

## 2023 Sacramento Police Department: Continued Professional Training

### I. Felony Traffic Stops

- A. Learning Objective: Students will learn the safest and most efficient way to conduct a felony vehicle stop.
  - a. Group discussion regarding how felony stops are being conducted
    - i. Class identification of areas for improvement
  - b. Roles of officers on scene
    - i. Team leader, lethal, less lethal, radio, vice/hands, etc
    - ii. Fluidity of roles and ability to change as scene evolves but with an emphasis on the importance of communication of the new role as it changes
  - c. 'Order' of operations
    - i. How to call occupants out
    - ii. What door to call them out of
    - iii. When to call additional occupants out of vehicle
    - iv. When to do K9 warning/clear vehicle
  - d. Contact team for search of occupants
  - e. Appropriate speed/pace of felony stops (not defined, speed=SAFETY)
  - f. How to clear vehicle

### II. Wellness

#### **Cops & Sleep**

- 1. Statistics on Law Enforcement and Sleep
  - a. Factors that play into sleep problems / disruption
- 2. Causes of poor sleep in law enforcement
  - a. Shift work
  - b. Diet
  - c. Trauma / stress
- 3. Effects of poor sleep
  - a. Fatigue
  - b. Communication
  - c. Reaction time / Performance
  - d. Poor diet
- 4. Video on Sleep
- 5. Resources and solutions for sleep issues
  - a. Diet / caffeine intake
  - b. Mindfulness / meditation
  - c. Apps

## New EAP

1. Concern
  - a. Who they are
  - b. Why we switched
  - c. Differences between old and new EAP companies
2. Services provided
  - a. General EAP
  - b. CISD
  - c. Other
3. How to navigate
  - a. Phone
  - b. App
  - c. Website

## III. Investigations Update

- I. The new Family Abuse Unit
  - a. Who is in it
  - b. What they do
- II. Report Writing
  - a. Prefill information
  - b. Exculpatory Evidence
  - c. Line ups/In field show ups
- III. Video Canvasses and Video Download Requests
- IV. Evidence Impounds
- V. Homicide Investigations
  - a. Initial Response
  - b. Crime Scenes
  - c. Witness Management
  - d. Miranda
  - e. Scene Security
  - f. Dealing with victims
    - i. Alive/Pending
    - ii. Deceased
  - g. Child Death Investigation
- VI. Officer Involved Shootings
  - a. After it happens
  - b. Responding Officer's Roles
  - c. Public Safety Statement
  - d. Walk Through
  - e. Round Count
  - f. Interview
  - g. Investigative Debrief

#### IV. Taser 7 Update

- A. Understand and demonstrate proper probe placement
- B. Understand and demonstrate proper aim requirements of the device when equipped with a short-range cartridge
- C. Understand and demonstrate proper aim requirements of the device when equipped with a long-range cartridge
- D. Understand and demonstrate safe handling of Taser 7
- E. Understand and demonstrate when it is appropriate to conduct a reactivation
- F. Understand and demonstrate the importance of holstering their device after use
- G. Review General Order 522.02 (Emergency Medical Care for Individuals Under Police Care or Control)
  - i. Position of comfort
  - ii. Activate emergency medical personnel
  - iii. Recognize signs of medical distress
  - iv. Ensure subject is treated and medically cleared at medical facility

#### V. Arrest and Control Techniques (PSP Course)

- A. Safety briefing
- B. Equipment Needs
- C. Law and Policy Review
  - a. Instructors will lead a group discussion regarding department Policy to include AB 392 and 835a PC
  - b. Instructors will lead a group discussion regarding AB 490- Positional Asphyxia
  - c. Instructors will lead a group discussion regarding Terry V Ohio case law
  - d. Instructors will gauge student comprehension of applicable case law by asking relatable questions to the group
- D. Warm Up
- E. Cursory Search
- F. Standing Modified Search
- G. Prone Search
- H. Ground Control Refresher
- I. Arm Extractions
- J. Scenarios
- K. Medical Aid and After Force Care
  - a. Instructors will review the Search and Handcuff policy to include SPD after force care policy
  - b. Instructors will demonstrate the recovery position and identify the importance of continuously checking vital signs
  - c. Instructors will reiterate AB490 (Positional Asphyxiation)

