

Orientation Phase Responsibilities

Subject

AGENCY ORIENTATION / DEPARTMENT POLICIES	FTO Initial	Trainee Initial
Agency Specific Training		
Agency Orientation		
Community Orientation / Geographic Locations		
Support Services		

COMMUNITY RELATIONS / POP / COPPS	FTO Initial	Trainee Initial
Community Relations & Service		
Professional Demeanor & Communications		
Cultural Diversity		
Crime Prevention		
Community / Problem Oriented Policing		
Crime Analysis Practical Application		
Crime Free Multi-Housing		
Project Bridge		

RADIO COMMUNICATIONS & TECHNOLOGY	FTO Initial	Trainee Initial
Radio Communications		
Information Systems / Telecommunications		
MDC / Computer		
Mobile Video		
Digital Recorder		

CONTROL OF PERSONS / PRISONERS / MENTALLY ILL	FTO Initial	Trainee Initial
Control / Searching of Persons		
Handcuffing		
Legal Responsibilities & Requirements with Prisoners		

STRATEGIC PLAN	FTO Initial	Trainee Initial

■ **FIELD TRAINING PROGRAM**

Agency Orientation & Department Policies

Legend

FTP-RG = Field Training Program Resource Guide
LSB = California Peace Officers Legal Sourcebook
PPM = RPD Policies and Procedures Manual
LD = POST Academy Learning Domain
CIM = Collision Investigation Manual

AGENCY ORIENTATION / DEPARTMENT POLICIES

AGENCY-SPECIFIC TRAINING

During the orientation period, the trainee shall be given an opportunity to become familiar with the specific training requirements of the Department. The trainee shall have been scheduled for and successfully completed the following training prior to starting the uniformed patrol field training program:

- 1.1.01 Firearms / Weapons qualification, including shotgun, less lethal munitions, and Taser.
Explanation of tactical weapons / patrol rifles (qualification not required).

Pistol *Reference: PPM 4.7*

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								

Shotgun *Reference: PPM 4.7-5*

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Less Lethal *Reference: PPM 4.49*

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Taser *Reference: PPM 4.30*

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F.T.C.								
Trainee								

Tactical Weapons / Patrol Rifles (explanation) *Reference: PPM 4.7-6*

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Trainee								

- 1.1.02 Arrest and control techniques, including TARP and Hobble.

Reference: PPM 4.30, 4.31, 4.31 F, Defensive Tactics Staff

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Trainee								

AGENCY ORIENTATION / DEPARTMENT POLICIES

1.1.03 Impact weapon qualification

Reference: PPM 4.30, Defensive Tactics Staff

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F.T.O.								
Trainee								

AGENCY ORIENTATION

1.1.04 The trainee will discuss his/her duties and obligations and demonstrate a working knowledge of the Department's organization, functions, work schedule, chain of command, and rules and regulations.

Reference: PPM Chapter 1

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Trainee								
Comments:								Case/Report No.:

1.1.05 The trainee shall review and explain Department policies, rules, and regulations pertaining to:

- A. Standard of conduct on and off duty (*Code of Ethics, Mission, and Values*) (PPM 2.23)
- B. Rules governing outside employment (PPM 2.6)
- C. Regulations on carrying weapons off duty (PPM 3.8)
- D. Hours of all shifts and absence reporting requirements (PPM 4.1)
- E. Interaction with associated law enforcement agencies (PPM Chapter 10)
- F. News media release laws, rules, and regulations (PPM 5.4)
- G. Security of agency facilities (PPM 2.26)
- H. Calling in sick (to Watch Commander)

Reference: Policy and Procedures Manual (PPM), see above

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Trainee								
Comments:								Case/Report No.:

1.1.06 The trainee shall review and explain Department policy related to:

- A. Use of Force (PPM 4.30)
- B. Use and Discharge of Firearms (PPM 4.7)

AGENCY ORIENTATION / DEPARTMENT POLICIES

1.1.08 The trainee shall know the operation of and Department policy regarding authorized personal equipment, safety equipment, and Departmental equipment used by officers in the field.

Reference: PPM Chapter 3, & 5.21

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Trainee								
Comments:								Case/Report No.:

1.1.09 The trainee shall review and explain what constitutes unauthorized equipment.

Reference: PPM Chapter 3, 5.21, 4.7

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Trainee								
Comments:								Case/Report No.:

1.1.10 The trainee shall review and explain Department policy on uniforms and equipment damage.

Reference: PPM Chapter 3, & 5.21

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Trainee								
Comments:								Case/Report No.:

1.1.11 The trainee shall explain or demonstrate the procedures for obtaining and using the following items:

- A. Vehicle
- B. Hand-held radio
- C. Firearms / Weapons
- D. Ammunition

AGENCY ORIENTATION / DEPARTMENT POLICIES

- E. Special equipment (i.e., helmet, mace, gas mask, etc.)
- F. Report forms
- G. Flares

Reference:

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Trainee								
Comments:								Case/Report No.:

COMMUNITY ORIENTATION / GEOGRAPHIC LOCATIONS

1.1.12 The trainee shall know the following locations within the Department's jurisdiction:

- A. Hospitals
- B. Fire Stations
- C. Bars and "hot" spots
- D. Schools
- E. Community service organizations
- F. Park and recreation areas
- G. Hazardous material/priority locations (refineries, WMD potential targets, etc.)

Reference: FTP-Resource Guide

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Trainee								
Comments:								Case/Report No.:

1.1.13 The trainee shall know the names and locations of important roadways in the community. These shall include:

- A. Major arteries
- B. Freeways

Reference: FTP-Resource Guide

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Trainee								
Comments:								Case/Report No.:

AGENCY ORIENTATION / DEPARTMENT POLICIES

1.1.14 The trainee shall know the jurisdictional boundaries and area (beats) assignments utilized by the Department.

Reference: FTP-Resource Guide

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Trainee								
Comments:								Case/Report No.:

SUPPORT SERVICES

1.1.15 The trainee shall identify the location and general function of each of the following:

- A. City Hall and County Administration Building
- B. Municipal, Superior, and Juvenile Courts
- C. Federal and Bankruptcy Courts
- D. District Attorney's Office
- E. Probation Department
- F. Health Department
- G. Sheriff / Coroner's Office
- H. Emergency Hospitals (including emergency entrance, psychiatric facilities and entrance, police parking area, and any other agency-utilized rooms or departments)
- I. County Jail
- J. Welfare Department
- K. Juvenile Hall
- L. Family Justice Center
- M. State and Federal law enforcement agencies, including:
 - 1. California Highway Patrol – CHP
 - 2. Department of Motor Vehicles – DMV
 - 3. Federal Bureau of Investigations – FBI
 - 4. Postal Inspection Service
 - 5. Bureau of Narcotic Enforcement – BNE
 - 6. Drug Enforcement Agency – DEA
 - 7. Secret Service
 - 8. Immigration and Naturalization Service – INS
 - 9. Bureau of Alcohol, Tobacco, and Firearms – BATF
 - 10. Military Police
 - 11. U. S. Marshal's Service
- N. Additional support services and referral agencies
 - 1. Operation Safe House
 - 2. Child Protective Services -- CPS
 - 3. Youth Service Center
 - 4. Volunteer Center
 - 5. Rape Crisis Center – (951) 686-7273
 - 6. Riverside County Dispute Resolution Center -- (951) 955-4903

AGENCY ORIENTATION / DEPARTMENT POLICIES

O. Law Enforcement Databases

1. Laserfiche
2. VisionAir Records Management System – RMS
3. RSO Records Management System
4. Jail Locator and Data Warehouse
5. Computer Aided Dispatch – CAD
6. Megan’s Law

Reference: FTP-Resource Guide

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F.T.O.								
Trainee								
Comments:								Case/Report No.:

1.1.16 The trainee shall receive orientation to, and be able to explain the proper utilization of, Department special teams and units, including:

- | | |
|---|--|
| <ul style="list-style-type: none"> A. SWAT (PPM 8.6) B. TSU / EOD (PPM 5.11) C. K-9 (PPM 8.1) D. GIB / SIB Investigative Units E. Aviation Unit (PPM 8.5) F. Property Room (PPM 5.3) G. Press Information Officer H. Police and Corrections Team (PACT) | <ul style="list-style-type: none"> I. Bike Unit (PPM 8.3) J. Court Services Unit (PPM 4.2) K. Internal Affairs (PPM 4.12) L. Firearms Range (PPM 4.11) M. Crime Analysis Unit N. Communications (PPM 5.16) O. Records P. Mobile Field Force (MFF) Q. Personnel and Training |
|---|--|

Reference:

