



UW-Madison Police Department

Policy: 16.2

SUBJECT: SPECIALTY OFFICER, COLLATERAL & ALTERNATIVE DUTY ASSIGNMENTS

EFFECTIVE DATE: 06/01/10

REVISED DATE: 02/24/2016; 06/20/18; 07/17/19; 11/18/20; 09/15/21; 08/18/22;
08/16/23; 11/20/24

REVIEWED DATE: 02/01/17

STANDARD: 11.5.1

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POLICY:

The UW-Madison Police Department shall implement procedures governing specialty officer, collateral assignments, alternative duty assignments, the announcement of openings, and the specification of selection criteria related to these assignments, if applicable.

DEFINITIONS:

“Alternative duty assignment” refers to a temporary assignment of an employee to duties which do not have all of the requirements of the function the employee normally performs. When an employee cannot be reasonably accommodated in their current position, they may be temporarily reassigned to another position/duties if it is determined that the employee is qualified for the position and can perform the essential functions of the position with or without accommodation and there is an existing Department need.

“Collateral assignment” refers to an assignment that is secondary or subordinate in nature to the officer’s primary assignment. Specialized training is generally required to improve the officer’s proficiency in performing the duties and responsibilities of the assignment.

“Specialty officer assignment” refers to an assignment characterized by increased levels of responsibilities and specialized training, but within a given position classification. Terms for these positions will generally be 2–6 years unless otherwise noted.

PROCEDURE:

16.2.1 SPECIALTY OFFICER(S) ASSIGNMENT LISTING

- A. The Department recognizes that a variety of talents are required to meet different needs within the organization. The policy of the Department is to utilize the talents and expertise of personnel throughout the organization by making rotational and/or temporary assignments when special needs are identified.
- B. The Investigative Services Division maintains detective specific positions that are subject to rotational assignment. The following positions shall rotate every 3–5 years:
 - 1. Dane County Narcotics Task Force Detective;
 - 2. FBI Joint Terrorism Task Force Detective.
- C. The Investigative Services Division maintains a specialty officer position that is subject to rotational assignment. The initial appointment for the following position is four years with an option to extend for an additional two years:
 - 1. Property Custodian Police Officer (PCPO)
- D. The Planning and Development Division maintains specialty officer positions that are subject to rotational assignment. The initial appointment for the following positions is 3 years with an option to extend for an additional 3 years.
 - 1. Emergency Management Police Officer (EMPO)

2. Infrastructure Security Officer (ISSO)
 3. Infrastructure Security Officer (ISSO)
 4. Infrastructure Security Police Officer (ISPO)
- E. The Special Operations Division maintains specialty officer positions that are subject to rotational assignment.
1. Training Unit Police Officer (TUPO) - The initial appointment for this position is four years with an option to extend for an additional two years
 2. Two Athletic Security Officer(s) (ASO) The initial appointment for these positions is three years with an option to extend for 3 additional years.
- F. The Field Services Division maintains specialty sworn officer positions that are subject to rotational assignment. The initial appointment for the following positions is four years with an option to extend for an additional two years.
- a. Lower Campus Community Officer (LCCO)
 - b. Southeast Campus Community Officer (SECO)
 - c. West Campus Community Officer (WCCO)
 - d. University Apartments Community Officer (UACO)
 - e. Central Campus Community Officer (CCCO)
 - f. Downtown Liaison Community Officer (DLCO)
- G. All supervisors and managers are subject to job rotation at the discretion of the Chief of Police. However, supervisor and manager assignments are not subject to set rotational periods.

