

## SECTION 2 Officer Safety Procedures

### 2.1 – 2.3 COMPETENCY REQUIREMENTS

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#### Note to Administrators

In order for POST to review and approve your agency's *Field Training Guide*, you MUST submit the following electronic files:

- 1) The POST FTP Approval Checklist ([Form 2-230](#))
- 2) Your department's *Policy & Procedure Manual*
- 3) Your completed Guide (Volumes 1 & 2), including ALL competency requirements covered in Part 5, Sections 1–18.

## LIST OF SUBTOPICS

### 2.1 CONTACT AND COVER

- 2.1.01 Contact Officer Tactics and Responsibilities
- 2.1.02 Cover Officer Tactics and Responsibilities
- 2.1.03 Roles During and After Pursuits and Stops
- 2.1.04 Contact/Cover Officer Positions

### 2.2 BODY ARMOR

- 2.2.01 Protective Body Armor

### 2.3 OFFICER SURVIVAL

- 2.3.01 Physical, Mental, and Emotional Conditioning

**SECTION 2 OFFICER SAFETY PROCEDURES**CHECK ONE ONLY: ☐ PHASE 1 ☐ PHASE 2 ☐ PHASE 3 ☐ PHASE 4 ☐ PHASE 5

Trainee

FTO

**2.1 CONTACT AND COVER****2.1.01 Contact Officer Tactics and Responsibilities**

The trainee shall explain and safely demonstrate contact officer tactics and responsibilities, including.

- |   |  |
|---|--|
| <p>A. Primary responsibility dealing with the situation, suspect(s), victim(s), witness(es), and reporting party(ies)</p> <p>B. Documenting incident information (reports, field interviews (FIs), etc.)</p> <p>C. Performing pat down and custody search of suspect(s)</p> | <p>D. Issuing all citations</p> <p>E. Recovering evidence and contraband</p> <p>F. Handling routine radio communications</p> <p>G. Relaying pertinent information to cover officer and medical personnel</p> |
|---|--|

Reference(s):

Case # (If applicable)

Incident #

	Received Instruction		Competency Demonstrated		How Demonstrated?	Remedial Training		How Remediated?
	When completed, print full name	Date	When completed, print full name	Date		When completed, print full name	Date	
FTO:					<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test			<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
Trainee:								

Comments (field will expand automatically)

**Additional Information:****2.1.01 Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum)**☐ N/A

Department Policies: 308 Vehicle Pursuits, 309 Officer Response to Calls, 312 Search and Seizure, 323 Report Preparation, 409 Cite and Release Policy, 422 Foot Pursuits, 505 Traffic Citations, 802 Property and Evidence

**2.1.01 Part B - Agency Training Details** *(field will expand automatically)*

The below information will be read by the trainee and then discussed with the FTO.

Officer Survival Techniques

Field Interrogations

One Person Unit

- 

|

Contact and Cover Concept

Contact Officer will perform the following:

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Cover Officer will perform the following:

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|

House Approaches

- 

|

Traffic Stops

- 

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**2.1.02 Cover Officer Tactics and Responsibilities**

The trainee shall explain and safely demonstrate cover officer tactics and responsibilities to include:

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>A. Approach</li> <li>B. Cover positions with vehicles(s)/person(s)</li> <li>C. Position of advantage</li> <li>D. What to watch for:               <ul style="list-style-type: none"> <li>1. Hands in pockets or otherwise concealed</li> <li>2. Weapons or contraband</li> <li>3. Hostility or anger</li> <li>4. Approach of other persons or vehicles</li> <li>5. Symptoms of intoxication or illness</li> <li>6. Potential reactions and escape</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>E. Communications with contact officer (hand signals, other verbal and nonverbal signals)</li> <li>F. Provide assistance, if needed, during arrest</li> <li>G. Provide assistance as directed by contact officer</li> </ul> |
|---|--|

Reference(s):

Case # (if applicable)

Incident #

	Received Instruction		Competency Demonstrated		How Demonstrated?	Remedial Training		How Remediated?
	When completed, print full name	Date	When completed, print full name	Date		When completed, print full name	Date	
FTO:					<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test			<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
Trainee:								

Comments (field will expand automatically)

