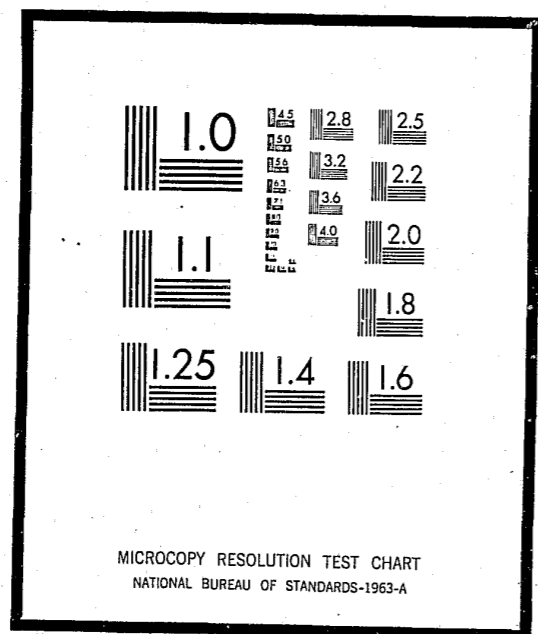


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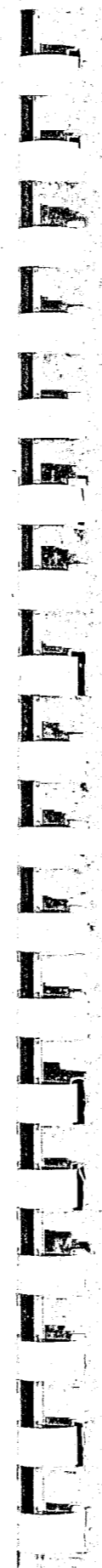
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SURVEY OF RESERVE LAW
ENFORCEMENT IN ARIZONA



7/24/75

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Center for Public Affairs
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Research Practicum

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Anyone picking up a newspaper or watching a newscast on television is acutely aware of the surging crime rate in America. No one is more knowledgeable of this fact than the police community. Police departments across the nation are trying several different concepts and methods to deal with the problem, among these are: burglary reduction teams, robbery reduction teams, team policing, aerial surveillance, computer-aided crime location prediction, and community involvement programs, such as OPERATION IDENTIFICATION¹, CRIME STOP² and police reserves.

One program that is gaining recognition across the country is that of the police reserves. The term reserve police officer usually is applied to a non-regular, sworn member of a police agency who has regular police powers while functioning as the agency's representative. The reserve officer may or may not be compensated for his services, depending on each agency's policy. Unlike auxiliary police whose functions is usually related to civil defense and emergency situations, the reserve officer participates in the difficult task of law enforcement on a regular basis with his department.

It is the purpose of this study to examine one state's efforts in utilizing the reserve police officer program as one method of attacking the rising crime rate.

Under the auspices of the Department of Justice, the Law Enforcement Assistance Administration (LEAA) on October 20,

1971 appointed the National Advisory Commission on Criminal Justice Standards and Goals to formulate, for the first time, a comprehensive set of standards and goals for crime reduction and prevention at the state and local levels.

After several months of exhaustive study the commission published on January 23, 1973, the "REPORT ON POLICE"³. In this report the commission sought to develop clear statements of priorities, goals and standards to help set a national strategy to reduce crime through the timely and equitable administration of justice, the protection of life, liberty and property, and the efficient mobilization of resources.

In pursuing further research on the efficient mobilization of resources, it was discovered that the national committee spoke directly about the utilization of police reserve officers in the overall strategy to reduce crime and criminal activity. In the "REPORT ON POLICE", Standard 10.2 addresses the Selection and Assignment of Reserve Police Officers.

The following information was extracted from Standard 10.2 of the "REPORT ON POLICE":

"Every State and every police agency should consider employment of police reserve officers immediately to supplement the regular force of sworn personnel and increase community involvement in local police service.

1. Every state immediately should establish minimum standards for reserve police officer selection and training according to the

following criteria:

a. Reserve officer selection standards should be equivalent to those for regular sworn personnel except that the reserve specialist should be selected on the basis of those limited duties which he will perform. Reserve officer medical and age requirements may differ from those for regular sworn personnel since a retirement liability does not exist.

b. Reserve officer training standards should be equivalent to those for regular sworn personnel, but reserve specialists should be trained according to the requirements of the speciality which they will perform.

2. Every police agency that has identified a specific need to augment its regular force of sworn personnel to alleviate manpower shortages or to cope with unique deployment problems should immediately establish a police reserve program. To realize the maximum benefit from such a program, every agency:

a. Should establish recruitment and selection criteria equivalent to those for regular, sworn personnel with the exception of medical and age requirements.

- b. Should provide reserve generalist training equivalent to that provided regular sworn personnel and should provide reserve specialist training required by the specialty to which the reservist will be assigned.
- c. Should insure that the reserve training program meets or exceeds State standards that regulate the training of regular, part-time or reserve officers.
- d. Should assign the reserve generalist to supplement regular police personnel in the day-to-day delivery of police services and assign the reserve specialist to perform services within a particular field of expertise.
- e. Should establish a reserve inservice training program equivalent to that for regular sworn personnel; and
- f. Should furnish the reserve officer with the same uniform and equipment as a regular sworn officer only upon his completion of all training requirements. Until he has completed all training requirements, his uniform should readily identify him as a reserve officer and he should perform his duties only under the direct supervision of a regular sworn officer."

