING COMMITTEE**

The Department will assemble a training committee to develop the department's annual training plan. The members will represent a cross-section of the department's ranks. At a minimum, the Training Committee will include the following representatives:

- a. Office of Professional Standards lieutenant (chair)
- b. Training sergeant (vice-chair)
- c. Department legal advisor
- d. EVOC and Rangemaster sergeants
- e. Less-lethal weapons system certified instructor
- f. Defensive Tactics supervisor
- g. Training officer
- h. EPEA Union representative

### **208.6 TRAINING RECORDS**

The Training Section will maintain the training files for all DPSST-certified members of the Department (a certified member is any police officer or communications specialist.) The material maintained by the training section will include lesson plans and F6 rosters for each individual training event, including the training for ad-hoc teams. Each employee who attends training hosted by the Department will sign a DPSST form F6 to receive credit for the training. Members who receive training provided by another agency, or training where an F6 form is not available, should provide the lesson plan or training outline, instructor name, and any certificate or notification of successful training earned to the training section. The Training Section will reconstruct an F6 to allow the employee to receive credit for the training. The department must approve of all outside training reported to DPSST and may decline to endorse the employee's application for training-hour credits if the training falls outside the scope of this policy or the department's training objectives or philosophy.