**Additional Information:****2.1.02 Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum)**

☐ N/A

Department Policies: 308 Vehicle Pursuits, 309 Officer Response to Calls, 312 Search and Seizure, 422 Foot Pursuits

**2.1.02 Part B - Agency Training Details (field will expand automatically)**

See section 2.1.01

**2.1.03 Roles During and After Pursuits and Stops**

The trainee shall discuss the roles of the contact and cover officers during and after a pursuit, felony car stop, or foot chase. These shall include:

- |                             |  |
|-----------------------------|--|
| A. Radio responsibilities   | C. Position to assume after the vehicle or person is stopped |
| B. Firearms/weapons systems | D. Officer to officer communication                          |

Reference(s):					Case # (If applicable)		Incident #	
	Received Instruction		Competency Demonstrated		How Demonstrated?	Remedial Training		How Remediated?
	When completed, print full name	Date	When completed, print full name	Date		When completed, print full name	Date	
FTO:					<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test			<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
Trainee:								
Comments (field will expand automatically)								

**Additional Information:**

<b>2.1.03 Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum)</b>  Department Policies: 308 Vehicle Pursuits, 422 Foot Pursuits	<input type="checkbox"/> N/A
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<b>2.1.03 Part B - Agency Training Details (field will expand automatically)</b>  See section 2.1.01
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**2.1.04 Contact/Cover Officer Positions**

The trainee shall safely and effectively demonstrate the responsibilities of both the contact and cover officer positions during the following:

- |                        |   |
|------------------------|---|
| A. Calls for Service   | D. Traffic stops  |
| B. "In-progress" calls | E. High-speed pursuit, felony stops, and/or foot chases |
| C. Pedestrian stops    |   |

Reference(s):

Case # (If applicable)

Incident #

	Received Instruction		Competency Demonstrated		How Demonstrated?	Remedial Training		How Remediated?
	When completed, print full name	Date	When completed, print full name	Date		When completed, print full name	Date	
FTO:					<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test			<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
Trainee:								

Comments (field will expand automatically)

**Additional Information:****2.1.04 Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum)**

☐ N/A

Department Policies: 308 Vehicle Pursuits, 309 Officer Response to Calls, 422 Foot Pursuits

**2.1.04 Part B - Agency Training Details (field will expand automatically)**

See section 2.1.01



<b>2.2 BODY ARMOR</b>								
<b>2.2.01 Protective Body Armor</b> The trainee shall discuss the benefits, limitations, and characteristics of protective body armor, including: <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 48%;">           A. Wearing versus not wearing            B. Types of body armor         </div> <div style="width: 48%;">           C. Level of protection against firearms            D. Level of protection against knives and other penetrating weapons         </div> </div>								
Reference(s):						Case # (If applicable)	Incident #	
<b>FTO:</b>	<b>Received Instruction</b>		<b>Competency Demonstrated</b>		<b>How Demonstrated?</b>	<b>Remedial Training</b>		<b>How Remediated?</b>
	When completed, print full name	Date	When completed, print full name	Date		When completed, print full name	Date	
<b>Trainee:</b>					<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test			<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
Comments (field will expand automatically)								

**Additional Information:**

<b>2.2.01</b>	<b>Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum)</b>  Department Policies: 1007 Body Armor	<input type="checkbox"/> N/A
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**2.2.01 Part B - Agency Training Details** *(field will expand automatically)*

The below information will be read by the trainee and then discussed with the FTO.

**Types of Body Armor used by CIPD**

**Ballistic Patrol Vest** – Officers are issued a Level IIIA ballistic vest. Level IIIA vests are the highest blunt trauma protection and are rated to help defeat 9mm full metal jacket projectiles at 1400 feet per second and .44 magnum semi jacketed hollow point projectiles at 1400 feet per second.

**Active Shooter Vest (plates)** – CIPD active shooter plates are Level III and Level IV. Level IV are issued to each CIPD officer and level III are optional. Level IV plates are the highest rated plate and will help defeat up to .30-06 Armor Piercing ammunition. Level III will help defeat .308 Winchester full metal jacket projectiles or lower rated ammunition.

Ballistic Patrol Vests are not designed to protect against thrusting attacks by edged weapons however they are effective against slashing attacks.