Armed with this information and having prior knowledge that several police agencies in the State of Arizona have existing reserve police officer programs, a decision was made to explore further the utilization of police reserves by the law enforcement agencies within the State of Arizona.

It was conceived that the survey should be done in the form of a questionnaire, with specific questions addressed to the area of reserve law enforcement only, and these questionnaires, accompanied by a cover letter explaining the purpose of the survey, were sent to the law enforcement agencies of the State of Arizona. The survey was conducted on several different governmental levels; the Department of Public Safety on the state level, the sheriff's departments on the county level, the campus police on the university level and the police or marshall's departments on the municipal level.

Several guidelines were used for the survey, these being:

- a. Unincorporated but identifiable areas within the state of Arizona were not surveyed; it was assumed that their law enforcement activity was the joint responsibility of the Department of Public Safety and the county sheriff's departments where they are located.
- b. Only certified, commissioned peace officers were considered. This eliminated social organizations,

jeep posses, air posses, search and rescue teams and other organizations where the nature of their functions is not primarily the enforcement of laws.

c. The Arizona Law Enforcement Officer Advisory Council (ALEOAC) ⁴ minimum standard of 280 hours of classroom study for basic peace officers training was considered for certification as a commissioned peace officer in the State of Arizona. The ALEOAC set a minimum of 200 hours for all full-time officers in July 1969. The minimum was raised to 280 hours in July 1972 and in July 1973 reserve police officers were included in the standard requirements for a minimum of 280 hours of classroom training for certification as peace officers.

The questionnaire was assembled and sent out. Using the Arizona League of Cities and Towns Directory of July 1974, it was determined that there are 78 distinct, identifiable law enforcement agencies in Arizona. Each one was sent a questionnaire. This figure of the number of departments can be broken out further to indicate the numbers and types of agencies surveyed:

- State: Department of Public Safety
- County: 14 county sheriff's departments
- University: 3 state universities
- Municipal: 60 cities and towns

A brief summary of results for the survey are as follows:

- a. 72 of the 78 agencies replied for a 92% return.
- b. On the state level, the Department of Public Safety responded that they had a reserve program.
- c. 13 of 14 counties responded (93%) and of these 13 responses, 8 of the county sheriff's departments had reserve organizations (62%).
- d. 3 state universities were surveyed, all 3 responded and only one had a reserve (33%).
- e. There were 60 cities and towns sent questionnaires, 55 responses were solicited (92%). Of these 55 municipalities, 24 had reserves (44%).
- f. Of the 72 responses, 34 organizations within the state have reserve programs (47%).
- g. 2 of the municipalities were in the process of organizing a reserve program so were not included as having reserve programs.

The survey conducted in October and November, 1974, was divided into the following categories: General Information, Recruitment, Training, Duties, Organizational Structure, Authority, Employment Status, Department Support, Distinguishing Differences Between Regular and Reserve Officers and a General Comments Section.

The information contained in the survey results relate to the 34 police agencies within the State of Arizona that

currently have a reserve police component as part of their department. In the applicable areas, the survey also relates to the standards set forth for reserve officers in the 1973 "REPORT ON POLICE".

PART I - THE SURVEY

General Information

The first element of the questionnaire determined: the name of the city, town, county or university; the population of the jurisdiction; how many regulars; whether or not the agency had a reserve organization and if they did, the number of reserve officers.

A great deal of overlap exists in this section as the various levels of agencies have concurrent jurisdiction over an area, for example the Department of Public Safety and sheriff's department has jurisdiction within the city limits of a municipality. A great deal of care was taken in evaluating the overlapping jurisdiction so as to avoid redundant calculations in assessing the data on the reserve organizations.

Population varied from 2000 to 800,000 for municipalities having reserves, from 12,000 to 1.2 million people for the counties, 35,000 students for the one university having a reserve, and the entire population of the State of Arizona (estimated at 2.2 million people) for the Department of Public Safety and its reserve organization.

The number of regular officers on departments having reserve officers varied from 3 to over 1300. The number of reserve officers in the departments were as low as 2 officers for a small department to over 200 officers for one of the sheriff's departments.

Recruitment

The second category covered recruitment: physical requirements (height, weight, vision, age and sex); testing (written, oral, polygraph, background investigation); residency requirements, and minimum educational level.

The height requirements varied from: same as regulars to proportional and numerically from 5'6" to 5'9" minimum for male reserve officers and 5'3" and 5'4" minimum for female officers.

The weight requirement for the most part was stated as proportional to height or same as regulars with only 4 departments listing minimum weight requirements, 3 at 150 lbs and 1 at 138 lbs.

Eight departments listed vision requirements while the rest stipulated "correctable to 20/20" as the only vision requirement.

In the age category minimum requirements went from 18 to 25 years old as the minimum age for entry into the reserve program and up to 50 years old as the maximum entrance age for the reserve academy. No maximum age for retirement for officers in the program was requested and none were submitted.

In response to a question on allowing females into the reserves, 6 of the departments either restrict females from joining the reserves or have no women currently on the force.

No written test was required by 10 departments; only 1 department had no oral interview requirement for application to the reserves. Nineteen departments did not require polygraph tests of their reserve officers; all departments required background investigation of applicants.