#### VI. Firearms (PSP Course)

- A. Orientation and Safety Guidelines
- B. Lethal Force Overview
  - a. Legal Issues Involving Use of Force/Lethal Force
    - i. Review of PC835a, as updated by AB392 & SB230
    - ii. Ensuring the use of force is justifiable under department policy, Federal and State law
    - iii. Determining if the use of force is necessary
    - iv. Administer after force care
  - b. Civil and department implications of force/lethal force
    - i. Civil lawsuit by suspect and/or family
    - ii. Internal Affairs
    - iii. Office of Public Safety Accountability (OPSA)
  - c. Report writing and preliminary investigation
    - i. Document your mindset at the time, suspects actions, how you felt, fear for your life or others of imminent death or serious bodily injury, what you knew prior to the incident, de-escalation, how many officers on scene and environmental facts
    - ii. Be articulate so that others will understand the degree of threat you felt
  - d. Moral / Ethical issues
    - i. Sanctity of life
    - ii. Duty to enforce laws
    - iii. Duty to serve the public
    - iv. Discretion
- C. Use of Force/Lethal Force/Firearms Policy
  - a. Use of force options
    - i. Lethal force within the spectrum of force options
    - ii. Verbal, hands, less lethal and lethal force spectrum
    - iii. Command presence
    - iv. Control holds
    - v. O.C., Baton, CED, Pepperball, bean bag, 40mm
    - vi. Firearms
    - vii. De-escalation
      - 1. Taking action or communicating verbally or nonverbally during a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat so that more time, options, and resources can be called upon to resolve the situation without the UOF or with a reduction of the force necessary. De-escalation tactics include, but are not limited to, warnings, verbal persuasion, and tactical repositioning.
  - b. Department Policy
    - i. Deadly Force
      - 1. a peace officer is justified in using deadly force upon

another person only as a last resort when reasonable alternatives have been exhausted or are not feasible and the officer reasonably believes, based on the totality of the circumstances, that such force is necessary for either of the following reasons:

- a. To defend against an imminent threat of death or serious bodily injury to the officer or to another person.
  - b. To apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended. Where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.
2. A peace officer shall not use deadly force against a person based on the danger that person poses to themselves, if an objectively reasonable officer would believe the person does not pose an imminent threat of death or serious bodily injury to the peace officer or to another person.
  3. A subject gaining control of one or more pieces of a peace officer's equipment, without the subject presenting an imminent threat of serious bodily injury or death, is not enough by itself to justify the use of deadly force.
- ii. Discharging Firearm
1. Pursuant to b.; 1-3 (Above)
  2. At a firing range, pursuant to all safety rules and regulations; or
  3. In order to stop a potentially aggressive animal, such as a dog, if the animal reasonably appears to pose an imminent threat of serious bodily injury or death to a peace officer or to another person and alternative methods are not feasible or would likely be ineffective.
    - a. In circumstances where there is sufficient advance notice that a potentially dangerous animal may be encountered, department members should develop reasonable contingency plans for dealing with the animal (e.g., fire extinguisher, Conducted Energy

Device, oleoresin capsicum (OC) spray, animal control peace officer). Nothing in this policy shall prohibit any member from shooting a dangerous animal if circumstances reasonably dictate that a contingency plan has failed or becomes impractical.

4. Firearms shall not be discharged as a warning.
5. Peace officers shall consider their surroundings and potential risks to bystanders and other peace officers to the extent reasonable under the circumstances, before discharging a firearm
6. When a peace officers discharges or attempts to discharge a firearm while on or off duty, intentionally or accidentally, the employee shall immediately notify the on-duty watch commander. This does not include intentional discharges at a range or for recreational purposes (e.g., hunting, private target practice, or other similar activities).

iii. Pointing a Firearm

1. Nothing in this policy shall preclude a peace officer from drawing of a firearm when the officer reasonably believes it necessary for the safety of the officer or another.
2. Detentions involving the pointing of a firearm at a person shall be entered into the Racial Identify Profiling Act database (RIPA).
3. The pointing of a firearm at a person shall be documented in the appropriate report, RIPA and on the Computer Aided Dispatch (CAD) call using the abbreviation "FPAP" (Firearm Pointed At Person).

