

## 93-008 Sergeant Mentoring Program

Los Angeles County Sheriff's Department

### FIELD OPERATIONS DIRECTIVE

Field Operations Support Services



#### SERGEANT MENTORING PROGRAM

#### PURPOSE

The purpose of this Field Operations Directive is to establish a standardized and mandatory "Sergeant Mentoring Program."

#### POLICY AND PROCEDURES

All Field Operations units involved in primary patrol functions shall participate in the program. The Sergeant Mentoring Program pairs up all newly assigned sergeants (protégés) in Field Operations to one tenured mentor sergeant for the duration of the program. Mentors are not to be assigned to multiple protégés at the same time. It is understood that it may be necessary to reassign a protégé to another mentor due to scheduling conflicts (such as injuries on duty, family emergencies, etc.). It may also become necessary to reassign the protégé to another mentor because of difficulties experienced by the protégé in the program. Reassignments of protégés for all other reasons are strongly discouraged. Any tenured sergeant may be qualified to be an assigned mentor.

The mentor and protégé will be assigned to work the same shift with the same regular days off. The protégé will work as an extra item for the entire program period. The protégé will assist their mentor in his/her daily activities.

The program is four weeks in length. If difficulty is experienced that precludes the protégé from completing the program, the station's Training Lieutenant shall be notified and the protégé's mentoring program will be extended. The length of this extension will be determined by the Training Lieutenant.

- The Sergeant Mentoring Program consists of:
- Mentoring Program Documentation Package
- Minimum Standards of Performance for Field Operations Sergeants

Please direct any questions regarding this program, its compliance, and need for assistance to the Advanced Officer Training Unit [REDACTED TEXT]

#### AFFECTED DIRECTIVES/PUBLICATIONS

None

**CITES/REFERENCES (ATTACHED)**

Mentoring Program Documentation Package

Minimum Standards of Performance for Field Operations Sergeants Outline

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