In the area of residency requirements, only 1 city had restrictive requirements of either living or working full time in the city to be on reserve. Several had no residency requirements, others had either state or county residency.

All departments had high school or GED equivalent requirements for minimum educational level for entry into their reserve program.

Training

The third portion of the questionnaire covered training and made reference to the length of the academy, what differences between regular officer and reserve officer academies, the major fields of study in the reserve academy, state certification, on-the-job training and length of probation.

In reference to the length of academy, all but 2 departments stated the 280 hour minimum requirement of the Arizona Law Enforcement Officer Advisory Council. The

maximum hours required was 360 by the Department of Public Safety.

The differences stated were length, method of study and absence of physical training that distinguished the reserve academy from a regular academy.

The major fields of study in the reserve academy, according to ALEOAC standards, are the 54 basic requirements for use in Arizona, these are:

I. Introduction to Law Enforcement - 10 hours

a. Introduction to Law Enforcement Services

This course outlines in general terms the fundamental structure of Arizona law enforcement. It defines the basic duties, functions, responsibilities, and authority of Arizona law enforcement and its responsibilities to the community.

b. Police Inter-relations

Police inter-relations outlines the relationships, responsibilities, and jurisdictions of local, state, federal law enforcement and regulatory agencies. It defines jurisdictional limitations and the procedures to follow where such limitations are involved.

c. Police Intra-governmental Relationships

This course defines the relationships and channels of communications between law enforcement and other local governmental resources.

d. History of Law Enforcement

The history of law enforcement traces the development of law enforcement agencies from their inception to the present day.

e. Ethics and Professionalism

This course emphasizes the high moral, ethical, and performance standards that must be maintained by all law enforcement personnel.

f. Management and Supervision

Management covers the more general areas of management; the course has been developed to create in law enforcement officers an awareness of some of the problems faced by management. Supervision outlines the employee-supervisor relationship and basic supervision techniques.

II. Law and Legal Matters - 78 hours

a. Introduction to Criminal Law

This course covers the basic concepts, phrases, and definitions needed to study statutory law.

b. Laws of Arrest

This course identifies the conditions under which an officer may make an arrest, distinguishes between misdemeanor and felony arrests, and outlines the officer's duties and responsibilities prior to and during the arrest procedure. It also discusses the use of the citation form for misdemeanor cases.

c. Search and Seizure

This course identifies the conditions under which an officer may make a legal search and seizure. Included are searches of persons, premises, and vehicles.

d. Rules of Evidence

This course covers the application of the rules of evidence used in law enforcement. Special emphasis is placed on the tests of admissibility applied by the courts. The course also includes instruction on direct and circumstantial evidence, hearsay, confessions, dying declarations, documentary evidence, competency of witnesses, and privileged and non-privileged communications.

e. Practical Aspects of Warrants, Summonses, and Subpoenas

This course acquaints the officer with Arizona laws which pertain to the service and execution of warrants, summonses and subpoenas.

f. Administration of Criminal Justice

This course outlines the processes of criminal justice from arrest to final disposition of the case. It also discusses the relationship between the police officer and the prosecuting attorney.

g. Civil Process

This course describes the more common problems and terminology which may confront the officer in dealing with civil cases.

h. Juvenile Law and Procedures

This course familiarizes the officer with the appropriate agencies and laws that relate to juveniles in Arizona. Also, the proper procedures, attitudes, and techniques necessary to effectively deal with juveniles are covered.

i. Court Systems

This course reviews the basic theory, procedures, and functions of the American criminal court and jury system. It includes the authority and jurisdiction of the various courts within the State of Arizona.

j. Courtroom Demeanor

This course describes how to effectively give testimony as a witness in court. It specifically deals with the officer's preparation, appearance, manner, attitude, use of reference materials, and techniques while in court.

k. Mock Trial

This course presents an active demonstration of the trial court process by re-enacting actual criminal cases in a courtroom situation.

l. Constitutional Law

This course covers the basic guidelines of the United States and Arizona Constitutions dealing with the rights of the individual. The instruction is focused

on the application of these guidelines as developed through Supreme Court decisions. A foundation for future instruction in the laws of arrest and search and seizure will be presented.

m. Substantive Criminal Law (Title 13)

This course covers the specific sections most frequently used in A.R.S. Title 13. The necessary elements and parties to criminal acts are emphasized. It will also cover specific sections of other Arizona statutes, such as liquor and narcotic violations.

n. Applied Arrest, Search and Seizure

The student is provided an opportunity to apply the legal and procedural guidelines of the laws of arrest and search and seizure in practical situations. Emphasis is added to the recognition and recording of probable cause in written reports and affidavits for search warrants. Stop and frisk situations are also covered.