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F.T.O.								
Trainee								
Comments:								Case/Report No.:
Press Information Officer:			Signature:			Date:		
Personnel & Training:			Signature:			Date:		
Ethics (Section 6, pages FTP 12 & 13):			Signature:			Date:		
Records:			Signature:			Date:		
Communications and CLETS users class:			Signature:			Date:		
Property Room:			Signature:			Date:		
SWAT:			Signature:			Date:		
Tech Services / EOD:			Signature:			Date:		
K-9 Unit:			Signature:			Date:		
GIB / SIB Investigative Units:			Signature:			Date:		

AGENCY ORIENTATION / DEPARTMENT POLICIES

Aviation Unit:	Signature:	Date:
Bike Unit:	Signature:	Date:
Court Services Unit:	Signature:	Date:
Internal Affairs / CPRC:	Signature:	Date:
Firearms Range:	Signature:	Date:
Crime Analysis Unit:	Signature:	Date:
Police and Corrections Team (PACT):	Signature:	Date:
Mobile Field Force:	Signature:	Date:

■ **FIELD TRAINING PROGRAM**

**Community Relations /
Professional Demeanor /**

COPPS

Legend

FTP-RG = Field Training Program Resource Guide

LSB = California Peace Officers Legal Sourcebook

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LD = POST Academy Learning Domain

CI = Collision Investigation Manual

COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

COMMUNITY RELATIONS AND SERVICE

1.6.01 The trainee shall explain the agency's responsibilities to community service.

Reference: RPD Mission and Values Statements, LD 3

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F.T.O.								
Trainee								
Comments:								Case/Report No.:

1.6.02 The trainee shall identify roles encompassed in the Department's responsibilities to provide community service. Those roles include:

- A. Protect life and property
- B. Maintain order / keep the peace
- C. Crime prevention
- D. Public education
- E. Delivery of service
- F. Enforcement of laws
- G. Community partnerships, such as:
 1. Problem Oriented Policing (POP) team
 2. Crime Free Multi-Housing (CFMH)*
 3. Police and Corrections Team (PACT)
 4. University Neighborhood Enhancement Team (UNET)
 5. Neighborhood Beat Officer (NBO) program
 6. El Protector Program
 7. Citizen's Academy
 8. Neighborhood Watch

Reference: RPD Mission and Values Statements, LD 3-Chapter 1

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F.T.O.								
Trainee								
Comments:								Case/Report No.:
*CFMH class attendance:			Instructor or FTO:			Date:		

COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

PROFESSIONAL DEMEANOR AND COMMUNICATIONS

1.6.03 The trainee shall identify the basic principles of a profession and discuss the professional aspects of law enforcement.

Reference: LD 3

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Trainee								
Comments:								Case/Report No.:

1.6.04 The trainee shall explain the various methods by which citizens evaluate law enforcement agencies and their officers.

Reference: LD 3

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Trainee								
Comments:								Case/Report No.:

1.6.05 The trainee shall identify verbal factors which could contribute to a negative response from the public, including:

- A. Profanity
- B. Derogatory language
- C. Ethnically offensive terminology
- D. Projecting a discourteous attitude
- E. Projecting indifference (a "can't do" attitude)

Reference: LD 3

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COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

1.6.06 The trainee shall identify non-verbal factors which could contribute to a negative response from the public, including:

- A. Officious and disrespectful attitude
- B. Improper use of body language
- C. Improper cultural response

Reference: PPM 2.23, LD 3

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1.6.07 The trainee shall discuss why it is often beneficial to explain the reasons for actions taken to inquiring citizens.

Reference: LD 3

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Comments:								Case/Report No.:

1.6.08 The trainee shall conduct telephone conversations in a professional manner.

Reference: LD 3

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COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

1.6.09 The trainee shall demonstrate the ability to communicate with any segment of the public in such a way as to enhance police service and community attitudes toward the police. This can be demonstrated through:

- A. Community contacts
- B. Business contacts
- C. Community involvement
- D. Positive role modeling
- E. Mentoring

Reference: LD 3

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CULTURAL DIVERSITY

1.6.10 The trainee shall explain how the culture of the community can have an affect on the community's relationship with his/her agency.

Reference: LD 42

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Trainee								
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1.6.11 The trainee shall identify cultural motivations and biases that may affect professional ethics and the law.

Reference: LD 42

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F.T.O.								
Trainee								
Comments:								Case/Report No.:

COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

1.6.12 The trainee shall assess and explain ways in which he/she can increase the trust of the community he/she serves.

Reference: LD 42, LD 3

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Trainee								
Comments:								Case/Report No.:

RACIAL PROFILING

1.6.13 The trainee shall distinguish that effective police work profiles behavior rather than race.

Reference: LD 42

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Trainee								
Comments:								Case/Report No.:

1.6.14 The trainee shall recognize that 13519.4 PC states, "a law enforcement officer shall not engage in racial profiling," and that it applies to all protected classes including gender and religion.

Reference: 13519.4 PC, LD 42

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F.T.O.								
Trainee								
Comments:								Case/Report No.:

COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

1.6.15 The trainee shall explain the 4th and 14th Amendments of the U.S. Constitution and how they define law enforcement activities that pertain to racial profiling.

Reference: 4th and 14th Amendment of the U.S. Constitution, LD 42

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								
Comments:								Case/Report No.:

1.6.16 The trainee shall discuss how the history of the community can have an affect on the community's relationship with his/her agency.

Reference: LD 3, "Lake" Incident, Tyisha Miller incident

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Comments:								Case/Report No.:

1.6.17 The trainee shall be able to summarize and apply the agency's policy regarding racial profiling and pretext stops.

Reference: PPM 2.23, PPM 4.56, LD 42

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								
Comments:								Case/Report No.:

COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

CRIME PREVENTION

1.6.18 The trainee shall demonstrate the knowledge and skills necessary to gain citizen support and participation in the prevention of crime.

Reference: LD 3

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								
Comments:								Case/Report No.:

1.6.19 The trainee shall give examples of general forms of crime prevention, including:

- A. Advice concerning mechanical devices (alarms, locks, and target hardening)
- B. Control of conditions (lighting, access, and architecture) — (CPTED)
- C. Public awareness
- D. Property identification
- E. Neighborhood Watch programs
- F. Crime Free Multi-Housing (CFMH)

Reference: LD 3

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Trainee								
Comments:								Case/Report No.:

COMMUNITY / PROBLEM-ORIENTED POLICING

1.6.20 The trainee shall review and explain the Department's concept of community/problem-oriented policing as it relates to community priorities and needs, focusing on specific violations, crimes, or circumstances.

Reference: LD 3

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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COMMUNITY RELATIONS / PROFESSIONAL DEMEANOR / COPPS

1.6.21 The trainee shall explain the crime triangle (offender, victim, and location).

Reference: LD 3

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Comments:								Case/Report No.:

1.6.22 The trainee shall describe the advantages of working with the community to find solutions to problems related to community safety and quality of life issues.

Reference: LD 3

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Comments:								Case/Report No.:

1.6.23 The trainee shall demonstrate leadership by becoming a facilitator who assists and motivates the community to develop solutions to their problems.

Reference: LD 3

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Trainee								
Comments:								Case/Report No.:

■ **FIELD TRAINING PROGRAM**

Radio Communications and Technology

Legend

FTP-RG = Field Training Program Resource Guide

LSB = California Peace Officers Legal Sourcebook

PPM = RPD Policies and Procedures Manual

LD = POST Academy Learning Domain

CIM = Collision Investigation Manual

RADIO COMMUNICATIONS AND TECHNOLOGY

RADIO COMMUNICATIONS

1.7.01 The trainee shall review and briefly summarize Department policy on communications control and coordination, and radio call signs.

~~Reference:~~ PPM 5.16

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								
Comments:								Case/Report No.:

1.7.02 The trainee shall memorize the phonetic alphabet and all Department radio codes, including commonly used Penal and Vehicle Code section numbers.

~~Reference:~~ FTP-Resource Guide

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								
Comments:								Case/Report No.:

1.7.03 The trainee shall demonstrate knowledge of agency radio procedures and proficient use of the radio including:

- A. Waiting until the air is clear before pressing the transmit button.
- B. Pressing the transmit button firmly and speaking calmly and clearly into the microphone.
- C. Avoiding over-modulation by speaking moderately into the microphone.
- D. Knowing the meaning of "emergency traffic only" and always saving routine and non-emergency transmissions until the termination of "emergency traffic only" status.
- E. Knowing the call signs, assignments, and locations of other units in the area.