**2.3 OFFICER SURVIVAL****2.3.01 Physical, Mental, and Emotional Conditioning**

The trainee shall identify and explain the importance of physical, mental, and emotional conditioning in officer survival, and shall understand the organizational resources available to assist in counseling due to traumatic incidents. This discussion shall minimally include:

- |   |   |
|---|---|
| <p>A. Concept of tactical retreat</p> <ol style="list-style-type: none"> <li>1. Pre-planning (mental scenarios)</li> <li>2. Reduction of unnecessary risks (stress management, “keeping cool”)</li> </ol> <p>B. Mental conditioning</p> <ol style="list-style-type: none"> <li>1. Will to live</li> <li>2. Continue to fight, regardless of odds</li> <li>3. Mental alertness</li> <li>4. Self-confidence</li> </ol> <p>C. Physical conditioning</p> <ol style="list-style-type: none"> <li>1. Agency policy on physical fitness and officer standards</li> <li>2. Role of good health and nutrition</li> </ol> | <p>D. Weapon retention</p> <p>E. Employee Assistance Program</p> <ol style="list-style-type: none"> <li>1. Counseling through Human Resources and/or contracted professionals</li> <li>2. Critical incident stress debriefings</li> <li>3. Law Enforcement Chaplains</li> </ol> <p>F. Peer Counseling</p> |
|---|---|

<i>Reference(s):</i>					<b>Case # (If applicable)</b>	<b>Incident #</b>		
	Received Instruction		Competency Demonstrated		How Demonstrated?	Remedial Training		How Remediated?
	When completed, print full name	Date	When completed, print full name	Date		When completed, print full name	Date	
	<b>FTO:</b>							
<b>Trainee:</b>					<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test			<input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
Comments <i>(field will expand automatically)</i>								

**Additional Information:****2.3.01 Part A - Reference Agency Policies/Procedures, if applicable (600 characters maximum)**☐ N/A

Department Policies: 1011 Fitness for Duty

**2.3.01 Part B - Agency Training Details** *(field will expand automatically)*

See section 2.1.01

The below information will be read by the trainee and then discussed with the FTO.

### “Below 100” Initiative

#### History-

Like many good ideas, the Below 100 initiative came out of a conversation around a dinner table. In April 2010, several contributors to Law Officer Magazine and friends were enjoying a dinner together at the International Law Enforcement Educators and Trainers Association (ILEETA) Conference. There had been a spate of officer deaths, and clearly, everyone at the table was concerned. Captain Travis Yates of the Tulsa Police Department made a statement that caused everyone to pause..... “If we would just slow down, wear our seatbelts and clear intersections, we could get our line of duty deaths to Below 100 a year.”

The idea of Below 100 began at that table and continues today and it’s evolved into Below 100 Program, an initiative that aims to reduce the line of duty deaths to below 100, a number not the seen since 1944. If you’re reading this, consider yourself part of this conversation.

We can do this. We’ve done it before. In 1974, the all-time high year for officer deaths, 278 were killed in the line of duty. Innovations in training, emergency medicine and vehicles, as well as the development of ballistic armor, all contributed to bring this number down. We’ve averaged about 150 officers killed per year in the last ten years. Together, we can bring that number to below 100.

We have identified five key tenets by which we can improve officer safety—areas where we can make a difference. Below 100 isn’t about statistics. It’s about each and every officer, trainer and supervisor taking individual and collective responsibility for the decisions and actions that contribute to safety.

For those in a leadership position, Below 100 means supporting a culture of safety throughout your department. Make doing the right thing so ingrained in your personnel that it becomes the norm and not the exception. Just as importantly, hold accountable those who stray outside what should be common sense. Often, a private word with a misguided officer is all it takes to correct his or her misperception. Below 100 is committed to providing you the tools and resources you need to make a culture of safety thrive throughout your department.

Finally, Below 100 is a challenge that recognizes each officer death as a tragedy. It’s our duty to face down death and protect the innocent when called to do so. It’s a fact: Good cops will die each year. But working together—and only by working together—we can keep our streets and ourselves safer.

