

BART Police Department (BPD)

Field Training Program



BPD Policy 436 Field Training Officer Program

- The Field Training Officer Program is intended to provide a standardized program to facilitate the officer's transition from the academic setting to the actual performance of general law enforcement duties of the BART Police Department.
- Per our policy, our department will assign all new police officers to a structured Field Training Officer Program that is designed to prepare the new officer to perform in a patrol assignment, and possessing all skills needed to operate in a safe, productive and professional manner.

Field Training Officer Selection

- The Field Training Officer (FTO) is an experienced officer trained in the art of supervising, training, and evaluating entry level and lateral police officers in the application of their previously acquired knowledge and skills.
- FTOs are selected based on the following minimum requirements:
 - Minimum of three years of police patrol experience, and off probation as of the submission deadline indicated on the memorandum of interest bulletin
 - Demonstrated ability as a positive role model
 - Participate and pass an internal oral interview selection process
 - Evaluation by supervisors and current FTOs
 - Possess a POST Basic certificate

Training

An officer selected as a Field Training Officer shall successfully complete a POST certified (40-hour) Field Training Officer's Course prior to being assigned as an FTO.



All FTOs must complete a 24-hour Field Training Officer update course every three years while assigned to the position of FTO



All FTOs must meet any training mandate regarding crisis intervention behavioral health training pursuant to Penal Code 13515.28.

Field Training Officer

- A Field Training Officer (FTO) is an experienced police officer responsible for training, supervision, and evaluating new officers during their field training period after graduating from the academy.
- The FTO is a Supervisor, Instructor, and Evaluator
 - FTOs teach new officers how to safely, legally, and effectively perform patrol duties by applying academy training to real-world situations while evaluating performance and decision-making. FTOs focus on patrol operations, law application, report writing, investigations, officer safety, tactics, use of force and de-escalation, community interaction, professionalism, department policies, and procedures.
 - FTOs evaluate trainees through daily observation, standardized reports, and ongoing feedback to track performance, identify issues early, and ensure the trainee can safely operate independently.
 - FTOs act as front-line supervisors by overseeing trainees' performance, guiding decision-making, and holding them accountable to department standards on every call.