~~Reference:~~ PPM 5.16. LD 21

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Comments:								Case/Report No.:

RADIO COMMUNICATIONS AND TECHNOLOGY

1.7.03a The trainee shall demonstrate knowledge of all agency radio channel assignments and proficiency in the use of the vehicle and portable (HT) radios:

~~Reference:~~ *Field Training Program-RG*

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Trainee								
Comments:								Case/Report No.:

1.7.04 Given a situation in which there is one or more suspect description(s), the trainee shall properly utilize the radio to complete a crime broadcast. This description shall minimally include:

- A. Type of incident and number of suspects
- B. Complete known description of suspect(s), including height, weight, hair color and style, eye color, clothing description, and distinguishing characteristics
- C. Description of loss, if any
- D. Weapon(s) used
- E. Vehicle(s) used
- F. Direction(s) of flight

~~Reference:~~ *LD 21-Chapter 2*

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Trainee								
Comments:								Case/Report No.:

1.7.05 The trainee shall explain the proper use of the police radio and transmissions to maintain control of a vehicle pursuit. Appropriate transmissions shall minimally include:

- A. Identification of the vehicle in pursuit
- B. What the vehicle or occupant(s) is wanted for
- C. Complete description of the vehicle, including license number
- D. Number of occupants and possibility of weapons
- E. Direction of travel
- F. Approximate speed

RADIO COMMUNICATIONS AND TECHNOLOGY

- G. Conditions (light or moderate traffic, weather and roadway, damage to suspect vehicle, etc.)
- H. Necessity for backup and number of units needed
- I. Location of stop

Reference: PPM 4.16, LD 19

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Trainee								
Comments:								Case/Report No.:

1.7.06 Given a situation involving an in-progress assignment, the trainee shall use the police radio to maintain control of the situation. This shall minimally include:

- A. Voice control so as not to escalate the situation
- B. Control of possible escape routes and establishment of perimeter
- C. Control of response of other police units

Reference: LD 21

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Comments:								Case/Report No.:

INFORMATION SYSTEMS / TELECOMMUNICATIONS

1.7.07 The trainee shall give examples where inquiries into a law enforcement information system would be necessary. These include:

- A. To locate information on lost, stolen, or recovered property (including vehicles)
- B. To establish probable cause for a search or an arrest
- C. To verify the validity of an arrest warrant
- D. To verify the validity of a driver's license, vehicle registration, or occupational license
- E. To determine if a person is wanted

RADIO COMMUNICATIONS AND TECHNOLOGY

- F. To determine the status of a person on parole or probation
- G. To report or locate a missing person
- H. To determine domestic violence restraining order status

Reference: LD 36

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Trainee								
Comments:								Case/Report No.:

1.7.08 The trainee shall be able to identify the law enforcement information systems used by the Department, including:

- A. Automated Property System (APS)
- B. Stolen Vehicle System (SVS)
- C. Wanted Persons System (WPS)
- D. Automated Firearms System (AFS)
- E. Domestic Violence Restraining Order System (DVROS)
- F. Missing Unidentified Person System (MUPS)
- G. California Law Enforcement Telecommunications System (CLETS)
- H. National Crime Information Center (NCIC)
- I. Computer Aided Dispatch – (CAD)

Reference: LD 36, CLETS users class (Orientation Phase)

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Trainee								
Comments:								Case/Report No.:

1.7.09 Given an incident in which information is required to complete an investigation, the trainee shall demonstrate a knowledge of the minimum information requirements for generating a system inquiry related to the following categories:

- A. Wanted persons
- B. Missing persons
- C. Property, vehicles, and firearms
- D. Criminal histories

RADIO COMMUNICATIONS AND TECHNOLOGY

- E. DMV information
- F. Restraining orders
- G. Miscellaneous information

Reference: LD 36, CLETS users class (Orientation Phase)

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Trainee								
Comments:								Case/Report No.:

1.7.10 The trainee shall review and explain Department and City policies regarding the proper use and/or misuse of Mobile Data Terminals (MDCs), on-board laptop computers, and electronic communications systems (i.e., e-mail).

Reference: PPM 4.40

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1.7.11 The trainee shall identify inappropriate uses of law enforcement information systems according to Department policy and law.

Reference: PPM 4.40, LD 36, CLETS users class (Orientation Phase)

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Trainee								
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RADIO COMMUNICATIONS AND TECHNOLOGY

TECHNOLOGY

1.7.12 The trainee shall demonstrate proficiency in the use of the Department's Mobile Data Computers (MDC), desktop computers, digital audio recorders, and mobile video recorders.

Reference: PPM 4.60 & 4.64

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Trainee								
Comments:								Case/Report No.:
MDC:			Instructor:			Date:		
Desktop Computers:			Instructor:			Date:		
Digital Audio Recorder:			Instructor:			Date:		
Mobile Video Recorder demonstration:			Instructor:			Date:		
PPM on-line:			Instructor:			Date:		
Resource Guide on-line:			Instructor:			Date:		
Property Report on-line:			Instructor:			Date:		

■ **FIELD TRAINING PROGRAM**

**Control of Persons /
Prisoners /
Mentally Ill**

Legend

FTP-RG = Field Training Program Resource Guide

LSB = California Peace Officers Legal Sourcebook

PPM = RPD Policies and Procedures Manual

LD = POST Academy Learning Domain

CIM = Collision Investigation Manual

CONTROL OF PERSONS / PRISONERS / MENTALLY ILL

CONTROL / SEARCHING OF PERSONS

2.12.01 The trainee shall be able to safely and effectively control (verbally and physically), one or more suspects, applying all officer safety tactics.

~~Reference~~ LD 33

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Trainee								
Comments:								Case/Report No.:

2.12.02 The trainee shall be able to demonstrate effective search techniques for both male and female suspects, including:

- A. Constant alertness, including keeping hands in view
- B. Maintaining control and position of advantage
- C. Standing, kneeling, and prone position searches
- D. Safeguarding of weapons

~~Reference~~ LD 33

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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2.12.03 The trainee shall review and explain Department policy regarding searching individuals of the opposite sex.

~~Reference~~ LD 33

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								
Comments:								Case/Report No.:

CONTROL OF PERSONS / PRISONERS / MENTALLY ILL

HANDCUFFING

2.12.04 The trainee shall identify the purposes for handcuffing. These purposes shall minimally include the temporary restraint of a suspect to prevent:

- A. Attack
- B. Escape
- C. The destruction or concealment of evidence or contraband

Reference: LD 33, PPM 4.31

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Trainee								
Comments:								Case/Report No.:

2.12.05 The trainee shall discuss various handcuffing principles which should be met in order to reasonably guarantee the temporary restraint of a suspect. The principles shall minimally include:

- A. Control of the suspect(s) and the handcuffs
- B. Proper positioning of the suspect's hands, key outlets, and double locking mechanisms
- C. Reasonable degree of tightness
- D. Observation of restrained suspects
- E. Other approved restraint devices (i.e., flex cuffs, hobbles, etc.)
- F. Safe and controlled removal of handcuffs and other restraint devices

Reference: LD 33, PPM 4.31

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Trainee								
Comments:								Case/Report No.:

CONTROL OF PERSONS / PRISONERS / MENTALLY ILL

2.12.09 The trainee shall discuss the legal responsibilities for providing prisoners with shelter, food, and medical care.

Reference: LD 31

	INSTRUCTED		COMPETENCY DEMONSTRATED		How Demonstrated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test	REMEDIED		How Remediated? <input type="checkbox"/> Field Perform <input type="checkbox"/> Role Play <input type="checkbox"/> Written Test <input type="checkbox"/> Verbal Test
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Comments:								Case/Report No.:

2.12.10 The trainee shall review and explain prisoner's rights to telephone calls.

Reference: LD 31, 825.5 PC

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Trainee								
Comments:								Case/Report No.:

2.12.11 The trainee shall explain the requirements for issuing property receipts.

Reference: LD 31, PPM 5.3, 4003 PC

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Trainee								
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2.12.12 The trainee shall review and explain Department policy and the legal aspects pertaining to the rights and privileges of prisoners, including the constitutional rights of prisoners while in custody.

Reference: LD 31, PPM 4.31 & 2.23, 147 & 149 PC

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F.T.O.								
Trainee								
Comments:								Case/Report No.:

CONTROL OF PERSONS / PRISONERS / MENTALLY ILL

2.12.13 The trainee shall identify the provisions of Penal Code Section 147 pertaining to willful inhumanity or oppression toward prisoners in the custody of an officer.

~~Reference~~ LD 31, PPM 4.31 & 2.23, 147 PC

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Trainee								
Comments:								Case/Report No.:

2.12.14 The trainee shall identify the provisions of Penal Code Section 149 pertaining to assaulting a prisoner "under color of authority."