#### Tenets-

#### Wear Your Seat Belt:

June 14, 2010, was a seemingly routine day for Joshua Nytch, a 31-year-old police officer with the New York State Office of Mental Health Police. As he responded to the report of a missing mental patient, he approached a busy, six-lane intersection with a red light. He slowed, changing the tone on his siren and obtained acknowledgement of his presence from every driver he could see. As they yielded, Nytch proceeded through the intersection and was struck by a vehicle that appeared from behind a row of traffic. The driver never saw the officer. Nytch was unable to avoid the collision.

His car was struck on the passenger-side front-quarter panel, sending the patrol vehicle spinning out of control. The impact propelled Nytch violently into the radio console, injuring his legs and hips. He had made the same decision that many other officers have and continue to make: He was not wearing his seat belt.

#### Deadly Combination

When you combine a lack of seat belt with high speeds, you have the deadliest epidemic our profession has seen since the gun violence from three decades ago. It's that deadly epidemic that took the life of Reeves County, Texas, Deputy Jacob Rayos on April 11, 2010. While looking for a suspect vehicle near Interstate 20, Deputy Rayos was traveling at a high rate of speed and left the roadway. His patrol vehicle rolled several times before coming to rest on all four tires. Deputy Jacob Rayos was not wearing a seat belt and was ejected from the vehicle. He died at the scene and became LODD No. 52 in 2010.

Sadly, there have been many incidents like the one that claimed Deputy Rayos, and they have resulted in countless unnecessary deaths over the years. The collisions involving Officer Nytch and Deputy Rayos are just two examples of a deadly secret that plagues law enforcement. Although violence against our profession is certainly a huge issue, excessive driving speed and failing to wear safety belts is continuing to kill officers every year at numbers that are greater than the losses attributable to gunfire. This is absolutely senseless.

Craig W. Floyd, chairman of the National Law Enforcement Memorial Fund, made headlines in 2006 when he announced that officers not wearing seat belts could be a reason why officer deaths in vehicles had risen from the previous year. It's unfortunate that his statement holds true today.

The Fatality Analysis Reporting System (FARS) Data states that 39% of the officers killed in vehicle collisions since 1996 were not wearing their seat belt. Moreover, 42% of the fatal law enforcement vehicle collisions involved a single-vehicle crash striking a fixed object off the roadway. Think about this for a minute. The officer ran off the road and struck an object. The death was just as absolute, the loss just as great as if the officer was killed by a determined assailant. The difference is that these deaths are much easier to prevent than those caused by attacks on officers. Of course, the "data" isn't the whole story. These are the lives of our heroes in uniform who leave grieving spouses, children and coworkers. It's time to end the deadly epidemic of excessive speed and a lack of seat belt usage.

Now, imagine taking the leading cause of line of duty deaths for the last 13 years and cutting the deaths in half with just a few behavioral changes? It can be done without millions of dollars in funding and thousands of hours of training. That's the reality of what would occur if we, as a profession, decided that enough is enough.

#### Wear Your Belt

In light of what we now know, we must scream it from the rooftops: Every law enforcement professional, no matter their rank or job, must wear their seat belt at all times.

This will take more than a policy. It will require education. We must train our officers about why they must wear seat belts, as well as how they can exit their vehicle quickly even while wearing their seat belt.

The most common excuse is that the belt will get tangled up with equipment or a uniform badge which would prevent a quick exit of the vehicle. Although that excuse may have some merit, the action of not wearing a seat belt because of it is just not valid. We must practice taking our seat belt off, pulling it away from our belt and uniform and letting it coil into place as our vehicle comes to a complete stop. This simple technique would enable us to have an option to exit the vehicle quickly while also wearing a seat belt.

#### Watch Your Speed

The old adage that "speed kills" not only applies to citizens but law enforcement as well. The job in law enforcement certainly entails the

occasional high speed response or pursuit, but in a general practice this must be limited to those times when it's necessary. Remember: Just because you can doesn't mean you should. If the road conditions are not ideal and/or vehicle traffic is heavy, driving at high speed is hazardous at best and negligent at worst. If we aren't familiar with the roads or the geography around us, we have no business driving fast. The arrival time is likely only affected by seconds if we slow down. The risk isn't justified and our profession has paid dearly—speed is truly deadly. The phrases “killed while responding to a call” or “lost control” are all too common and entirely without justification.