iv. Moving Vehicles

1. A peace officer shall make every reasonable effort to move out of the path of an approaching vehicle.
2. A peace officer shall make every reasonable effort to not intentionally place themselves in a position where a vehicle could be perceived as a threat to the officer.
3. Peace officers shall not discharge a firearm at or from a moving vehicle unless one of the following circumstances exists:
  - a. The peace officer reasonably believes that there is an imminent threat of death or serious bodily injury to a peace officer or another person, by means other than the moving vehicle.
  - b. The peace officer reasonably believes that the driver is using or is attempting to use the

vehicle as a means to cause imminent threat of death or serious bodily injury to the peace officer or another person.

v. PC 835a and AB392

1. A peace officer is justified in using deadly force upon another person only when the officer reasonably believes, based on the totality of the circumstances, that such force is necessary for either of the following reasons:

- a. To defend against an imminent threat of death or serious bodily injury to the officer or to another person
- b. To apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended. Where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.

2. AB392

- a. Amended PC 196
- b. Amended PC 835a

3. Supporting case law

- a. Tennessee v. Garner
  - i. Fleeing felon
- b. Graham v. Conner
  - i. Objective reasonableness

D. POST LEOKA Studies

E. Fundamentals of shooting

a. Shooting Platform

i. Stance

1. Isosceles
2. Weaver
3. Modified

ii. Grip

1. 360 Degree coverage
2. Off-hand thumb forward down the slide with opposite pressure

iii. Trigger Control

1. Smooth trigger press to the rear
2. Disengage trigger safety (if applicable)

- 3. Double action/single action systems
- iv. Breathing Control
  - 1. Breathe with mouth open
  - 2. Shoot at a natural pause (if possible)
- v. Sight Alignment/Sight Picture
  - 1. Focus on front sight
  - 2. Align front sight in center of rear sight
  - 3. Align sight on target
- vi. Follow-through
  - 1. Continue looking through sight
  - 2. Assess target
  - 3. De-cock (if needed)

F. Range Drills

## VII. Customer Service

### Introductions

- a. Names, experience, assignments, etc.
- b. Reason for the class
  - i. No previous customer service specific training for law enforcement
  - ii. No clearly defined expectations for service delivery for police officers
  - iii. No industry standards for interactions
- c. Expectations
  - i. Participate
  - ii. Give Feedback

### What is the problem?

- d. Negative publicity
- e. Un-trusting public
  - i. Perception that Law Enforcement is bad
- f. Policing disenfranchised neighborhoods
  - i. Good police work sometimes means an upset community
    - 1. People don't always understand why we do what we do
- g. Trying to help people but unable to communicate effectively
  - i. Poor communication will equate to the inability to deliver what is promised

### What is Customer Service

- h. Define
  - i. Customer service is identifying the needs of the customer and meeting those needs
    - 1. Does not mean the customer is always right



- a. The customer is always right in that they have needs
  - ii. Customer service requires a mindset supported by actions
    - 1. *Start with Why*, the golden circle.
      - a. The purpose behind what we do is service
      - b. What we do and how we do it only supports our purpose of serving
        - i. Nothing about public service conflicts with tactics, officer safety, enforcing the law, etc.
- i. Mindset
  - i. Customer service = Service
    - 1. We are here to serve
    - 2. How we serve and what we do to serve only support our purpose – TO SERVE
- j. Customer service in the private sector
  - i. What are their goals and outcomes?
    - 1. Obtain new customers
    - 2. Keep their customers happy
    - 3. Keep their customers loyal
  - ii. How do they treat and value their customers?
  - iii. What happens when private industry does not treat their customers well?
- k. Customer service in the public sector
  - i. What are their goals and outcomes?
    - 1. The public is utilizing a government service
      - a. Monopoly on service
      - b. No Competition
      - c. The customers need the public sector employee, not the other way around...
  - ii. How do they treat and value their customers?
  - iii. What happens when public entities do not treat their customers well?
- l. Who are police customers?
  - 1. The community
    - a. Victims
    - b. Witnesses
    - c. Suspects
    - d. Everyone you come in contact with
    - e. Everyone who sees you
  - ii. What are our goals and outcomes?
    - 1. How do we treat and value our customers?
    - 2. What happens when we don't treat our customers well?
    - 3. Can we apply private sector principles to the public sector?

#### Customer service and Policing

- m. What does the community expect of us?

