

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

Course Title:	Officer Safety and Wellness In-Service Training, Sgt. Ryan teaching block
Course Goal:	The goal of this block of training is to educate the students on the policies, rationale, and consequences concerning the use of seat belts and body armor. Calls for Service trends will be discussed as well as Code 3 statistics.
Audience:	Sworn Staff
Core Competencies:	Develop better understanding of the consequences of non-compliance with Sheriff's Office policies and best practices as well as the awareness of the frequency of potentially dangerous events.
Date:	TBD
Total hours of Instruction:	30 minutes
Location:	Headquarters; location TBD
Instructors:	Sgt. Steve Ryan
Mandated Training:	Yes
Method of presentation:	Interactive Lecture/Powerpoint

Outline of Course Material

- I. Orientation/Instructor/Overview
 - a. Class Orientation
 - b. Instructor Introductions
 - c. Course Outline
- II. Calls for Service (CFS) Discussion
 - a. Frequency (percentage of total CFS) that Deputies are responding to Domestic Violence Incidents, Suspicious Persons calls, as well as average monthly traffic stops (three most dangerous activities according to DOJCOPS)
 - b. Estimated total time (in days, minutes, and seconds) that Deputies drive Code 3 annually. (data from NETCOM)
- III. Seat Belt Discussion
 - a. *Dash cam video of unrestrained driver during rollover accident*
 - i. Roll over crash - No seat belt.wmv

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

- b. NHTSA statistics regarding unrestrained drivers, 2007-2016.
 - i. NHTSA: In 2016, 48 percent of all people killed in auto accidents were unrestrained
 - ii. COPS: In 2016, 52 percent of officers killed in auto accidents were unrestrained
 - c. Myths regarding seat belt usage
 - i. No statistical data (or even anecdotal evidence) regarding tactical disadvantage of wearing seat belt
 - 1. Far more likely to be killed in an auto accident than during an ambush attack
 - ii. Lexipol Policy 1010.2
 - 1. Situations where wearing of vests is mandatory
- IV. Body Armor Discussion
- i. COPS: In 2016, 37 percent of all officers killed were not wearing body armor
 - 1. 30 percent of officers killed in ambush-style attacks were not wearing body armor
 - ii. COPS: Officers wearing body armor while shot in the torso are 76 percent less likely to be killed
 - iii. Lexipol Policy 1011.4.2
- V. Conclusion
- a. At the conclusion of the training, the student will be asked to give feedback on how the course could have been tailored to more adequately address the subject matter.
 - b. Course completion will be documented via POST roster

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

<u>Course Title:</u>	Officer Safety and Wellness training- Traffic Stops
<u>Course Goal:</u>	This block of the Office Safety and Wellness will focus on continued professional training to deputies for enhancement of their abilities to safely and effectively complete traffic stops. Deputies will be provided classroom based training followed by practical scenarios.
<u>Audience:</u>	Sworn personnel of the Santa Cruz County Sheriff's Office.
<u>Core Competencies:</u>	Demonstrate ability to effectively conduct a traffic stop.
<u>Date:</u>	March 2019
<u>Total hours of Instruction:</u>	90 minutes
<u>Location:</u>	Sheriff's HQ
<u>Instructors:</u>	Lead Instructor – Sgt Jeff Simpson, others TBD
<u>Mandated Training:</u>	Yes
<u>Method of presentation:</u>	Interactive Lecture and practical implementation scenarios

Course Outline

At the beginning of the training, deputies will be presented a brief power point that will focus on tactical considerations for making traffic stops, tactical considerations while contacting the occupants and tactical responses to an attack. Estimated time for the power point will be 20 minutes.

Deputies will then be taken to a demonstration traffic stop based scenario where the above noted topics will be shown. This will provide deputies with an opportunity to visually understand the trained information.

Deputies will then be required to complete a 1-2 traffic stops (depending on amount of instructors) that will vary from a non-compliant subject, to a surprise attack. Deputies will be required to demonstrate the above trained tactics to complete the scenario.

Estimated time for the scenario will be an hour.