#### Conclusion

Officer Joshua Nytch was fortunate. Although injured from the impact, he was able to exit his vehicle and administer first aid to the driver of the other vehicle. He understands that if he would have been struck from another direction that he probably would've been killed. Seat belt usage has now become a part of a behavioral change he wishes every officer and law enforcement agency would place a high importance on. “The job of a police officer is dangerous enough,” says Nytch. “There is no need to compound that danger because of our own sense of invincibility.”

Indeed, the times of “invincibility” are officially over. They must be if we ever expect to get our LODDs below 100.

#### Wear Your Vest:

I remember the first body armor developed by Rich Davis of Second Chance Body Armor Company. It was the early 1970s and armor consisted of a double set of ballistic nylon pads. Kevlar was yet to come on the scene. I still have a set of that nylon armor we shot with a .38 revolver. The 158-grain lead bullet bounced off, and we were convinced.

In 1980, it was my good fortune to travel to Second Chance in Central Lake Michigan, where I would spend the next 19 summers attending the Second Chance Combat Shoot. Richard and I became great friends and he regularly invited me and other officers to the factory and gave us an education about the manufacture and capabilities of soft and hard plate body armor.

I also met many of the officers who had been shot and survived because they wore their armor. These meetings led to a movie on body armor saves, and I was asked to interview officers and deputies from around the nation. What an incredible experience!

I discovered that officers saved by their armor all had two vital things in common. First, they made the choice to wear their body armor every day, every shift. Second, every officer I spoke with said that at no time did they expect to get shot when their incident occurred. There was no warning, just gunfire directed at them. Note: This is well over two dozen officers all saying the same thing. This pretty much shoots a big hole in the belief held by some that they can carry their vest with them and put it on when it's needed.

Their calls ran the gamut: traffic stops, domestics, search warrants, suspicious person, man with a gun, etc. Some calls were dangerous on their face and some weren't. Many of the officers returned fire successfully after being shot. Some were shot more than once and not all rounds hit their armor, but they remained committed to their survival and success, and they won.

#### The Case of Marcus Young

No better example of this is Sgt. Marcus Young (Ret.), of the Ukiah, Calif., Police Department. Sgt. Young is one of my heroes and a personal friend. We met at ILEETA some years ago, and I learned of his amazing street battle against a hardcore criminal bent on murdering him. Body armor coupled with a fierce warrior spirit and a well-trained mind and body allowed a critically wounded Sgt. Young to fight on, overcome and ultimately kill his attacker. Today Sgt. Young works with a FBI/DOJ program presenting information on officers killed in the line of duty (LEOKA). This publication details the murders and assaults of officers nationwide and is published every year.

#### It Won't Happen Here

There are those who say that “nothing happens here.” Translation: You have not been attacked or in a serious auto crash—yet. Numerous officers have been saved in auto crashes by their armor, so it’s not just a gun or edged weapon threat to be concerned about. We must not allow complacency to be our downfall.

Let’s look at the upside of wearing your body armor:

1. Body armor can and will save your life.
2. It will allow you to fight on when you have been shot in a protected area of your body.
3. It’s a passive defense that requires nothing more to work than wearing it.
4. It’s reasonably priced, especially with the Federal 50% reimbursement program and remains serviceable for years.

I won’t pretend there aren’t downsides. In hot weather, body armor can be uncomfortable. Sweat streams down your body and your T-shirt, pants and shorts are soggy. Yes; but having holes shot in your body is worse.

Ultimately, the issue is whether or not the armor is worn. Do we allow the officer to make that decision or do we mandate it? As the lead officer in my agency, I’ve made the wearing of body armor mandatory for my street officers. When I go out, I wear mine. You can’t have two standards, one for bosses and one for officers. “Lead by example” must be the motto of command officers. For those of you who are field training officers and work for an agency that doesn’t have a mandatory wear policy, you must remember that your attitude about body armor will affect every trainee. Set the right example by wearing your armor and make sure every trainee understands that armor should always be worn.

We can’t think that we’ll wear it when we need it. Letting the armor sit in our car or locker is simply unacceptable. I remember an incident in which a deputy arrived at a domestic call without his armor on. A senior deputy told him to “go get it and put it on.” Minutes later the offender ambushed the now-armored deputy and shot him in the hip and over the spine. The vest saved his life.

