

# IDAHO STATE POLICE PROCEDURE

## 06.22 FTO SELECTION PROCESS

### A. General

The Idaho State Police Field Training Officer (FTO) program provides new troopers additional, real world training that expands and enhances their formal classroom training.

### B. Definitions

“Field Training Officer” (FTO) means an experienced member of the agency who is responsible for training and evaluation of probationary members.

### C. FTO Requirements

#### 1. An ISP FTO must meet the following requirements:

- a. some knowledge of training, leadership, mentorship, and supervision. This can be gained through at least six months of work related experience, assignments, military experience, college courses, or formal training sessions covering these topics;
- b. possession of a valid Intermediate or higher level POST Certificate;
- c. at least three (3) calendar years of experience as a commissioned ISP Trooper or four (4) calendar years full-time patrol experience with another law enforcement agency, or a combination of full time law enforcement experience with Idaho State Police and another law enforcement agency; and
- d. the last three (3) consecutive years of service must be documented by performance evaluations of "Achieves Performance Standards" or higher.
- e. Exemptions to these requirements must be approved by the respective major.

### D. Notification

1. When an Idaho State Police District is in need of an FTO, the District commander will send out a district-wide e-mail, informing Troopers of the need to train additional FTOs.
2. If a Trooper is interested in attending FTO School, the Trooper must submit an interoffice memo expressing their interest in the FTO Program and why they want to become an FTO. This memo must be submitted electronically to their sergeant.
3. If the Sergeant concurs with the request, they will complete an interoffice memo recommending the Trooper to become an FTO. This memo must be submitted electronically to their lieutenant.

### E. Selection

1. The district commander makes the final selection determination.

### F. FTO Training

1. Once selected to attend an upcoming FTO School, the selected Trooper(s) will complete the required training requests and paperwork.