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

<u>Course Title:</u>	Ambushes of Police.
<u>Course Goal:</u>	To better understand Ambushes on police officers and train to increase the likelihood of a survivable outcome.
<u>Audience:</u>	Santa Cruz County Sheriff's Office
<u>Core Competencies:</u>	Same as Course Goal
<u>Date</u>	TBD 2019
<u>Total Hours of Instruction:</u>	1500-1600 hours Instruction/information portion – 10 min Practical exercises – 40 hours Debrief – 10 mins
<u>Location:</u>	TBD
<u>Instructors:</u>	Dee Baldwin
<u>Mandated Training</u>	No
<u>Method of Presentation:</u>	Instruction/Field exercises

Course Objectives

Under the supervision of assigned instructors each student will:

1. Identify and mitigate Ambush dangers.
2. Identify different types of ambushes.
3. Develop skills to increase situational awareness.

A. Natividad Medical Center

1. AMR or personal vehicle for injuries requiring medical attention.

B. Identify Safety Officer

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

1. Sgt Cleveland

C. Rules of Safety and Conduct

1. No Firearms, ammunition, tasers, OC, Baton, or knives for the duration of the scenarios.

1-1 Orientation / Instructor / Overview

A. Class Orientation

1-2 Ambush statistics.

- A. Review of statistics regarding Ambushes.
1. Ambush attacks reach all time high in 2016 with 21 deaths.
 2. 56% did not occur during calls for service.
 3. 44% of officers were off-duty (often in uniform)
 4. 34% of officers were sitting in patrol vehicles.

1-3 Concepts for increased safety.

- A. Correlation between ambush violence and crime rate.
1. Increased education represents lower risk of ambush.
 2. Use of in-car/BWC reduces ambush attacks.

1-4 Ambush survivability.

- A. Concepts to increase the likelihood of survival.
1. Call for additional units.
 2. Create distance.
 3. Leverage poor lighting conditions.
 4. Return fire.

1-5 Scenario Based training.

- A. At the conclusion of instruction, the group will be broken into 4 teams. The teams will be rotated through each of the following scenarios.
1. Patrol vehicle ambush.
 2. Off duty ambush.
 3. Call for service ambush.
 4. Medical aid application.

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

Course Title:	Domestic Violence Calls and Officer Safety
Course Goal:	To recognize the dangers associated with Domestic Violence Calls and to train for a safer outcome.
Audience:	Santa Cruz County Sheriff's Office
Core Competencies:	Same as Course Goal
Dates:	TBD 2019
Total Hours of Instruction:	0830-1000 hours Instruction/Information portion (15 Minutes) Practical exercises (1 hour) Debrief (15 minutes)
Location:	TBD
Instructors:	Sgt. William Burnett
Mandated Training	No
Method of Presentation:	Instruction/Field Exercises

Course Objectives

1. Identify the dangers associated with Domestic Violence Calls
2. Identify safety measures when responding to Domestic Violence Calls
3. Develop skills to increase situational awareness
 - A. Natividad Medical Center
 1. AMR or personal vehicle for injuries requiring medical attention.
 - B. Identify Safety Officer
 1. TBD

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

C. Rules of Safety and Conduct

1. No Firearms, ammunition, tasers, OC, Baton, or knives for the duration of the scenarios.

1-1 Orientation / Instructor / Overview

A. Class Orientation

1-2 Domestic Violence Statistics.

B. Review of Domestic Violence Statistics

1. 18 officers were killed at DV calls (2015-2016).
2. 41% of fatal calls for service were DV related.
3. 5 responding Officers were alone when killed.
4. 17 of 18 fatalities occurred outside.
5. In six case the shooting distance was over 50 feet
6. Alcohol/drugs were involved in 6 of the 18 officer deaths

1-3 Dangers associated with Domestic Violence Calls

B. Associated dangers of Domestic Violence Calls

1. High on emotions
2. Alcohol/drugs
3. Suspect knows you are coming
4. Ambush
5. Fatal funnel
6. Access to weapons

1-4 Concepts for increased safety.

B. Concepts to increase Officer Safety

1. Two Deputy response
2. Listen to the dispatched info (Drugs, alcohol, weapons,)
3. Call History
4. Silent approach if possible
5. Park out of direct line of sight
6. Wait for backup if possible
7. Approach cautiously on foot and be the surprise "er"
8. Pause from a position of advantage and listen/watch
9. Fatal Funnel/Windows
10. Use contact/cover with your partner
11. Separate involved parties
12. Pat search/protective sweep

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training

Expanded Course Outline

13. Maintain visual of your partner
14. Interview in a safe area without access to weapons
15. Do not leave without your partner.

1-5 Scenario Based Training.