Why do I know this? Because this incident occurred a few miles from my jurisdiction. Sadly, I also remember officers and deputies who have been killed with their vest sitting on the seat or in the trunk of their squad car.

#### Conclusion

We have a choice. Through planning, training, mindset and commitment we can perform our sworn duty under the most dangerous conditions. We can be protected at all times by our armor. In fact, we must. Let’s join together and make this commitment to armor up. Do it for yourself, for your fellow officers who might have to rescue you and for those who care about you.

#### Watch Your Speed

(Same Article as “wear your seat belt”)

#### W.I.N.

WIN is a simple but powerful acronym that represents what I believe is life’s most powerful question—What’s Important Now?

I first came across this question in the book *Winning Every Day* by Lou Holtz. It was a philosophy Holtz sought to instill in his athletes to help them prioritize the choices they were faced with daily. As law enforcement professionals we must take a lesson from Coach Holtz and apply this powerful philosophy in our lives. Everyday, in our personal and professional lives, we’re faced with decisions, some more critical than others. The choices we make have a lasting impact on our health, relationships, careers and finances. In order for us to achieve excellence in our lives, we must ask ourselves this simple question throughout every day: what’s important now?

This one powerful question allows us to prioritize decisions, choices, actions and events in our personal and professional lives. It keeps us safe, and makes us better leaders, trainers, spouses and parents. The question “what’s important now?” requires you to consider the present with an eye to the future.

### The Importance of Now

“We can learn from past failures and mistakes,” said legendary manager Joe Torre, “but we shouldn’t get stuck there. We can keep future goals in mind, but we shouldn’t get stuck there, either. The only way to reach our potential is to focus on what we must do now—this moment, this day—to perform effectively and win.”

These choices you face every day can vary greatly in difficulty and long-term implications. Some are relatively easy: Large or extra large coffee? Regular or premium gas? White wine or red?

Others get to the core of what’s important to you in your life. Do you spend time every day engaged in personal development activity, such as working out or reading? Do you continually hangout with the people from work at the end of a shift or do you go home and spend time with your family? Do you do what’s right or what’s popular? Do you take responsibility for your actions and decisions or do you look for someone and something to blame?

Still others are unique to the profession of law enforcement: Do you rush in to make the arrest, or wait until you have sufficient backup? Do you terminate the pursuit when the risk is too great or stay in it regardless? Do you engage in a foot chase or a foot-surveillance? Do you talk or do you fight? Do you close the gap and use empty hand control, or maintain distance and use an intermediate weapon? Do you shoot or not?

This question is particularly pertinent to vehicle operations. Do you drive within your limits while responding to emergency calls, or do you push the envelope? As you exit your vehicle at a traffic stop are you so focused on the target vehicle that you step into oncoming traffic or ensure it is clear first? Directing traffic at night, do you pay attention to the activity of medics at the scene and fail to realize that their emergency lights are interfering with the vision of oncoming traffic thereby placing you at risk of being struck by a vehicle? Or do you conduct a continuous risk assessment of the scene to ensure the safety of all emergency services personnel?

The philosophy of WIN can serve as a powerful guiding principle in every aspect of law enforcement, including leadership, training, officer safety, investigations, interviews, incident command, fitness, continuous learning, allocation of resources, time management, professionalism and career development. It will have a pronounced impact on how you treat members of the public, peers, superiors and subordinates. Having the WIN mindset will save officers’ lives.

As you go throughout your day, your career and your life, remember WIN, and let life’s most powerful question guide your decisions. You will be happier and safer. It’s definitely worth it, so WIN!

### Remember: Complacency Kills

Where do we, as police officers, draw the line between complacency and denial, readiness and paranoia? Read the daily reports of officer-involved shootings, motor vehicle accidents, fights, assaults and every other threat. Consider the locations of these incidents and the picture could not be more clear: No matter where you wear the uniform and drive a squad car, the threat is universal, even if the terrain is different. English poet John Keats wrote that “Nothing is real ‘till experienced.” I would add that there are experiences you will not survive if you aren’t prepared mentally and physically. Complacency will kill you.