- i. We are civil servants
  - 1. Job is to provide service
    - a. Respond to high stress/high emotion events
    - b. Respond to intervene in disputes, acts of violence
    - c. Respond to mediate conflicts
    - d. Respond to take enforcement on violations of the law
    - e. Respond to community complaints
    - f. Proactively address crime problems
    - g. Proactively contact members of the community
- n. What can we provide to the community?
- o. How do we provide it to the community?

#### Techniques and Strategies

- p. What can we learn from the private sector?
  - i. Principles of customer service
    - 1. Start with Why (the Golden Circle)
    - 2. There's no such thing as customers in the plural, rather there's just one customer: The one who's being served right now.
    - 3. Find a way to say yes when you have to say no. Create alternative yeses.
    - 4. Anticipate your customer's needs to build an emotional bond.
    - 5. Create a predictably positive experience. This will build trust.
    - 6. You can't be all things to all people, but all people will appreciate it when you level with them. It's a sign of maturity and integrity.
    - 7. Customers tend to compare their service experiences across industries
    - 8. Customer service is truly about a customer experience
    - 9. A brand is a promise delivered.
    - 10. Not everyone wants hyper personal interactions
    - 11. Research shows that service far above and beyond expectations results in only moderate improvements in loyalty and satisfaction.
- q. How do customer service principles apply to police work?
  - i. Why does this apply to police work?
- r. What can we learn from the public sector?
- s. What does the public expect?
  - i. How do we surpass those expectations?
  - ii. When they are wrong, how do we make them happy?

#### The Customer Complaint Resolution Process

- t. Intro
  - i. Greet
- u. Body
  - i. Listen
  - ii. Ask questions
  - iii. Empathize

- iv. Address the issue
- v. Conclusion
  - i. Test questions
  - ii. Officer additional help
- w. Closing
  - i. Appreciation
  - ii. Follow-through

Implementing customer service into police contacts:

- iii. Mindset
  - 1. Look for opportunities to serve
- iv. The anatomy of a call:
  - 1. Introduction
    - a. Introduce yourself by name and agency
      - i. Greet
    - b. "Police, we're here to help."
      - i. De-escalator, rapport builder
  - 2. During the body of the call:
    - a. Active listening/procedural justice
    - b. Find out what the "customer's" expectations are and meet those expectations
      - i. Listen, ask questions, address the issue
      - ii. The customer isn't always right; however, instead of saying no, find an alternative to no. Try to get to a "yes"
    - c. Create an emotional experience between you and your customer when you can. Customers remember emotions much longer than they remember facts or outcomes.
      - i. Empathize
      - ii. A positive emotion outweighs a negative outcome
    - d. Be genuine and authentic
  - 3. The conclusion
    - a. "Do you have any questions that I can answer for you before I go?"
      - i. Test questions
    - b. "Is there anything else that we can do for you before we leave?"
      - i. Offer help
    - c. Thank you for calling us
      - i. Appreciation
    - d. If you need us, we're just a phone call away
      - i. An invitation to return as a customer
    - e. BONUS: FOLLOW-UP
      - i. Find ways to follow up with customers

- ii. Nothing builds an emotional bond like follow-up
  - 1. What
  - 2. How
  - 3. Why

What do we gain with good customer service?

- x. Positive interactions with the community
  - i. Trust
    - 1. Information
  - ii. Partnerships
  - iii. Decrease in complaints
  - iv. Loyalty from the community
- y. Increased morale
- z. Positive image for the agency

## VIII. Strategic Communications

- a. Officer safety
- b. Escalation vs. de-escalation
  - i. Professionalism
  - ii. How to treat others
  - iii. Four Tenets of Procedural Justice
- c. Communication elements
  - i. Approach
  - ii. Greeting
  - iii. Engagement
  - iv. Adaptation
  - v. Repair
  - vi. Incident Closure
- d. Listening skills
  - i. Active Listening
  - ii. Empathy vs. Sympathy
  - iii. Questioning Techniques
  - iv. Persuasion
- e. People with disabilities
  - i. Potential Strategies
  - ii. Relationships and Community Caretaking
- f. Team communication during a critical incident
  - i. Coordinated Effort
  - ii. Potential Resources
  - iii. Debriefs
- g. Class exercises