- A. At the conclusion of instruction, the group will be broken into 4

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

<u>Course Title:</u>	Police on Police Conflict (AKA Blue on Blue)
<u>Course Goal:</u>	Students will be provided the information and scenario-based training to reduce likelihood of a deputy being injured or killed by another officer.
<u>Audience:</u>	Santa Cruz County Sheriff's Office Sworn Personnel
<u>Core Competencies:</u>	Same as Course Goal
<u>Date</u>	TBD
<u>Total Hours of Instruction:</u>	1600-1700 hours Instruction/information portion – 15 minutes Practical exercises – 45 minutes
<u>Location:</u>	Sheriff's Office Headquarters
<u>Instructors:</u>	Brian Cleveland
<u>Mandated Training</u>	No
<u>Method of Presentation:</u>	Instruction/Field exercises

Course Objectives

Under the supervision of assigned instructors each student will:

- Receive instruction on recent studies regarding Blue on Blue shootings and ways to prevent or limit these occurrences.
- Demonstrate instructed material in practical scenarios.

A. PowerPoint

- a. Most Common police on police conflicts
 - i. Inadvertent
 1. Shot unintentionally
 2. Negligent discharge
 3. Other mishap
- b. Accidental
 - i. Self (drawing firearm)
 - ii. Cleaning
- c. Mistaken ID

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

- i. Intentional shooting at a person believed to be the suspect
 - ii. Off Duty Law Enforcement
 - iii. Plain Clothed assignments
 - d. Training
 - i. Scenario based training
 - ii. Range safety

B. Demonstration of Knowledge

- a. Demonstration will consist of scenario-based training encompassing police on police conflict.

C. Required Equipment

- a. All assigned duty equipment

D. Practical exercises

- a. Active Shooting scenario with off duty law enforcement on scene
- b. Barricaded suspect who gets in between officers creating crossfire situation
- c. Residential search with adjoining rooms.
- d. Off duty enforcement during a shooting

E. Training Cleanup

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training

Expanded Course Outline

teams. The teams will be rotated through each of the following scenarios.

1. DV suspect with a weapon
2. DV suspect with access to a weapon
3. Ambush upon arrival
4. DV in a vehicle

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

<u>Course Title:</u>	Supervisor and Deputy Role in Safety
<u>Course Goal:</u>	Provide Deputies and supervisors with the necessary information to promote safety in the Sheriff's Office
<u>Audience:</u>	Patrol/Investigations
<u>Core Competencies:</u>	None
<u>Date</u> March	2019
<u>Total Hours of Instruction:</u>	30 min
<u>Location:</u>	Sheriff's HQ
<u>Instructors:</u>	Sgt. Nick Baldrige
<u>Mandated Training</u>	No
<u>Method of Presentation:</u>	Oral Discussion and PowerPoint

Course Objectives

Upon completion of the training, Sheriff's Personnel will be able to:

1. Understand their roles in Safety
2. Take steps to make the Sheriff's Office Safer

1. Supervisor's Role in Safety

- A. Increasing Safety when Responding to calls for service or self initiated events
 - a. Supervisors should actively correct dangerous behaviors including:
 - i. Complacency
 - ii. Speeding
 - iii. Not waiting for backup to arrive before approaching a scene
 - iv. Request assistance for outside agency if backup is extended.
- B. Supervisor's Role in increasing Safety around Suicide
 - a. Supervisors should create an open relationship with Deputies to build trust and confidence.
 - b. Supervisors have an active role in preventing suicide.

The Santa Cruz County Sheriff's Office

Officer Safety and Wellness In-Service Training Expanded Course Outline

- i. Recognizing and addressing abnormal behavior of Deputies.
- ii. Supervisors must protect confidentiality in order to encourage Deputies to talk with them.
- iii. Supervisors should have an open-door policy, which would allow Deputies to come in and openly discuss issues with the supervisor.
- iv. When necessary allow affected Deputy to take time off
- v. Provide deputies with EAP program assistance
- vi. Do not transfer Deputy following traumatic incident.

2. Deputy's Role in Safety

- A. Deputy's Role in safety when responding to calls for service.
 - a. Responding Deputies should continuously obtain information when responding to a call, such as:
 - i. Location History
 - ii. Outstanding warrants at the location
 - iii. Arrest History
 - iv. Mental health issues
- B. Deputy's Role in Safety when dealing with Suicide reduction:
 - a. The culture of the agency needs to be of Openness and Support.
 - i. Deputies need to support each other and encourage reaching out for assistance
 - ii. Peer Support team and network
 - iii. Have open and nonjudgmental conversations with affected Deputy