### Face Reality

The difficulty in any life-safety training is to have the officers truly accept that these threats are real. There’s no wakeup call as clear and loud as when you suffer violence directed at you, or when you come close to falling off the edge of the proverbial cliff. When your hands and knees stop shaking and you realize how close you came, reality will be upon you. After such an event, you may accept and embrace this new vision of life and make your actions conform to the recognition that danger is ever present. Most do, but for how long?

After a prolonged shootout that resulted in the wounding of officers and the killing of the offender, I spoke with officers of the agency at



various times. Immediately after the event, all were at a high state of readiness. As months progressed, I asked how things stood. Answer: Some officers were returning to the prior thinking: Nothing will happen here. A year later, many officers expressed that the event was now out of sight and out of mind.

Keats had it right: When we're forced out of our comfort zones and put at risk, it all becomes real. To stay real, you must believe that the threat exists against you.

Complacency is a third-person issue: It only happens to others, so I need not fear. Complacency is among the most dangerous and insidious threats we face, because it lays us open to all the others.

#### You Are Not a Statistic

We have those who argue statistics. If you cling to statistics to determine readiness, then leave your handgun in your locker and head out onto the streets, because, by the numbers, there is almost no chance you will be involved in a gunfight. While you're at it, don't train. Why waste the time and money? Not going to happen to you, so don't stress out.

I refuse to accept this line of thinking, and I urge you to do the same. When the possibility becomes the reality, statistics are rendered meaningless. Develop safety habits and practice them every day, every shift. Carry what you need and know how to use it all under extreme stress.

Take the time to discuss with your shift partners what they expect will happen and how they will react. It may be far different in reality, but the discussion is vital. When we discuss and imagine, we buy into the realities that exist. We confirm that we won't be uniformed observers, but capable and competent police officers, willing to meet the test. Remember: Many will arrive later, but for those few life- and-death moments, you are it.

If you've lived a life of readiness, then success, while not certain, is far more likely. If you've lived a life of denial and complacency, disaster, while not certain, is more probable. The message is as old as Scripture: You reap what you sow. For those who see law enforcement as a profession, you will be a professional. For those who see it as a paycheck, there's a safer, easier job for you out there.

#### Constant Reminders

Consider this pre-shift checklist:

1. Inspect your firearms and gear at the beginning of every shift. Keep all clean and lubed.
2. Ensure weapons are loaded and ready. Inspect all ammo you load in magazines.
3. Press-check your pistol and inspect your magazines every day.
4. Be certain all battery-powered devices are charged or operating at full power. Carry extra lights and batteries.
5. Carry a good folding rescue knife, an extra radio battery, gloves and glasses.
6. Check and maintain your squad car: It's your life raft and gear locker.
7. Go armed and ready at all times. As John Farnam says, the fight will be a "come as you are" event, so dress for success.
8. Clear your mind of the daily distractions and remind yourself, today is the day.

The EAP program offered through CSU Channel Islands includes, but are not limited to:

- Counseling services
- Mental health
- Substance abuse
- Workplace problems or conflicts
- Work/Life balance
- Grief and loss

- Coping with change
- Eating disorders
- Financial and legal assistance
- Family support
- Parenting and family issues
- Help with relationships
- Health and wellness support
- Referrals to community resources
- Assistance in choosing the best providers

All records, including medical information, referrals and evaluations are kept strictly confidential in accordance with federal and state laws.

The EAP is available 24 hours a day and can be accessed by phone or online. Services are available to all employees and the members of their household, including dependents living away from home. There is no charge for referrals, or for seeing a clinician within the network.

To request services or register for any of the the OptumHealth programs, visit: [www.liveandworkwell.com](http://www.liveandworkwell.com) or call (800) 234-5465. The access code is: csuci1. Contact the CI benefits office if you have any questions.

The police department does not have an active peer counseling program.

**See next page for Attestation**

## Part 5 – Section 2: Officer Safety Procedures

### ATTESTATION FOR SECTION 2

#### TO ENTER YOUR ELECTRONIC SIGNATURE:

- Click on the 'X' in the signature line to activate the signature field > Right click and select "Sign" from the menu.
- Click on "Select Image" > Locate your signature file > Click "Open" to place your signature (date appears automatically).
- Enter your full name next to your signature.

