

Sacramento Police Department

TOPS 2022

Training Our Police Supervisors

Statement of Purpose: The purpose of this course to provide new Sergeants vital information on field operations and administrative duties to assist them in their new role as frontline leaders.

- I. Training / Debriefs
 - A) Provide future supervisors an overview of the key concepts and skills surrounding basic police leadership and supervision
 - B) Definition on supervision and leadership and challenges for Sergeants
- II. Personnel Update/Risk Management/Exposure Reporting
 - A) Provide new and future supervisors with information on how to assist employees navigate human resources
 - B) Policies and procedures on how to document infectious disease exposures for employees
- III. Field Training
 - A) Establish clear expectations with new supervisors on how to facilitate training for new officers in field training
 - B) Provide information on checks and balances to ensure proper guidance and mentoring to officers in field training to ensure greater opportunities for success.
- IV. Juvenile Law:
 - A) Refresh new supervisors on concepts and unique qualities surrounding the law as it pertains to juveniles as well as provide updates and new changes in the law.
 - B) Refresh on 300WI, 601WI, 602WI
 - C) Miranda Law Update
 - D) How to assist with staff at school campuses within school policy and legal obligation
- V. OIS/In-Custody Death
 - A) Provide new supervisors and Sergeants the knowledge and tools to manage officer involved shootings and in-custody death incidents at the patrol level.
 - B) Interactive and facilitated discussion regarding the initial response, scene/witness management and policy/procedure.
- VI. Employee Services Unit/Employee Issues
 - A) Provide new supervisors and Sergeants with a basic understanding of how to interact with, support and provide resources to employees dealing with issues whether personal or professional
 - B) Tools and resources for supervisors to assist employees with issues ranging from EAP to clinical counseling to financial assistance
- VII. K-9/Perimeters/Foot Pursuits
 - A) Provide new supervisors and Sergeants with an understanding of the K-9 unit and area of focus
 - B) Advise on staffing/K-9 hours/work days
 - C) Use of K-9 and tactics/deployment guidelines during foot pursuits and perimeters and when to Code 10

- VIII. Communications Center
 - A) Train new supervisors and Sergeants on dispatch operations to ensure they adequately manage workload and ensuring calls for service are being dispatched as quickly as possible
 - B) Facilitated discussion on radio channel situational awareness and calls needing to be copied/addressed
 - C) Refresh on policies that govern dispatch criteria, radio communication guidelines, and critical incident management
- IX. Rapidly Evolving & Violent Felony Events
 - A) Provide instruction to the patrol supervisor with topics relating to patrol based emergency responses during rapidly evolving incidents.
 - B) Provide knowledge and skills for supervisors to deal with high-risk encounters with a primary emphasis on decision making, pre-determined plans, command and control, tactics and equipment familiarization.
 - C) Review Critical Decision Making Model and departmental policy
- X. Internal Affairs
 - A) Provide supervisors with a comprehensive overview of the Internal Affairs process
- XI. Crime Analysis
 - A) Provide instruction on the Crime Analysis Unit and its function
 - B) The CAU keeps statistics and can provide analysis on crime series, patterns, and trends to assist supervisors address issues in their respective response areas
 - C) As a support unit, the CAU can assist with data needed for community meetings and investigations.
- XII. Mental Health Unit/Department of Community Response
 - A) Provide new supervisors and Sergeants with a general understanding of the Mental Health Unit and its organization and function.
 - B) Instruct on resources available to patrol supervisors to assist with individuals in crisis
 - C) Provide a basic understanding of the newly created Department of Community Response and how they will work in partnership with patrol to assist with individuals in crisis that might be better served by mental health clinicians as opposed to a law enforcement response.
- XIII. Outreach
 - A) Provide a basic understanding and overview of the Outreach team and resources available to the community
 - B) Instruct on the various programs devised to help build trust in the community and support the mission and goals of the department.
- XIV. Administrative Duties
 - A) Provide a general understanding of what administrative duties are expected of supervisors
 - B) Pre-shift/During Shift/Post Shift duties related to staffing, managing radio, updating Lieutenant and creation of daily activity reports
- XV. Sergeants Perspective/Lieutenants Perspective
 - A) Facilitated discussion from current and experienced Sergeants and Lieutenants on current departmental trends/policies and expectations of new supervisors

- XVI. Major Collision Investigation Unit/EVOC
 - A) Provide new supervisors an understanding of vehicle pursuit liabilities and how EVOC training relates to the expectations of officers and their supervisors during a pursuit
 - B) Facilitated discussion on recognizing when the apprehension of a violator during a vehicle pursuit does not outweigh the safety of the public and the officers involved.
 - C) Update on recent pursuit policy and procedure changes
- XVII. Crowd and Riot Control
 - A) Provide new supervisors with a review of conventional crowd control management, strategies and tactics
 - B) Enhance tactical knowledge and skills in leading officers in crowd control incidents, including riots.
 - C) Review of departmental policy and general orders as well as First Amendment guarantees and restrictions
 - D) Review of protester tactics and trends
 - E) Review of Post Event responsibilities
- XVIII. Unmanned Aerial Systems
 - A) UAS vs. Drone
 - B) FAA information
 - C) Visual Observer
 - D) Capabilities / limitations
 - E) Statistics
 - F) Questions for review