

Training

203.1 PURPOSE AND SCOPE

This policy establishes general guidelines for how training is to be identified, conducted, and documented. This policy is not meant to address all specific training endeavors or identify every required training topic.

203.2 POLICY

The Department shall administer a training program that will meet the standards of federal, state, local, and the Nevada Police Officer Standards and Training Commission (POST) training requirements. It is a priority of this department to provide continuing education and training for the professional growth and development of its members.

203.3 OBJECTIVES

The objectives of the training program are to:

- (a) Enhance the level of law enforcement service to the public.
- (b) Increase the technical expertise and overall effectiveness of department members.
- (c) Provide for continued professional development of department members.
- (d) Ensure compliance with POST rules and regulations concerning law enforcement training.

203.4 TRAINING LIEUTENANT

The Chief of Police, or designee, shall designate a Training Lieutenant who is responsible for developing, reviewing, updating, and maintaining the department training plan so that required training is completed. The Training Lieutenant should review the training plan annually.

203.4 TRAINING PLAN

The training plan should include the anticipated costs associated with each type of training, including attendee salaries and backfill costs. The plan should include a systematic and detailed method for recording all training for all members.

Updates and revisions may be made to any portion of the training plan at any time it is deemed necessary.

The plan will address all required training.

203.4.1 GOVERNMENT-MANDATED TRAINING

The following lists, while not all inclusive, identify training that is required under state and federal laws and regulations. Additional required training may be identified in individual policies.

- (a) Federally mandated training:
 - 1. National Incident Management System (NIMS) training

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- (b) State-mandated training:
 - 1. Stalking and aggravated stalking (NRS 289.600).
 - 2. Incidents involving dogs (NRS 289.595).
 - 3. Mandatory POST training (NAC 289.230):
 - (a) Annual completion of at least 12 hours of continuing education in courses that address racial profiling, mental health including crisis intervention, the well-being of officers, implicit bias recognition, de-escalation, human trafficking, and firearms.
 - (b) Firearm - At least biannually demonstrate a minimum level of proficiency in the use of each type of firearm an officer is authorized to use.
 - (c) Conducted energy device, impact weapon, chemical weapon, or other control device - At least annually demonstrate a minimum level of proficiency in the use of each such weapon or device an officer is authorized to use.
 - (d) Defensive Tactics - At least annually demonstrate a minimum level of proficiency in the use of defensive tactics, including without limitation techniques related to applying handcuffs, taking down suspects, self-defense, and retention of weapons.
 - 4. Review annually each policy that addresses use of force in any situation in which the Department or officer may become involved.

Training related to the awareness, prevention, mitigation, and treatment of mental health issues for first responders as required by NRS 616C.180.

Training involving the duty to intervene and to report observations on the unreasonable use of force by another law enforcement officer (NRS 193.308).

203.5 TRAINING COMMITTEE

The Training Lieutenant may establish a Training Committee, on a temporary or as-needed basis, which will assist with identifying training needs.

203.6 TRAINING ATTENDANCE

- (a) All members assigned to attend training shall attend unless previously excused by their immediate supervisor. Excused absences should be limited to:
 - 1. Court appearances
 - 2. Previously approved vacation or time off.
 - 3. Illness or medical leave.
 - 4. Physical limitations preventing the employee's participation.
 - 5. Emergency situations or department necessity.
- (b) Any member who is unable to attend training as scheduled shall:

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1. Notify the member's supervisor as soon as practicable but no later than one hour prior to the start of training and shall:
 - (a) Document the member's absence in a memorandum to the member's supervisor.
 - (b) Make arrangements through the member's supervisor to receive make-up training.