16.2.2 SPECIALTY OFFICER(S) SELECTION PROCESS

- A. When a vacancy exists for a specialty officer position, information regarding the vacancy shall be distributed electronically to all qualifying department personnel. If feasible, the opening shall be announced two weeks prior to filling the position.
- B. Requirements for the position shall be included in the vacancy announcement. Requirements or selection criteria may include:
1. Formal education;
 2. Length of time in service;
 3. Skills, knowledge, and abilities required for the assignment; and/or
 4. Demonstrated history of effective work habits and practices.
- C. The Chief of Police or designee shall select personnel for specialty officer assignments. The following criteria shall be considered in selecting personnel for specialty officer assignments:
1. The employee's knowledge, skills, and abilities relevant to the position;
 2. The employee's experience, seniority, and rank;
 3. The employee's performance level, annual evaluation(s), and department standing;
 4. The employee's workload and commitments to other specialty and/or collateral assignments;
 5. The employee's performance during components of the selection process.
- D. Officers shall have successfully completed probation and performed a minimum of 18 months of service before being appointed to a specialty officer unless special circumstances exist.
- E. The process for specialty officer vacancies shall be coordinated through the Personnel Supervisor or designee. Letters of Interest shall include a listing of the applicant's qualifications for the position.
- F. Appointments to a specialty officer shall be based on the qualifications of the applicants. A selection process shall be used to fill specialty officer positions. The affected division Captain or designee may interview applicants as part of the selection process which may include participation from community members. The selection process may include a review of personnel files and performance evaluations.
- G. The selection shall be made by the captain of the affected area, who shall then forward their selection to the Chief of Police or designee for final approval.

- H. Selections shall be announced to all personnel by Department e-mail.
- I. Specialty officers are required to maintain field services proficiency and may be assigned to work field service shifts on a periodic basis, and/or a more frequent basis depending on Department operational needs.

16.2.3 COLLATERAL ASSIGNMENTS PROCEDURES

- A. Collateral assignments include but are not limited to the following:
 - 1. Unified tactics instructor
 - 2. Bicycle patrol unit
 - 3. Motor patrol unit
 - 4. Mounted unit
 - 5. Evidence technician
 - 6. Fire investigator
 - 7. K-9 unit
 - 8. Drug recognition expert
 - 9. Honor Guard unit
 - 10. Athletics liaison
 - 11. Crime Prevention specialist
 - 12. Police Extrication Response Unit (PERU)
 - 13. CPR/AED Instructor
 - 14. Peer Support Partner
 - 15. Chemical munitions grenadier
 - 16. Unmanned Aircraft Vehicle (UAV/Drone) Operator
- B. When a vacancy exists for collateral assignments, information regarding the vacancy shall be distributed electronically to all qualifying department personnel.
- C. The selection process for collateral assignments shall include a review of letter of interest, interview process which may include community members, and may include supervisor recommendations unless otherwise approved by the affected Captain. The selection shall be made by the captain of the affected area.

16.2.4 ALTERNATIVE DUTY ASSIGNMENTS

- A. The Department has no permanent alternative duty assignments nor are temporary alternative duty assignments always available.
- B. If an employee is temporarily unable to perform the essential functions of the employee's position as defined by the position description, the employee may request a temporary alternative duty assignment. Frequent reoccurrence of the same medical condition shall not be construed as "temporarily unable."
- C. If an employee is temporarily unable to perform the essential functions of their position, the employee shall notify their supervisor of the specific restrictions and limitations.
- D. To be considered for an alternative duty assignment, the employee must provide the Department's Divisional Disability Representative (DDR) with a medical statement from a physician which includes:
 - 1. The reason restricted or alternative duty is needed
 - 2. The employee's specific restrictions and limitations.
 - 3. The estimated date the employee may be medically released to return to regular duty.
- E. The Department determines if there are alternative or restricted duties for which the employee is qualified.
- F. If the department determines there are duties for which the employee is qualified and which the employee can perform within the employee's medical restrictions, the Department shall determine the hours of work and length of time the assignment shall be available. For requests that extend beyond one week where alternative work is available, the DDR

shall provide written notice of the assignment, supervisor to report to, and the noted restrictions the employee, the affected supervisors and the University Disability Coordinator.

- G. Sworn staff who are given a temporary work adjustment shall not participate or engage in a sworn capacity, including carrying any department-authorized weapons or firearms on or off-duty.
- H. In order to return to full duty, the employee must provide the Department with a medical release indicating the date the employee can return to full duty without restriction.