~~Reference~~ LD 31, PPM 4.31 & 2.23, 149 PC

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F.T.O.								
Trainee								
Comments:								Case/Report No.:

■ **FIELD TRAINING PROGRAM**

**Strategic Plan /
2010-2015**

SAFE IN OUR ARMS: STRATEGIC PLAN 2010-2015



INTEGRITY • SERVICE • EXCELLENCE





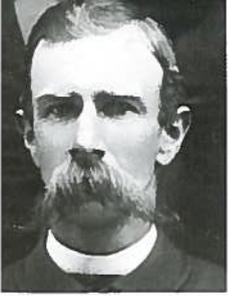


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INTEGRITY • SERVICE • EXCELLENCE





Bradford Morse, City Marshall
(1886-1892)

A MESSAGE FROM THE CHIEF OF POLICE

I am proud to present to you the Riverside Police Department's (RPD) five-year strategic plan that fulfills our community's vision for our department. This document is a road map for where we want to take the department, respecting our rich history and working together to uphold a higher standard for the community. I am proud that many good people – sworn and non-sworn department personnel and many devoted community members – provided input and insights that give this plan a robust perspective. To everyone who took the time to get involved, I thank you.

In putting this plan together, we have rewritten our mission, vision and core values statements to reflect our current philosophy. By encouraging community members to get involved, we can continue to provide for a safe and secure city through an innovative and proactive community policing approach that has lowered Part I crimes by 22 percent from 2005-2009. Our four Neighborhood Policing Centers and increased understanding and commitment to community policing have put us in closer contact than ever with the community we serve. We've improved our technology, increased our training opportunities, and maintained our vow to hold ourselves to the highest levels of accountability.

Moving forward, RPD is building on success both from previous years and previous decades. We have a proud tradition of integrity, service and excellence in the department, but also a renewed commitment captured in a portion of our new mission statement that reads, "We are a Force for Good." This embodies our dedication to protecting the constitutional rights of all people, increasing our sense of purpose and providing the community with ways to measure our performance.

I encourage you to examine this strategic planning document closely because it will impact how we protect you, your family, and your business as well as provide a guiding compass to our department and city leadership. It will help you understand why we make the decisions we make, where our priorities are and how you can join us in keeping Riverside a safe and secure city. RPD is actually "OUR" PD and I look forward to working with you and the community to make the goals in this plan a reality.

Sincerely,

A handwritten signature in black ink that reads "Sergio G. Diaz".

SERGIO G. DIAZ
Chief of Police



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MISSION STATEMENT



WE ARE LEADERS

We dedicate ourselves to becoming leaders in the police profession. We are committed to developing innovative solutions to the challenges we face and to becoming the best law enforcement agency in the nation. We recognize that our fellow employees and our community are our most treasured assets.

WE ARE THE COMMUNITY

We devote ourselves to being part of the community we serve through improved communication, greater partnerships, and a shared commitment to neighborhood safety. We embrace the principles of community policing as we seek the participation of law-abiding citizens to reduce crime, the fear of crime, and the perception of crime.

WE ARE A FORCE FOR GOOD

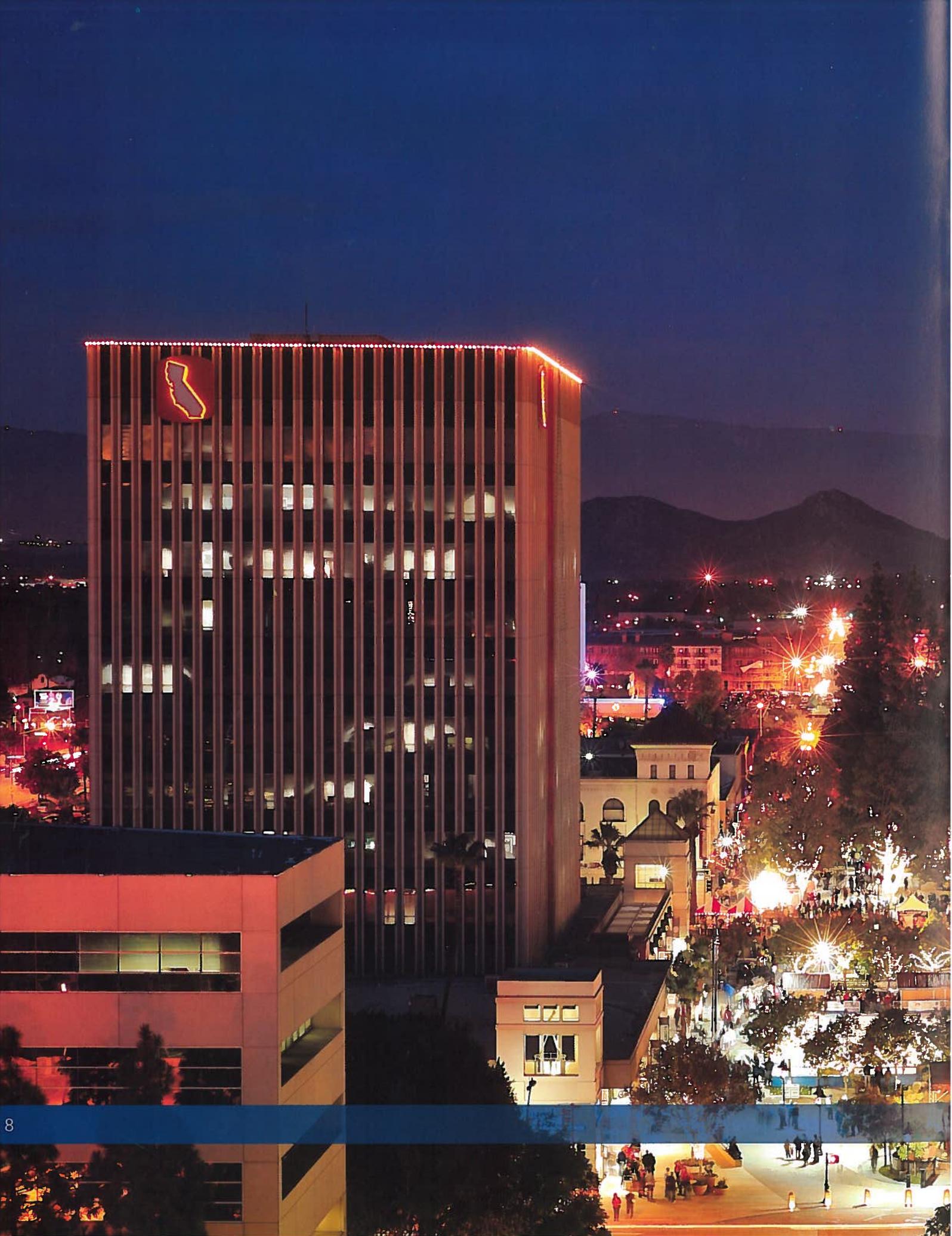
We commit ourselves to securing and maintaining public safety through the dedicated efforts of police officers and civilian employees who are trained and equipped to reduce crime and foster public confidence in a respectful, efficient, and ethical manner. We respect the constitutional rights of all people to liberty, equality, and justice.

POLICE
DEPT.



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VISION STATEMENT

The Riverside Police Department will be a pre-eminent law enforcement agency based upon a foundation of integrity, service, and excellence.

We will serve as an example for others in word and deed, setting the standard for American policing.

We will partner with the community to help solve the problems of crime and social disorder, and to enhance neighborhood livability.

We will capitalize on our strengths as a diverse work force and community to make this vision a reality.

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CORE VALUES

INTEGRITY

We do what is right even when no one is looking. We pledge to uphold the core principles espoused in the Police Officer's Code of Ethics. We utilize this code as our moral compass guiding us to make proper choices. We recognize the ideals of integrity are inseparable from several other characteristics:

ACCOUNTABILITY

We do not try to shift the blame to others or take credit for the work of others.

COURAGE

We have moral courage and we do what is right even if the personal cost is high.

HONESTY

We do not lie, cheat, or steal nor tolerate those among us who do.

HUMILITY

We encourage feedback and input from all directions of the organization and community.