III. Patrol Procedures - 39 hours

a. Techniques of Stopping, Arresting, and Handling Prisoners

This course stresses basic safety and protection for both the officer and violator during routine contact, arrest, and transportation. Specific emphasis will be given to: Techniques of stopping and approaching suspects on foot, in buildings and other areas;

searching upon arrest; the use of guns, handcuffs, and the baton; methods of disarming armed persons; transportation of prisoners and the custody and transportation of the mentally ill.

b. Vehicle Patrol and Observations

This course covers 3 types (vehicle, foot, and fixed) of police patrol in terms of the principal purposes, i.e.: Protection, prevention, repression, identification, and apprehension of suspects. Police vehicle patrol includes answering complaints, emergency and non-emergency situations, routine patrol and recognition, inspection and control of hazards, missing persons complaints and calls. Included in the course are methods which will enable the individual officer to develop his powers of observation.

c. Domestic Disputes and Disorderly Conduct

This course describes the techniques and procedures needed to handle husband-wife and parent-child disputes. It points out the differences between domestic disputes and civil problems, and describes the applicable laws.

d. Mental Illness

This course describes and illustrates the symptoms usually observable in common types of mental illness. The course covers the proper techniques for handling the mentally disturbed and the legal procedures for both emergency and routine cases.

e. Techniques for Handling Crimes in Progress

Techniques for handling crimes in progress emphasizes the specific areas of patrol that necessitates the officer's handling a crime in progress. The course develops the techniques for safety precautions for the protection of both the officer and the innocent bystander.

f. Crowd and Riot Control

Crowd and riot control stresses the fundamental causes and techniques of prevention and control of unruly crowds and riots. The Arizona laws regulating crowds and gatherings and the specific authority granted to law enforcement agencies is emphasized.

g. Intoxication Cases

Intoxication cases deals with the techniques and procedures used in handling individuals who are under the influence of alcohol.

h. Preliminary Investigations

Preliminary investigations outlines the principles common to all types of investigation. It places particular emphasis on the importance of the preliminary stage of an investigation. The importance of the officer's attitude, responsibilities, and awareness of the need for accurate data, complete complaint evaluation, and crime scene preservation

and protection are stressed as well as other responsibilities delegated to the patrol officer handling the initial complaint.

IV. Traffic Control - 39 hours

a. Traffic Citations (Mechanics and Psychology)

Traffic citations details the attitude and approach techniques that are essential in dealing effectively with violators. This course covers the legal basis of the Uniform Traffic Citation. The mechanics of completing the citation form are also explained.

b. Drunk Driving Cases

Drunk driving cases outlines the elements of the offense of "Driving while under the influence of intoxicating beverages," as defined by Arizona law. The course describes the techniques of obtaining evidence for successful prosecution, i.e., scientific tests, field sobriety tests, accurate reports, etc.

c. Traffic Accident Investigations

Traffic accident investigation outlines the proper methods and procedures for accident investigation. The course covers observation and questioning of drivers and witnesses, examination of vehicle damage, road conditions, traffic signs and signals, measurements, and photographs of the accident scene. The hit and run investigation and the mechanics of the accident report form are included.

d. Techniques for Directing Traffic

Techniques for directing traffic details the methods and techniques of controlling vehicular and pedestrian movement by means of hand signals. Standard hand signals and gestures designed to achieve maximum safety and efficiency for both emergency and routine traffic control are demonstrated.

e. Traffic Law (Title 28)

Traffic law reviews the sections of the Motor Vehicle Code most frequently used by law enforcement officers with a discussion of the elements of each violation and its application.

f. Driver's Safety Education

Driver's safety education emphasizes the importance of safe and defensive driving practices. Basic principles of emergency vehicle operation are also covered.

V. Criminal Investigation - 39 hours

a. Crime Scene Investigation

This course outlines the basic procedures in the handling of an investigation at the scene of a crime. The following areas will be stressed: Techniques of protecting the crime scene, how to identify the crime involved, the importance of witnesses, how to conduct a proper search of the crime scene, the

necessity of recording and preserving notes, how to sketch the crime scene and prepare diagrams; and how to synthesize all information for a final case report.

b. Collection, Preservation, and Identification of Evidence

This course will teach the proper manner of handling different types of evidence and maintaining continuity from discovery until it is offered as evidence in court; this includes care, packaging, and marking for purposes of identification.

c. Interviews and Interrogation

This course teaches the basic techniques of interviewing and interrogation. The attitudes of the officer, the rights of the person being interviewed, and legal restrictions as to oral statements, admissions, and confessions are emphasized.

d. Fingerprinting

This course provides an indoctrination in identification and recognition of major fingerprint patterns; it will also teach techniques for developing and preserving latent and rolled-impression fingerprints.

e. Function of the Crime Laboratory

This course outlines the functions of a crime laboratory, and the importance of scientific evidence in the prosecution of criminal cases.

f. Narcotic and Dangerous Drug Investigations

This course outlines investigative and arrest procedures in narcotics and dangerous drug cases. It also describes different drugs, narcotics, and their symptoms.

g. Sex Crimes

This course covers the techniques of investigating and interviewing the victims of the more common sex crimes. It also outlines techniques used in repressing sex offenders.

h. Homicide and Suicide Investigation

The elements of the crime of homicide and the specialized techniques for handling this type of investigation are presented in this course.

i. Organized Crime

Types of organized criminal activities, as well as the nature and background of organized crime control at federal, state, and local levels of government are covered in this course.

j. Investigation of Other Specific Crimes: Assault, Burglary, Robbery, and Theft

This course covers investigative techniques peculiar to specific crimes. Included are assault, burglary, robbery, and theft cases.

VI. Community and Police Relations - 14 hours

a. Public Relations for the Peace Officer

Specific and detailed instruction is presented to define and illustrate elements essential to building and maintaining a positive and constructive climate for police-citizen contacts. Included in this course are the objectives and responsibilities present when dealing with the news media.

b. Sociology for Peace Officers

Instruction in this subject is directed toward defining sociological and psychological factors affecting the behavior of human beings. It also covers the cultural and ethnic backgrounds of various minority groups and identifies patterns of interaction and communication between the individual and society.