#### YOUR ELECTRONIC SIGNATURES VERIFY that the Field Training Officer (FTO) and Trainee attest to the following:

1. The FTO(s) provided all instruction, training, and related feedback/comments to the Trainee in accordance with the agency's training requirements for this portion of the Field Training Program.
2. The Trainee demonstrated all competencies required for this portion of the Field Training Program.
3. If remedial training was performed, the results were reviewed by the appropriate FTO(s) and accepted by the Trainee.
4. The final evaluation of the Trainee's performance for this portion of the Field Training Program were approved by the FTO(s) and accepted by the Trainee.

X

Primary Field Training Officer:

Print Full Name: \_\_\_\_\_

X

Trainee:

Print Full Name: \_\_\_\_\_

**IMPORTANT:** After signing the Attestation, the file will be "locked" and **CANNOT BE MODIFIED**. If you need to make changes, both signatures must be removed and re-entered after the final revisions have been made.

**To remove the electronic signature:** Right click on the signature line > Select "Remove" from the menu.

**See the following pages for Instructions to Administrators and FTOs**

## How to Complete Part 5 (Sections 1–18)

### INSTRUCTIONS TO ADMINISTRATORS

**VOLUME 2 OF THE FIELD TRAINING GUIDE CONSISTS OF 18 SECTIONS WHICH MAKE UP PART 5.** Each section is provided as a separate file on the POST website (<https://www.post.ca.gov/field-training--police-training.aspx>). Prior to submitting your FTP Guide to POST for review, you must complete all 18 sections and include them as part of your Guide.

1. **Set up:** Keep an unchanged copy of each section file as a master for reference. Make a copy of the file to use for your agency-specific entries.
2. **Front cover (optional):** To keep a hard copy of Volume 2 for internal use, you can add your agency name and date to the front cover.
3. **For each section (1–18):**
  - a. Open the applicable file and add your agency name and date to the header on page 1. (DO NOT change any other headers or footers or alter any other sections of the file.)
  - b. Below each table:
    - *Part A:* Enter applicable references from your agency's Policies & Procedure Manual.
    - *Part B:* Enter your agency's training details.
4. **After completing ALL sections (1–18),** you MUST submit the following materials via flash drive, CD, or DVD to POST for review and approval (do not send printed copies):
  - 1) **Your completed FTP Guide**
  - 2) **FTP Approval Checklist** ([POST Form 2-230](#))  
NOTE: Guides submitted without this form will NOT be reviewed.
  - 3) **Your Department's Policy & Procedure Manual**
5. MAIL YOUR ELECTRONIC MEDIA TO:  
**Commission on POST**  
**860 Stillwater Road, Suite 100**  
**West Sacramento, CA 95605**  
**Attn: Phil Caporale – BTB**
6. You will receive status notification within 90 days from the date received.

**See next page for Instructions to Field Training Officers**

## How to Complete Part 5 (Sections 1–18)

### INSTRUCTIONS TO FIELD TRAINING OFFICERS (FTOs)

**VOLUME 2 OF THE FIELD TRAINING GUIDE CONSISTS OF 18 SECTIONS WHICH MAKE UP PART 5.** Each section has been customized by your agency administrator(s) to include references to policies and procedures and training details to meet your agency's Field Training Program requirements. Each file is provided as a separate file. For each section (1–18), complete all tables for each topic.

1. **Set up:** Keep an unchanged copy of each section file as a master for reference. Make a copy of the file to use for your training sessions.
2. **Tracking your training sessions:**
  - a. Upon completing each competency, enter the FTO and trainee names and dates, and how the competency was demonstrated, into the applicable tables.
  - b. Enter any note-worthy comments related to the trainee's performance.
3. **If trainee requires remedial training:**
  - c. Enter the FTO and trainee names and dates, and how the competency was remediated, to show that each competency was completed.
  - d. Enter any additional note-worthy comments related to the trainee's performance.
4. **Attestation:** After all competencies have been performed, including any remedial training, the primary FTO and Trainee **MUST** enter their electronic signatures on the Attestation page (see instructions) to verify that the Trainee has completed this portion of the Field Training Program.

End Section