RESPECT

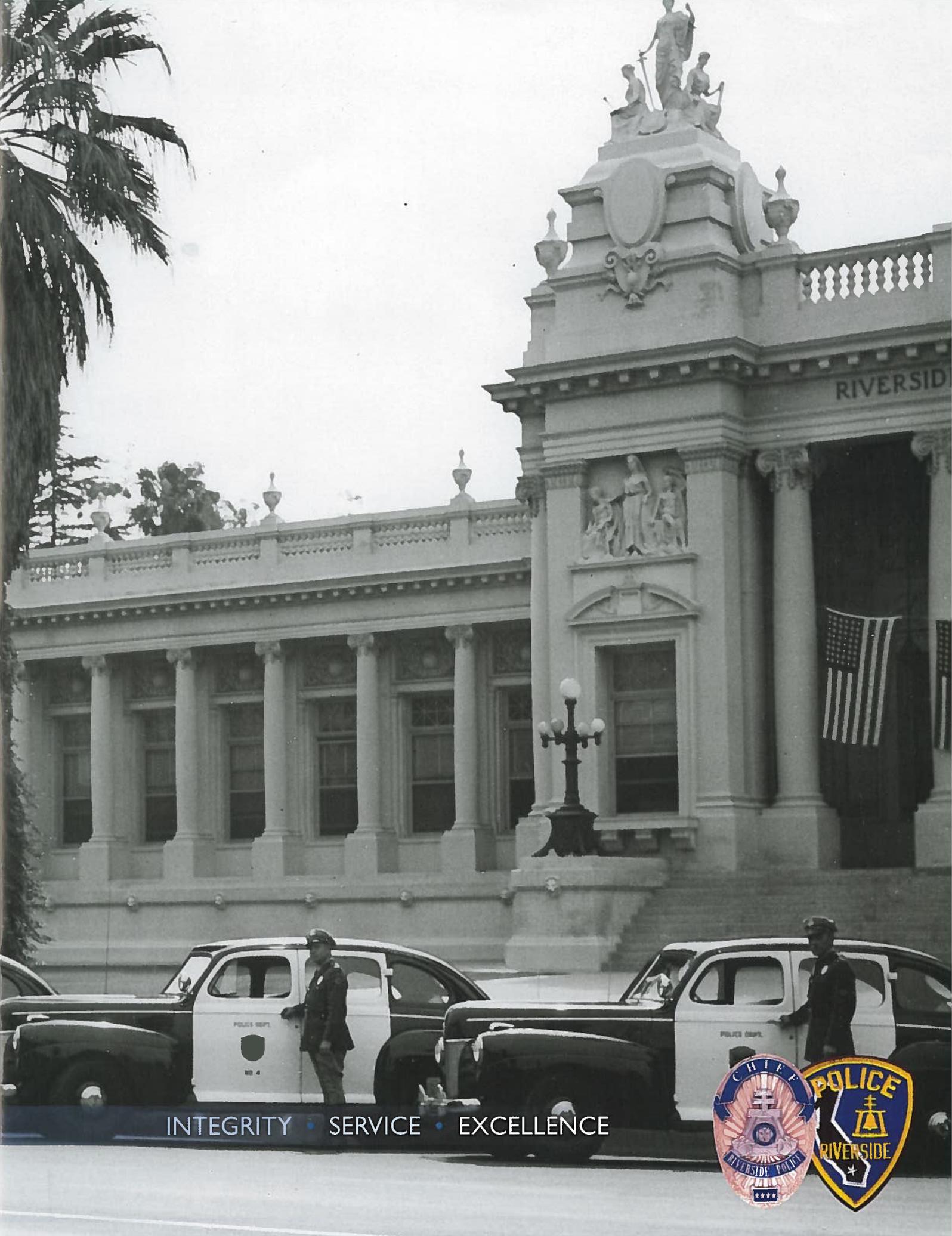
We respect all people without personal prejudice, bias or favoritism.

SERVICE

We make personal sacrifices in order to assist those in need. We promote the idea that professional duties and responsibilities take precedence over personal desires. We practice such service in the community, as well as in the police department, placing the welfare of others over self.

EXCELLENCE

We do the best possible job at all times. We have a passion for continuous improvement and innovation. We recognize that our continued momentum will propel the Department to long-term accomplishments and high performance. We understand that we will only achieve such excellence when the members of the Department work together to successfully reach common goals in an atmosphere free of fear, inspiring individual growth, and preserving dignity.



RIVERSIDE

POLICE DEPT.
NO. 4

POLICE DEPT.

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SUMMARY

The Riverside Police Department's five-year strategic plan is a continuation of the Department's improved performance, along with new programs and metrics designed to address future challenges. It sets a new standard of integrity, service, and excellence. The ability for the police department to evolve and thrive in a changing environment is the key to effective law enforcement services. This plan represents the common vision of both the community and Riverside Police Department. Together we will work to uphold the highest standards and best practices of this agency.



To review the complete Strategic Plan, scan here with your smart phone, or go to www.riversideca.gov/rpd

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THE STRATEGIC PLANNING PROCESS

In 2009, the Department began organizing the strategic plan through 2015. To gain input from stakeholders, an internet survey was created for the community; a one-day strategic planning meeting was conducted for the management team, and city leadership was consulted along with several community groups. In total, 11 community meetings were held, and 330 people participated from outside the police department. Results from this outreach provided direction for the new plan.

The creation of a new five-year strategic plan provides an opportunity for the police department to:

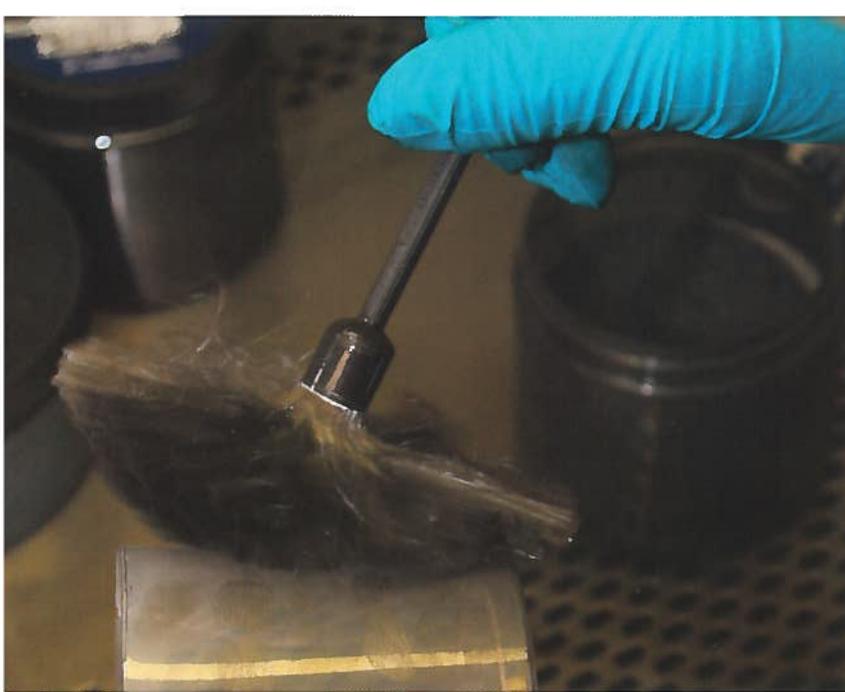
- Refine organizational direction and purpose.
- Identify issues and set priorities.
- Continue a culture of inclusion by seeking input from stakeholders.
- Focus resources on specific target areas.
- Create a framework for budgets and operations.
- Enhance internal coordination through mutual goal determination.
- Establish accountability for achieving goals.

The plan emphasizes the community policing approach the department is taking to provide a safe and secure city. This is an important element of the plan because these are the ideals that will guide the Department into the future.