VII. Records and Reports - 14 hours

a. Mechanics of Report Writing

This course emphasizes the necessity for good reports in the law enforcement operation. It outlines the general procedures regarding the form, type and narrative parts of reports. Specific reference is made to elements of composition, substance, conclusions, statistics, and developing an appreciation for accurate and complete descriptions of persons and property.

b. Field Note-taking

This course teaches the officer the various methods of taking comprehensive notes while performing routine police activities, the value of notes, their preservation, and final use.

c. Department Records-keeping Function

This course acquaints the officer with the police records-keeping function, emphasizing the necessity of records and techniques for their use.

d. Availability of Records Information

This course shows the individual officer how to obtain and use investigating information from police records systems. It acquaints him with modern technology in police data processing operations and the availability of improved and more readily available information through the use of local records systems, the Arizona Criminal Identification Section and the the National Crime Information Center.

VIII. Police Proficiency Skills - 39 hours

a. First Aid Training

The basic American Red Cross first aid qualification course, or a comparable first aid program, will be covered during this segment of training.

b. Firearms Training

This course will consist of a classroom portion of training covering the legal and moral use of firearms, as well as basic firearms safety and maintenance. Also, during actual range training, a minimum of three hundred rounds of pistol ammunition per student will be expended on a practical police and/or bull's-eye firing course. A qualifying score of seventy per cent is required for successful completion of this portion of training.

IX. Administrative Time - 8 hours

a. Orientation and Introduction

This time covers a discussion of rules and regulations of the school, as well as other information concerning the Arizona Law Enforcement Officer Advisory Council and their duties and responsibilities.

b. Examinations

Written examinations covering the subject matter presented in the basic course are required by all students.

In the area of ALEOAC certification all but 2 departments qualified by minimum standards of 280 hours of academy or field experience plus academy.

For on-the-job training (OJT), only 1 department stated that it did not use OJT for its reserves, this was due to reserves only riding with regulars and not working by themselves.

Probationary periods for reserves were just about even with 12 departments using one year as a standard while 11 departments specified six months minimum. The rest of the reporting agencies did not stipulate any probationary periods after graduation from the academy.

Duties

The fourth area looked at the duties of the reserve officers, these included: comparison of duties between regular officers and reserve officers, issuance of citations, investigation of traffic accidents, handling routine patrol calls, whether or not reserve cars are used and if so, are they one-man or two-man cars, special investigation utilization of reserves, duty restrictions on female reserve officers, and general working restrictions placed on reserve officers in the field.

In comparison of duties between regular and reserves, 8 departments used the reserves strictly as back-up units or the reserve officers accompanied the regulars. The rest of the departments stated the reserve duties were the same as regular officers.

In issuing traffic citations, 10 departments restricted reserve officers from issuing citations, the reasons being the lack of state certification or that reserves accompanied regulars and therefore had no need to write citations. Only 2 departments expressed concern over reserves having to go to court and take time off from the reserve officer's regular job.

For investigating traffic accidents, 9 departments did not have reserves investigate accidents for the reasons stated above under issuance of citations.

For handling of routine calls, the 8 departments using reserves as back-ups or accompanying regular officers were the only departments not using reserves for handling routine calls.

In the use of reserve cars; 7 departments did not have reserve cars, 8 departments used two-man reserve cars only. The rest of the departments used either one or two-man reserve cars depending on the experience of the reserve officers.

For working reserves in Detectives; 7 departments utilized reserve officers in the detective bureau.

In the area of Selective Enforcement; 7 departments used reserves in selective enforcement assignments.

For utilization of reserves as vice squad members, 4 departments used reserves in anti-vice operations.

In working reserves undercover; 7 departments used reserves in undercover work including one department using reserve officers in working narcotics details.

In the case of female officers - only 8 departments placed no restrictions on the use of female officers, others used female officers as dispatchers and jail matrons.

As far as working restrictions, only 8 departments placed restrictions on reserve officers working in the field.

The rest of the departments imposed no working restrictions and allowed their reserves to perform all of the duties their regular counterpart did.

Organizational Structure

This section covered the organizational structure of the reserve including assignment of regular officer as liaison between reserve and regular divisions of the department, authority of reserve supervisors over regular officers, size limitation or ceiling and authority under which the reserve was formed.

Fourteen reserve organizations are either a bureau or division within their police departments while the rest are separate entities or listed no connection with their parent agency.

Operationally, only 4 organizations replied that no regular officer was assigned as liaison between the rest of the department and the reserves.

Conversely, only 3 reserve units responded that reserve supervisors have some limited authority over the regular officer in the field.

Seven departments stated that the number of officers allowed on their reserves was unrestricted, the rest of the departments were restricted with numbers varying from 6 to 300 depending on the size of the regular department.

All of the departments responded that their reserves were authorized either by city, town or county ordinances or state law.

Authority

This element covers arrest powers and restrictions on commissions.

Only 2 departments stated that their reserves did not have any arrest powers even in uniform.

Seventeen departments replied that reserve officers had powers of arrest only when in uniform, the remaining organizations had 24-hour or full-time commissions for their reserves.

