

Cobb County Police Department

Policy 6.11

RESERVE POLICE OFFICER (RPO) PROGRAM

Effective Date: February 1, 2015
Rescinds: Policy 6.11 (January 12, 2013)
Related Orders: Code of Conduct; Policy 2.02 “Secondary Employment”; Policy 2.08 “Uniform Dress Standards”; Policy 3.08 “Department Weapons”
Issued By: Chief J.R. Houser Page 1 of 4
The words “he, his, him,” which may appear in this policy, are used generically for clarity and ease of reading. These terms are not meant to imply gender and relate to all employees of the Department.

The purpose of this policy is to establish guidelines for the Department regarding Reserve Police Officers.

I. POLICY

Unless noted otherwise, it is the policy of this Department that Reserve Police Officers (RPO’s) will be treated the same as full-time officers regarding selection, training, and equipment. The purpose of the RPO program is to supplement the full-time police force as directed by the Chief of Police.

II. PROGRAM ESTABLISHMENT

The RPO Program consists of both volunteer officers, who will volunteer at least sixteen (16) hours of service per month in accordance with this policy; and part-time officers, who work twenty-nine (29) hours per week (or less) and are paid for their service at a rate determined by the Department. [Note: RPO’s are not entitled to benefits (except Workers Compensation).]

- A.** The Chief of Police shall prescribe the powers and duties of RPO’s and they shall be subject to removal by him or the Director of Public Safety at any time, with or without cause. RPO’s are not subject to the Civil Service System of Cobb County.
- B.** Normally, volunteer RPO’s are not paid for their time while working for the Department or attending training. In addition, part-time RPO’s are generally not paid for their time while attending Department training.
- C.** Prior to assuming their duties, RPO’s shall meet all requirements set forth by Georgia law, the Georgia Peace Officer Standards and Training Council (P.O.S.T.), and Department policy.

- D.** All Cobb County and Department policies, procedures, and code of conduct shall apply to RPO's while on duty (performing the service requirements), working secondary employment, and off duty. Violations of said policies, procedures, and codes of conduct may result in dismissal from the RPO program or other such discipline as may be appropriate.

III. SELECTION OF RPO's

- A.** The selection criteria for a RPO relating to knowledge, skills, and abilities shall be the same as that for a full-time officer.
- B.** To be eligible for a position as an RPO, the person must have been a former Cobb County Police Officer who has resigned or retired in good standing and with at least ten (10) years of service as a Cobb County Police Officer. The RPO application date must be within one year of the retirement/resignation date.
- C.** No person will be accepted to the RPO program that has a conflict of interest with this Department.

IV. TRAINING

- A.** If an RPO applicant's P.O.S.T. certification has lapsed, then he must attend all training necessary to become re-certified, and any other training required by the Department.
- B.** Reserve officers shall receive in-service training equivalent to that statutorily required for full-time officers.
- C.** Reserve officers shall be trained in use of force policy(s) and tested for weapons proficiency with the same frequency as full-time officers in accordance with Policy 3.08 "Department Weapons".
- D.** Completion of the required training shall not count toward the officer's volunteer obligation to the Department.

V. LIABILITY AND WORKERS COMPENSATION PROTECTION

- A.** It is the intent of this Department to consider RPO's as peace officers and government officials, when they are acting in such capacity. Therefore, when legally appropriate, they should receive the same qualified and official immunity from torts as full-time officers.
- B.** RPO's are considered "employees" of Cobb County, as defined in O.C.G.A. § 34-9-1(2), when they are acting in an official capacity on behalf of Cobb County. As such, Worker's Compensation benefits will be provided to any RPO when they are acting in an official capacity on behalf of Cobb County.

VI. UNIFORMS AND EQUIPMENT

- A.** The Department shall provide uniforms and equipment to all RPO's. The number of uniforms and other issued equipment provided to an RPO will be established by the Chief of Police based upon the resources of the Department and the number of service hours provided to the County.

 - 1. RPO's shall wear an insignia designated by the Chief of Police to signify their status as a Reserve Officer.
 - 2. With the exception of the reserve officer insignia, uniforms and equipment for RPO's shall be the same as those for full-time (POII) officers; retired rank shall not be worn.

- B.** Reserve members are required to keep their uniforms clean and in good repair. They will wear their uniforms in a manner directed Policy 2.08 "Uniform Dress Standards".

 - 1. RPO's will appear in uniform only while on-duty, traveling to and from work assignments, or while performing law enforcement Secondary Employment.
 - 2. RPO's will not pose in uniform for advertising or publicity unless authorized by the Chief of Police.

- C.** All RPO's are accountable for their equipment and are to exercise care in the use and maintenance of all uniforms and equipment, whether issued by the Department or personally purchased.

 - 1. An on-duty supervisor is to be notified immediately in the event that equipment is lost, damaged, or stolen. A report on the loss or damage will be forwarded to the RPO's Liaison Officer.
 - 2. Reserve members are required to return all issued equipment and any other Department-owned items upon exit from the Reserve Officer Program.

VII. DUTIES AND RESPONSIBILITIES

- A.** RPO's serve as a supplement to the full-time police force to enhance law enforcement service to the citizens of Cobb County.

- B.** RPO's shall be considered under the Chain of Command of the Precinct Operations Deputy Chief. They will receive their assignments by the Liaison Officer appointed by said Deputy Chief.

- C.** All RPO's shall be considered the rank of a patrol officer and shall answer to the

supervisor for whom they are assigned while performing their service requirement.

- D.** Normally, RPO's will be assigned to administrative duties. However, they may be assigned to any patrol duty and may utilize any equipment that they are qualified or certified to use. They shall remain in proximate contact, by radio or otherwise, with the supervisor to whom they are assigned.

VIII. SECONDARY EMPLOYMENT

All employment outside of this Department falls under the definition of "Secondary Employment" as stated in Policy 2.02 "Secondary Employment". Therefore, all employment must be approved by this Department.

- A.** RPO's are authorized to work law enforcement related secondary employment in accordance with Policy 2.02.
- B.** The following additional limitations apply to RPO's regarding secondary employment:
 - 1. RPO's shall work no more than 20 hours of law enforcement related secondary employment in the seven-day, 40-hour, work cycle of Sunday through Saturday.
 - 2. RPO's are not authorized to use Department vehicles while working secondary employment.
- C.** Secondary employment hours will not count towards volunteer or part-time hours.

IX. PERFORMANCE EVALUATIONS

Performance evaluations of RPO's will be completed in accordance with the requirements for full-time police officers.