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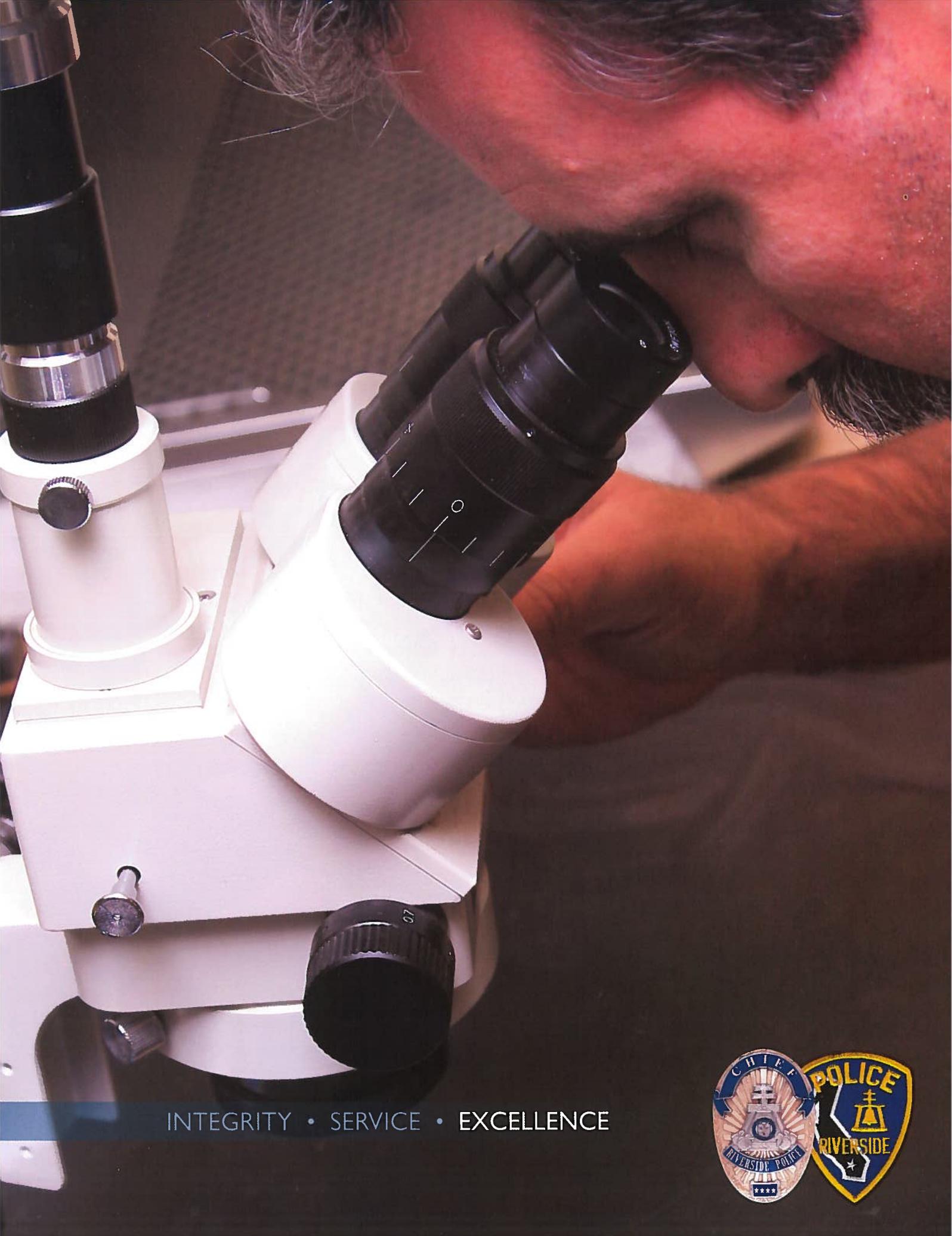


STRATEGIC GOAL #1



REDUCE CRIME, THE FEAR OF CRIME, AND THE PERCEPTION OF CRIME IN OUR COMMUNITY

- Hire and train 30 new police officers to fill vacant positions.
- Hire and train 10 new civilians to fill vacant positions.
- Increase the number of police officers assigned to the Patrol Division.
- Reinstitute the Police and Corrections Team (PACT).
- Develop and implement a means to reduce gang crimes.
- Purchase, train, and deploy a narcotics dog for the Investigations Division.
- Develop and implement a volunteer Mounted Posse Unit.
- Develop and implement an organized retail crime association.
- Identify and implement a mechanism to track pawnbrokers and secondhand dealer transactions.
- Increase traffic control training and enforcement.
- Research, purchase, and deploy new technologies to assist in criminal investigations.



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STRATEGIC GOAL #2



INTEGRATE THE IDEALS OF COMMUNITY POLICING THROUGHOUT THE DEPARTMENT

- Develop and implement a Community Services Bureau in the Chief's Office.
- Restructure the Crime Free Multi-Housing program to include greater participation by the Community Services Bureau, Neighborhood Policing Centers and Patrol Division.
- Successfully host the 2013 International Crime Free Multi-Housing Conference.
- Reinstigate the Citizens' Police Academy.
- Develop and implement a newsletter to share information with police personnel and community members.
- Enhance the Department's volunteer program.
- Develop and implement a means to involve the Communications Bureau in the police department's community policing efforts.
- Publish the police department's new policy manual on the Internet for the public.
- Enhance the relationship between the police department and the Community Police Review Commission.
- Expand the Police and Clergy Partnership program to gain citywide representation.

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STRATEGIC GOAL #3



DEVELOP AND MENTOR PERSONNEL TO ENSURE THEY ARE PREPARED TO LEAD THE DEPARTMENT.

- Decentralize the discipline process giving greater responsibility to members of command staff and middle management.
- Increase the number of supervisors who attend the Peace Officer Standards and Training (POST) Supervisory Leadership Institute (SLI) and Leadership Riverside.
- Increase the number of managers who attend POST Command College, Senior Management Institute for Police (SMIP), West Point Leadership, Leadership Riverside, and the FBI National Academy.
- Develop and implement in-house leadership training.
- Develop and implement a program to rotate Field Training Officers to investigative assignments to increase experience and further development.
- Develop and implement an in-house mentoring program for new employees.
- Develop and implement regular promotional seminars for all employees.



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STRATEGIC GOAL #4



ENHANCE THE DEPARTMENT'S SERVICE TO YOUTH

- Create a non-profit police foundation to provide funding for police programs.
- Develop and implement a juvenile intervention program for at-risk youth.
- Develop and implement a police internship program for college and high school students.
- Develop and implement a citizen academy for youth.
- Continue to support and enhance the Explorer Program.
- Continue to support and enhance the Youth Court Program.
- Continue to support and enhance traffic safety programs for youth.

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STRATEGIC GOAL #5



ACHIEVE OPERATIONAL EXCELLENCE AND EFFICIENCY

- Recruit and hire an assistant chief of police and deputy chief of police to strengthen the executive command staff.
- Reorganize the command structure to provide for unity of command and unity of purpose.
- Relocate the Communications Bureau from the Orange Street Headquarters to the Magnolia Street police facility.
- Relocate the Orange Street Headquarters from its current location. Relocate specified Records Bureau personnel to the Lincoln Street police facility to maximize workflow.
- Rewrite the police department's policy manual to reflect best policing practices.
- Conduct a comprehensive review to determine if appropriate personnel resources are allocated to each division.
- Develop and implement a plan to provide radio interoperability among Riverside area public safety agencies.
- Develop and implement an administrative appeal process.
- Develop and implement a more effective and efficient case management tracking system.
- Develop and implement a police officer reserve program to augment current personnel resources.

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COMMUNITY POLICING

The principles and application of community policing have been a gradual evolution in the Riverside Police Department. It is important to continue this trend and to provide a clear vision of community policing in order to provide employees and the community with the expectation that community policing will be continued and enhanced.

The Riverside Police Department defines community policing as a **philosophy and an organizational strategy** that allows the police and the community to work closely together in new ways to solve the problems of crime, social disorder, and neighborhood livability. This philosophy is based on the idea that law-abiding people in the community deserve input into the policing process in exchange for their participation and support. It also rests on the belief that **solutions** to community problems **demand cooperation and communication** between both citizens and the police to explore creative, new ways to address neighborhood concerns beyond the narrow focus of individual crime incidents. This integrated process involves citizens, police, and a host of private and governmental agencies. Each of these endeavors revolves around the concepts of **community engagement, partnership, and problem solving**.