Employment Status

This section covered employment status of reserves including: part-time status while on duty, payment for on-duty time, payment for special functions, entitlement to workman's compensation, false arrest insurance and transfer restrictions between reserve to regular officer status.

Thirteen departments responded that their reserves were not considered part-time employees.

Only 1 department replied that it paid the reserves for all on-duty work.

In 16 reserve organizations, payment is made directly to the officers for working special functions such as football games, dances, traffic control and other details.

Of the departments surveyed, only 2 responded that their reserve officers were not covered by workman's compensation in case of injury on the job.

Five departments do not cover the reserves with false arrest insurance while on duty.

In transferring from reserve officer to regular status, only 8 departments stated the men would have to go back through an academy, the others could transfer directly if they were certified with the 280 hour reserve academy completed.

Department Support

This category covered uniform allowances and department issued equipment to reserve officers.

In response to the question on uniform allowance, 7 departments paid a yearly uniform allowance. These ranged from \$50.00 to \$150.00 per year.

The issuing of equipment varied from department to department, only 8 reserve organizations did not receive any equipment whatsoever from the regular department.

Six departments issued uniforms to their reserve organizations, the other departments did not provide uniforms and the individual reserve officer had to provide his own.

Distinguishing Differences Between Regular and Reserve Officers

This section covered any differences in uniform between reserve officers and regular officers including bars, badges, shoulder patches, whether or not reserve officers were armed, and whether or not the regular department considers the reserve an integral part of their operation.

Only 1 department stated that the basic uniform is different between the reserves and regulars, the shirts are the distinguishing difference.

Twelve departments stated that some feature on the uniform identifies the reserve officer, most are by "Reserve" on the badge; the other departments do not distinguish in any manner a reserve officer from a regular officer.

For all of the departments surveyed, all of the reserves are armed.

All but 1 department considers their reserve organization an integral part of their department.

General Comments

This was for any additional comments to be considered that would aid in the tabulation of the study. The following comments were received:

"Reserve officers have been invaluable to this department."

"Without our reserve officers, our small department could not function when called upon to handle football games, school dances, etc."

In addition several departments requested that after the survey was completed that a copy of the final report be sent to them.

PART II - STANDARD COMPARISON

In comparing the results of the survey with the standards set forth in the "REPORT ON POLICE" the following conclusions can be drawn:

- a. Not all police agencies have reserve programs, only 34 of the 78 departments responded as having a police reserve. This is understandable as within the State

of Arizona several departments of smaller municipalities have only a one or two-man department and has not established a need for a reserve. Additionally, supplemental law enforcement support in time of need can and is provided by the Arizona Department of Public Safety (DPS) and the county sheriff's department; DPS has a reserve and the majority of the sheriff's departments also have established reserve programs.

- b. The Arizona Law Enforcement Officers Advisory Council has established a minimum standard for reserves of 280 hours of classroom training within the field of law enforcement. This is consistent with the national standard for reserve officer training. Applicant selection standards have been left up to the individual departments, most of which have stated as being the same as the requirements for regular, full-time officers.
- c. The majority of the police departments having reserve organizations utilize their reserve officers in the same manner as their regular officers, that is, the comparison of duties were the same. With only slight deviations this can also be considered consistent with the national standards.

d. The area of greatest discrepancy between national standards and local practice is that of providing uniforms and equipment to reserve officers. Only 6 police agencies issued uniforms, while 26 departments issued equipment ranging from just the badge to all of the equipment including the weapon. According to the national standards all departments having reserve organizations should furnish the reserve officer with the same uniform and equipment as the regular, full-time, sworn officer. Several departments within the state approach the uniform provision by paying a yearly uniform allowance in lieu of providing the uniform directly but fail to provide the equipment as suggested by the national standards.

PART III - RESERVE OFFICER STANDARDS

Based on the data generated as a result of the survey and in keeping with the standards set forth in the U.S. Justice Department's "REPORT ON POLICE", the following standards should be established for reserve officers in the State of Arizona; where there are stipulations and exceptions they are annotated and discussed in detail:

Physical Requirements

Height: 5'6" minimum for male applicants.

5'2" minimum for female applicants.

Weight: proportional to height.

Vison: corrected to 20/20 as the only requirement as no retirement liability exists for reserve officers.

Age: 19-45 for entrance into the reserves, this is based on the new state law of majority. Mandatory retirement age should be left up to the discretion of the individual department.

Sex: Employment of females should be discretionary with each department dependent upon utilization requirements. Discrimination based on sex only is in violation of the Federal Civil Rights Act of 1964 and if female reserve officers are members of the department, their duties should be commensurate with their male counterparts, including patrol duty.

Recruitment Requirements

Written Test: Strongly recommended for those organizations that utilize reserves in enforcement areas since written reports have so much emphasis placed on them during judicial proceedings. The test should be a combination of multiple choice, short answer and short essay questions to show the individual's ability to understand and express the written word.

Oral Interview: The oral interview should be a mandatory requirement to evaluate the applicant under stress conditions. In dealing with the public as a police officer, oral communication is a basic necessity. The oral interview is a means of determining the individual's capability to express himself and react to situations posed to him during the interview.

Polygraph: optional. If the regulars of the department are required to take the polygraph, the reserve members should also be required. Most large departments require a polygraph examination as a condition for employment.