## IX. Perimeters

- A. Code 3 Driving and Vehicle Pursuit Policy
- B. Foot Pursuit Policy
- C. Radio Traffic
- D. Foot Pursuit Considerations
- E. Responding Officers
- F. Perimeter Calling
- G. Perimeter Management
- H. Suspect Confrontation
- I. Perimeter Integrity
- J. K9 Search Operations
- K. Aircraft
- L. Uncrewed Aircraft
- M. Pre-planned Events
- N. Calls For Service
- O. Hiding Locations
- P. Suspect Trends and Tactics

## X. Explosive Recognition and Response

### I. Introduction

#### A. Course Overview:

1. Recognition and response to explosives
2. Recognition of homemade explosives labs, improvised explosive devices (IED's), post blast scenes, awareness on current IED threat environment.

#### B. Course Goals & Objectives

1. Understand explosive hazards
2. Recognize commercial and homemade explosives
3. Recognize homemade explosive lab
4. Recognize signs of an IED
5. Proper response to an explosive related incident
6. Gain regional awareness on explosive related incidents
7. Gain awareness on current IED threat environment

### II. Course Material

#### A. Explosive Hazards

1. Overpressure
2. Fragmentation
3. Thermal

4. Impact

**Learning Activity:** Verbal quiz of explosive hazards

B. Commercial & homemade explosives

1. Commercial
2. HME

**Learning Activity:** Verbal quiz of commercial and homemade explosives

C. Homemade explosives labs

1. Recognition
2. Construction of homemade devices

**Learning Activity:** Verbal quiz on explosive labs

D. Recognize Signs of an IED

1. Electrically initiated IED
2. Mechanically initiated
3. Common Calls and Devices
  1. Pipe bomb construction
  2. M-device construction
  3. Illegal fireworks
  4. Molotov cocktail
  5. Chemical reaction bomb

**Learning Activity:** Verbal quiz on IED recognition

E. Proper response to explosive related incident

1. SPD General Order
2. Initial patrol response
3. Bomb threat standoff card
4. Suicide bomber response
5. Post blast response

**Learning Activity:** Verbal quiz on explosive incident response

III. Current trends/Intel brief

A. SPD call stats

1. Explosive device calls
2. EOD calls
3. SWAT Assists

IV. Regional EOD incidents

A. Oak Park vehicle bombings

1. 1<sup>st</sup> incident
2. 2<sup>nd</sup> incident
3. 3<sup>rd</sup> incident
4. Search warrant results

V. Class exercise/verbal scenario

- A. Learning Activity: Students will be provided various scenarios where they will be presented with a call that will require them to assess the situation and determine if EOD should be requested.

## XI. Rapidly Evolving Events

### **Course Goals:**

The course will provide the patrol officers with topics relating to patrol emergency responses during rapidly evolving, violent felony incidents. The officers will develop the necessary knowledge and skills to deal with high-risk encounters that they may be exposed to during patrol calls-for-service. Primary emphasis will be on decision making, pre-determined plans, command and control, tactics and equipment familiarization. The course consists of lecture, discussion, and scenario training for Sacramento Police Department patrol officers.

### **Tactical Review:**

#### Topics/ Exercises

- a) Judgment and decision-making
- b) Leadership
- c) Delegation of assignments and responsibility
- d) Scene management
- e) Safety guidelines and orientation
- f) Tactical Considerations
- g) Locate\*Isolate\*Evacuation\*Resolve
- h) Reactive authority
- i) Formation of arrest teams
- j) Barricaded/Patrol vehicle placement
- k) Incorporation of less lethal tools
- l) De-escalation and negotiation techniques.
- m) Definition and implementation of combined less lethal
- n) Aerial Assets
- o) Arrest Teams and responsibilities
- p) 835a PC/Use of Force policy
- q) Use of force considerations
- r) Legal obligations
- s) Moral obligations

**Course Objectives:**

Students will:

- 1) Demonstrate knowledge of equipment, duties and skills relating to felony in progress incidents.
- 2) Demonstrate a minimum standard of proficiency with every technique, exercise, and scenario, to include:
  - a) Judgment and decision making
  - b) Command & control
  - c) Equipment /Weapon knowledge, application and safety
  - d) Policy & procedure
  - e) Team Communication
  - f) De-escalation
  - g) Arrest procedures
  - h) Investigations