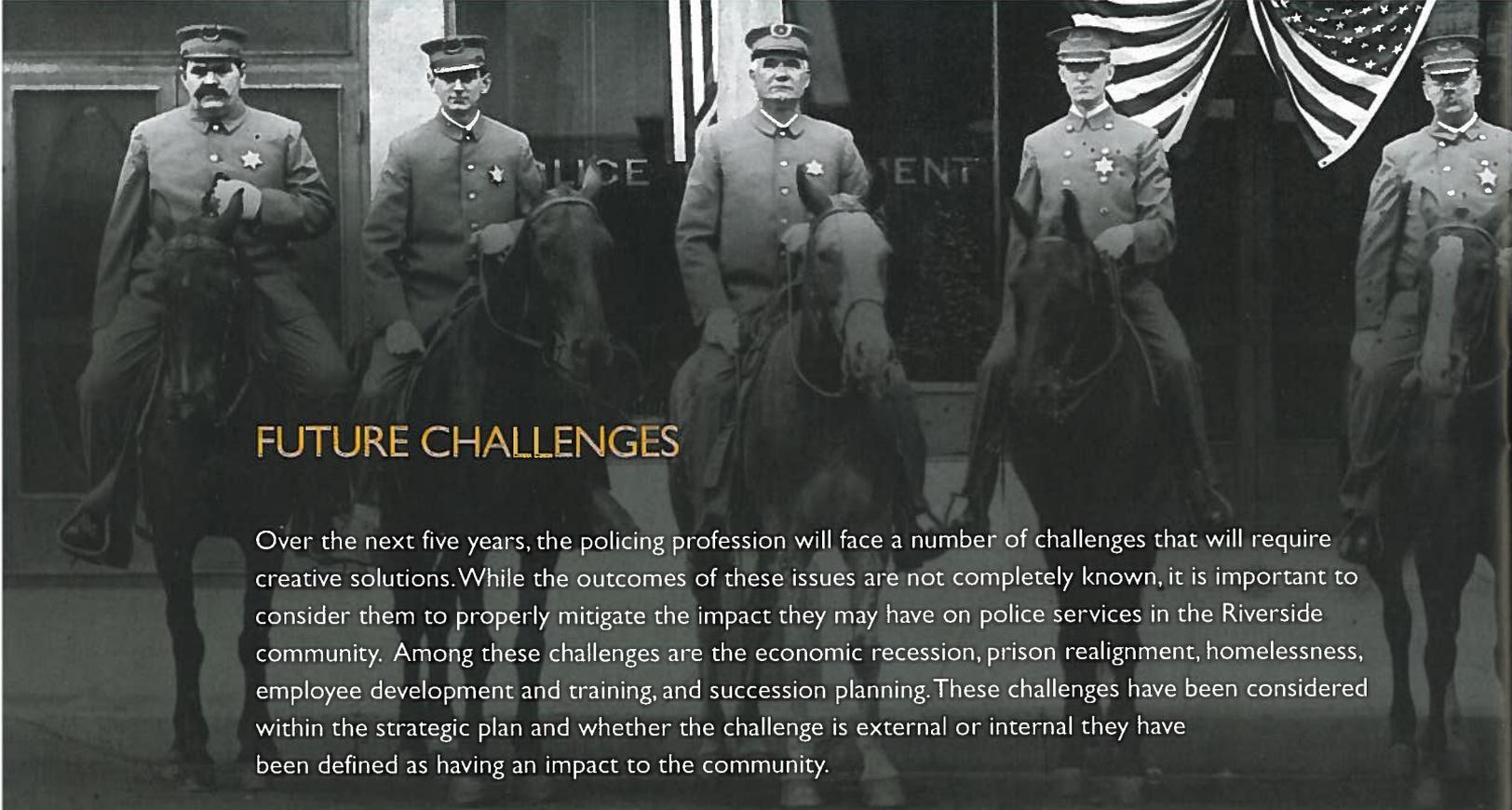
Community policing for the Riverside Police Department involves every member of the police department, sworn and civilian, working with the community to fight crime and address quality-of-life issues. Community policing treats law-abiding people as partners based on **mutual respect and trust**.

The Riverside Police Department applies its community policing philosophy within the four Neighborhood Policing Centers (NPC). This model allows the department to be more responsive to neighborhood issues and to create an atmosphere of collaboration and partnership with the residents it serves. This has been a tremendous success in reducing crime, **solving quality of life issues, and increasing trust between the police and community**. It demonstrates the best practices and principles of community policing. However, it is isolated within the NPC structure. One of the challenges for the future is to provide a means for all police personnel to routinely practice the principles of community policing to fight crime and make neighborhoods more livable.

This issue is addressed in the plan under Goals 2, 4 and 5.

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FUTURE CHALLENGES

Over the next five years, the policing profession will face a number of challenges that will require creative solutions. While the outcomes of these issues are not completely known, it is important to consider them to properly mitigate the impact they may have on police services in the Riverside community. Among these challenges are the economic recession, prison realignment, homelessness, employee development and training, and succession planning. These challenges have been considered within the strategic plan and whether the challenge is external or internal they have been defined as having an impact to the community.

ECONOMIC RECESSION

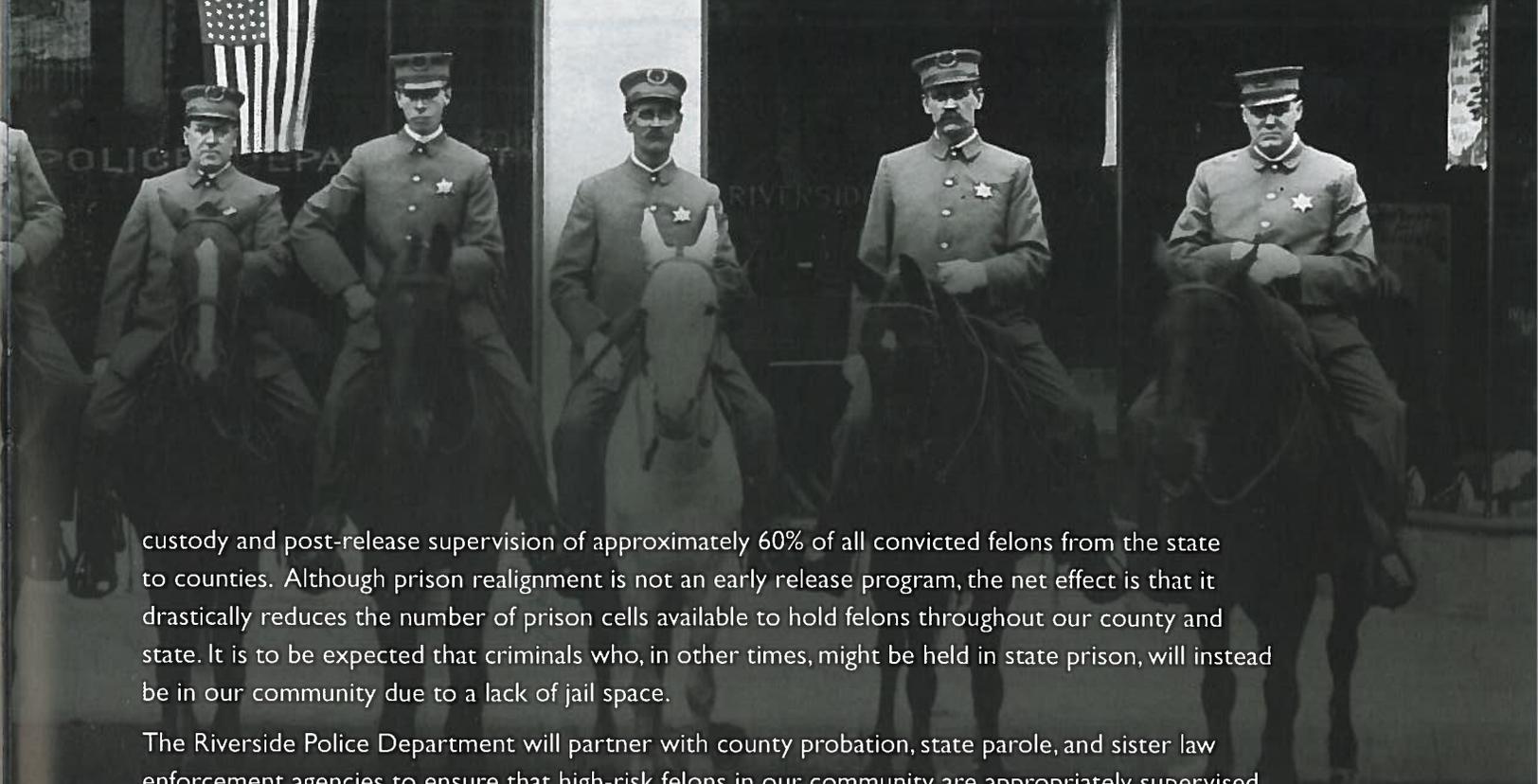
The current economic climate caused a dramatic impact on the Riverside Police Department. Most overall costs for the police department are related to personnel. Because all facets of government have found it necessary to reduce their budgets, we currently have 63 unfunded positions that save the City \$7.2 million in personnel costs.

In order to assist local law enforcement with obtaining equipment and material, the police department will establish two Federal government purchasing programs as part of its strategic plan. These programs enable agencies to purchase items on federal contracts at substantial discounts or obtain surplus equipment at no cost.

The City of Riverside was recently awarded grant funding in the amount of \$5 million by the Department of Justice, Office of Community Oriented Policing Services (COPS). This will allow us to hire 15 new police officers. These two revenue streams along with potential additional grant funding will help support the hiring of additional personnel. Goals 1, 3 and 5 are directly related to addressing this issue.

PRISON REALIGNMENT (AB 109)

As a result of a prison overcrowding lawsuit, the state of California has been mandated to reduce the number of inmates in State prisons by 33,000 over the next three years. Assembly Bill 109 (Prison Realignment) was enacted to achieve this reduction and essentially transfers the responsibility for



custody and post-release supervision of approximately 60% of all convicted felons from the state to counties. Although prison realignment is not an early release program, the net effect is that it drastically reduces the number of prison cells available to hold felons throughout our county and state. It is to be expected that criminals who, in other times, might be held in state prison, will instead be in our community due to a lack of jail space.