Background Investigation: Mandatory.

Residency Requirements: non-restrictive, limit to county residency only, should not require living in municipality for individual to be member of the reserve.

Minimum Educational Level Required: High school or GED equivalent required.

Length of Reserve Academy: 280 hours of classroom training, this is currently the requirement set forth by the Arizona Law Enforcement Officer Advisory Council.

Comparison of Regular to Reserve Academy: The academies should be the same, as far as content, the regular academy could be longer in length, and more in depth on each subject covered.

Fields of Study at Reserve Academy: 54 standard requirements as specified by ALEOAC.

State Certification: Reserve officers should be certified by ALEOAC after completion of the 280 hour academy.

On-The-Job Training: Should be required of all reserve officers regardless of individual department reserve utilization. Each reserve officer, as a certified peace officer, should become proficient in all areas of law enforcement. While the academy provides the basic instruction, on-the-job training is the means of practical application for the information received in the classroom.

In-Service Training: Should be a continuing requirement to keep abreast of recent developments in the field of law enforcement.

Length of Probation: Should be left to the discretion of each department. It is recommended, however, that a one year probationary period be adopted as a standard.

Duties

Comparison Between Regular and Reserve Officer Duties: The duties for reserves should be the same as regular officers.

Traffic Citations: The issuance of traffic citations by reserve officers should be left to the discretion of each department. It is recommended that certified reserves be allowed to issue citations based on their individual availability to attend court in response to subpoenas or summonses.

Traffic Accident Investigation: Reserve officers, after training, should be allowed to investigate accidents.

Routine Patrol Calls: Reserve officers should handle all types of patrol calls as part of their normal duty.

Reserve Cars: Every department having a reserve should utilize reserve cars in maximizing the use of their reserve organization.

One or Two-Man Reserve Cars: This should be left to the discretion of the department, however if the department assigns regular officers to work in a one-man car, this procedure should also apply to their experienced reserve counterpart.

Special Investigations: Wherever reserves can be utilized; in the detective bureau, in selective enforcement, in anti-vice operations and undercover, the department should take advantage of the additional manpower of the reserves and allow them to work in the special investigations assignments just as they would any regular officer.

Female Officers: Discretionary with each department. If they are recruited by the regular department, females should also be allowed into the reserve organization and do the same work as her male counterpart.

Restrictions on Reserve Officers in the Field: There should be none. As a state certified peace officer through ALEOAC, the reserve officer is a police officer and should be utilized the same as a regular in the field without qualification.

Organizational Structure

Organization: This should be left to the discretion of the individual department. The reserve should be a part of the department and not a separate entity. Functionally, as a part of the department, the reserve would pose less of a coordination problem than if it were separate.

Liaison Officer: Each reserve organization should have a regular officer or supervisor assigned either full-time or part-time to coordinate activities between the rest of the department and the reserve.

Reserve Supervisor Authority: Reserve supervisors should have authority over other reserve officers but it should be left up to the individual department to decide if, on a very limited basis, whether or not it is feasible for reserve supervisors to have functional authority over regular officers.

Manpower Limitation: As the situation presently exists there should be no limit placed on the number of reserve officers an organization could have. Police departments in the State of Arizona can and some do utilize reserves in other areas than patrol. If a limit exists, these personnel occupying assigned slots but working elsewhere besides patrol duty only hamper the full utilization of the reserve. as a patrol supplement to the regular officers on the street.

Organization Authorization: Mandatory under state law or city, county or town ordinance.

Reserve Police Officer Authority

Arrest Powers: Mandatory, limited only to what is also applicable for regular sworn officers.

Officer Commissions: 24-hour, full-time commissions for all reserve officers. Each reserve officer has fulfilled the same requirement for minimum training of 280 hours as a regular full-time sworn officer and should have the same powers of arrest that the regular does. There should be no enforcement restrictions such as only in uniform placed on the reserve officer. Each reserve officer is a commissioned peace officer of the state as stipulated under ALEOAC guidelines and as such should be bound by the same limitations placed on regular, sworn officers. The reserve officer should have no more enforcement authority than a regular officer; he should have no less either. As a trained police officer, the reserve should be able to take enforcement action at any time in the same manner a full-time sworn officer would, subject to the same departmental restrictions as the regular officer. The 24-hour full-time commission should be mandatory for all reserve officers.

Employment Status

Reserve Employment: It should be discretionary with each department whether or not reserve officers are to be considered part-time employees and be paid for working or performing special functions such as traffic control.

Workman's Compensation: Each department should provide workman's compensation coverage for their reserve officers. A method of doing this is to consider reserve officers as part-time employees.

False Arrest Coverage: All departments should cover the reserves with false arrest coverage in the same manner that they cover their regular officers.

Transfer of Reserve to Regular Status: This should be discretionary with each department. The majority of departments having a reserve allowed a direct transfer from reserve to regular status, other departments feel the reserve officer needs the additional training of a full-time academy.

Department Support

Uniform Allowance: Each department should provide their reserve officers with a uniform allowance for maintenance of their uniforms.

Department Equipment: In accordance with the national standards, each department having a reserve component should provide all of the equipment to the reserve officer that the regular officer is provided.

Uniforms Provided: In the departments that issue uniforms to their regulars, the reserve should also be issued uniforms. For the departments that provide an initial monetary clothing allowance, the reserve officers should be provided the same allowance for initial provisioning of uniforms.