The Riverside Police Department will partner with county probation, state parole, and sister law enforcement agencies to ensure that high-risk felons in our community are appropriately supervised and encouraged to participate in rehabilitative services. We hope to establish systems and processes to quickly detect and apprehend those who choose to re-offend. Objectives under Goals 1 and 2 will assist the agency in addressing this challenge.

HOMELESSNESS

Homelessness is one of the nation's most visible social problems. Law enforcement are called to assist in the resolution of a full spectrum of situations relating to homelessness in the community. To provide the proper response to calls for service and assistance, our department must bridge the gap for often challenging and competing interests of social service providers, business owners, and the homeless community. The budget shortfalls at all levels of government will have a profound effect on them.

Financial support that funds programs for needy and low-income families may be greatly reduced over the next five years. Likewise, many charitable organizations that have traditionally provided human services will continue to struggle with a slow economy, which results in reduced donations and monetary support. It is projected that the combination of these two events will increase the homeless population in Riverside.

However, with enhanced community policing methods and additional COPS funding, work will continue with community groups, homeless outreach teams, and other government agencies to assist with minimizing these impacts as best as possible. Staffing and community outreach efforts mentioned under Goals 1 and 2 will assist with addressing this challenge.

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Flash
K9 Police Officer

FUTURE CHALLENGES



EMPLOYEE DEVELOPMENT AND TRAINING

An effective law enforcement agency must exemplify the best practices of the department. The team of employees must be capable of protecting human life, along with being sensitive to cultural differences of the community and still preserve the constitutional rights of the individual. To keep pace with societal changes, police services in the City of Riverside must be able to utilize the latest legal decisions and new technologies. They must maintain a high degree of proficiency in self-defense all while responding to potential threats of terrorism and exposure to traumatic and life-threatening incidents.

To prepare these team members, cross-training, mentorship, and human and budgetary resource management are key to success. Riverside Police Department employees are among the best in law enforcement and we are confident that our staff will be ready for tomorrow's challenges. Their continuous development and ongoing advancement is critical to the future success of the organization, as referenced in Goals 3 and 5.

SUCCESSION PLANNING

There is always a loss of institutional knowledge when employees leave the police department. This reduces the overall efficacy of the organization. The most profound loss occurs when the departing employees are managers who have worked their way up through the ranks in varied assignments, amassing an untold amount of information along the way.

As in many organizations throughout the country, the rate of employee attrition is cyclical and may be impacted by many variables. For the Riverside Police Department, the rate of attrition for supervisors and managers over the life of this strategic plan will be substantial.

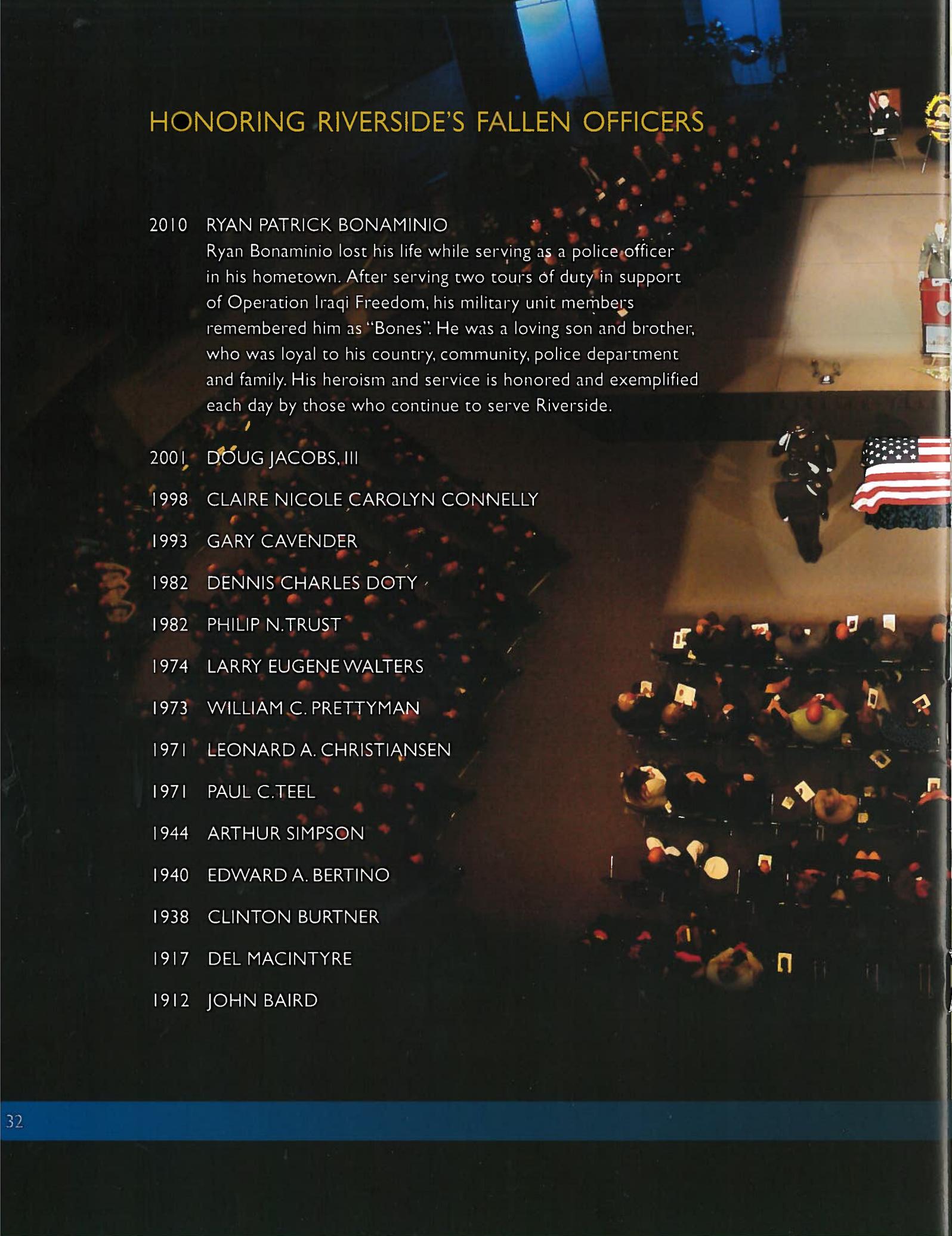
Within the command staff, all eight of its members (Chief, Assistant Chief, both Deputy Chiefs, and all four Captains), along with 14 of the 23 lieutenants and civilian managers will be eligible for retirement in the next five years. Additionally, 12 of the 25 civilian supervisors and 28 of the 49 sergeants will also be eligible for retirement. In total, within these 105 positions, 59% of the current job holders will be eligible for retirement before 2015.

The police department must compensate for the loss of key personnel to ensure the continued effectiveness and overall health of the organization. To do this, the development of all personnel will be necessary to adequately prepare each employee for greater responsibilities. This may be successfully done through POST courses, in-house training, department mentoring, and outside training seminars, which are activities that support Goals 2, 3 and 5.

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HONORING RIVERSIDE'S FALLEN OFFICERS



2010 RYAN PATRICK BONAMINIO

Ryan Bonaminio lost his life while serving as a police officer in his hometown. After serving two tours of duty in support of Operation Iraqi Freedom, his military unit members remembered him as "Bones". He was a loving son and brother, who was loyal to his country, community, police department and family. His heroism and service is honored and exemplified each day by those who continue to serve Riverside.

2001 DOUG JACOBS, III

1998 CLAIRE NICOLE CAROLYN CONNELLY

1993 GARY CAVENDER

1982 DENNIS CHARLES DOTY

1982 PHILIP N. TRUST

1974 LARRY EUGENE WALTERS

1973 WILLIAM C. PRETTYMAN

1971 LEONARD A. CHRISTIANSEN

1971 PAUL C. TEEL

1944 ARTHUR SIMPSON

1940 EDWARD A. BERTINO

1938 CLINTON BURTNER

1917 DEL MACINTYRE

1912 JOHN BAIRD



“As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder.”

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LAW ENFORCEMENT CODE OF ETHICS

As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement.



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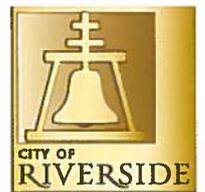




Sergio G. Diaz, Chief of Police
Riverside Police Department
Office of the Chief of Police
4102 Orange Street, Riverside, CA 92501
951-826-5940
RPDChiefOnline@riversideca.gov
www.riversideca.gov/rpd



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City of Arts & Innovation