Distinguishing Differences Between Reserve and Regulars

Police Uniforms: There should be no discernable difference in the uniforms of a regular sworn officer and a reserve officer. Each item of clothing and equipment should be the same including hat and breast badges. In accordance with the national standards, identical uniforms and equipment should be used by both the reserves and regulars performing the same job of law enforcement.

Weapons: It goes without saying that it is a mandatory requirement that the reserve be armed and trained in the use of all police weapons. Unlike eastern "auxiliaries" the reserve officer in Arizona is trained as a peace officer and functions as such. The work performed is of the same magnitude of difficulty and the same dangers are present for the reserve officer as the regular officer; in view of this, the reserve officer must be armed to provide him with the same protection afforded the regular. In addition to this, the reserve

officer - being a state certified peace officer - should have the same limitations placed upon him as is the regular officer for carrying off-duty weapons. That is, if there is departmental policy restricting regular officers from carrying off-duty weapons this restriction should also apply to the commissioned reserve officer; on the other hand, if no restrictions are imposed on the regular officer about carrying a weapon off-duty, no restrictions should be imposed on his reserve counterpart either.

Departmental Integration: The reserve of each department should be considered an integral part of the department and should be depended upon to provide all of the services required of it by the police agency it is part of.

PART IV. CONCLUSION

In conducting the survey and the subsequent research on the use of reserve police officers in the State of Arizona the following conclusions are presented:

- a. Not all law enforcement agencies within the State of Arizona are utilizing a police reserve. This is understandable with the smaller departments having only one, two or three full-time officers, but all of the larger departments should re-assess their

position as it pertains to a police reserve program within their department. A well-trained, well-equipped reserve organization can do nothing but enhance the department's position in the fight to reduce crime and criminal activity. The reluctance on the part of the police department to use "week-end warriors", as many reserves are referred to, must be overcome; a police reserve represents a virtually untapped reservoir of additional manpower that can assist the police agency in performing the many-faceted task of law enforcement.

- b. For all of the departments having a reserve program, many of them are under-utilizing their reserve officers by restricting their activities within the department. The reserve officer, as a commissioned peace officer of the State of Arizona, should be and can be (after training) used in every aspect of police work from patrol duty to detectives, dispatching, selective enforcement, vice and undercover work. The utilization of the police reserves is limited only by the imagination and innovativeness of the administration responsible for the operation of each police agency.
- c. The reserve officer must be a highly-motivated individual who is dedicated to the task of providing a service to his community. The reserve must be an individual

who can volunteer his or her time on a continuous basis without regard as to "what's in it for me". The individual must be willing to sacrifice time away from his family and non-work activities to attend a lengthy academy to learn the basics of police work and then spend time in applying the basics to actual practice by working in the field. The reserve officer in the field needs to work on a regular basis with a minimum requirement of two shifts a month. An optimum would be one shift a week, this would allow the reserve officer to maintain proficiency and keep up with changes in policy and operational procedures of the department. By working on a regular basis it would also demonstrate to the rest of the department, the reserve officer's willingness to accept additional responsibilities and assignments as the opportunities arise.

- d. In many instances, departments that have reserve officers have failed to comprehend the vast amount of talent available to them based on the jobs or employment that the reserve officer does full-time away from the police department. Examples of this complementary utilization are: accountants or analysts assisting with budgetary preparations or grant applications, engineers and technicians assisting in communications, surveillance or research and development work and school teachers instructing in-service training classes.

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e. The Arizona Law Enforcement Officer Advisory Council has partially fulfilled the national standards set forth in the U.S. Justice Department's "REPORT ON POLICE" by establishing a minimum training requirement for all reserve police officers in the State of Arizona. Additional work must be accomplished in the areas of reserve officer utilization and commonality of uniforms and equipment to comply further with the national standards.

The survey on Reserve Law Enforcement has revealed that police reserve programs are alive, well and thriving in the State of Arizona. It is a demonstration by citizens of varied backgrounds that they are interested in safety and welfare of others as well as their own. To become involved with police work as a reserve officer is, as Phoenix Chief of Police Wetzel stated, "community involvement in its finest form". It is a dedicated individual who would give his time and possibly risk his life for protecting the lives and property of his fellow citizens, and ask for nothing in return.

The survey also shows that many individuals are already involved with police reserves across the state and more reserves are being formed. Police agencies realize that the citizens they serve also represent a vast manpower pool desirous of community involvement, the police reserve is one method of serving that need.

FOOTNOTES

¹OPERATION IDENTIFICATION is a program where individual homeowners etch either their driver's licence number or their social security number on items of value and make a list of the items for future use in the event their property is stolen. The identification of property by number makes it easier to trace the ownership.

²CRIME STOP is the name of a program utilized locally in Phoenix, Arizona where individuals may report crimes anonymously without becoming involved.

³REPORT ON POLICE, National Advisory Commission on Criminal Justice Standards and Goals, Law Enforcement Assistance Administration, Department of Justice, published by U.S. Government Printing Office, Washington, D.C., January 23, 1973.

⁴The Arizona Law Enforcement Officer Advisory Council (ALEOAC) established under Arizona Revised Statutes (ARS) 41-1821 (1968) for the purpose of establishing rules and regulations and prescribing minimum qualifications for peace officers in the State of Arizona.

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