

ELM GROVE POLICE DEPARTMENT

October 31, 2022

TO: David DeAngelis, Village Manager

FROM: Jason J. Kubiak, Chief of Police

SUBJECT: Employee Safety Training within the Police Department

Sir:

Upon your request the following is a list of training police personnel receive on a regular basis which contribute directly to them safely performing their duties within their respective positions, while reducing potential personal injury to self or others. Although all of the below trainings meet a multitude of objectives on why they are trained, the list below specifically is intended to address how each training topic contributes to the protection and safety of the employee and prevention of injury.

Sworn Officers:

The Elm Grove Police Department officers are required to have at least 24 hours of training a year to maintain their certification. 24 hours is the minimum amount of annual training required per officer per the State of Wisconsin. Most officers receive well over the twenty four hour minimum requirement. The training consist of legal updates as well as review in the following tactical skills below;

DAAT - Defense and Arrest Tactics Training (DAAT) program which is designed so that officers will know and become efficient in the application of all the skills instructed in the DAAT curriculum. The DAAT system has a guideline which assists law enforcement officers to analyze a subject's behavior and to determine a reasonable level of force to use in response to that behavior. The techniques used in this system were adopted by the Wisconsin Department of Justice and the Law Enforcement Standards Board in 1987. There are five different modes contained in the system, they are: Presence, Dialog, Empty Hand Control Techniques, Intermediate Weapons, and Deadly Force. Each mode contains several techniques and skills which were instructed to the officers during the year, along with several other topics such as Vertical Suns, Decentralizations, Protective Alternatives, Handcuffing, Weapon Control Techniques, and also general officer fitness. During DAAT training, officers are trained how to safely apply the aforementioned techniques so as to eliminate or minimize the chance of offender from being hurt, as well as eliminate or minimize the chance of the officer from sustaining injury when applying these dynamic techniques. Weapons such as O.C. spray, TASER, Less Lethal shotgun, and the baton are also reviewed. This includes proper use and storage of these weapons to minimize accidental discharge and avoiding officer injury upon deployment.

Firearms: The Elm Grove Police has a formal training program which is designed to test and enhance the skills of the police personnel. The training sessions begin with basic techniques, and then progress into emphasizing the importance of split second decision making coupled with the proper and proficient use of the firearm. Actual scenarios are duplicated on the range to test and refine the skills of the personnel. High stress scenarios are also designed with the use of force on force marking ammunition and live ammunition to depict dangerous situations that officers may encounter while at a residence, business or while on a traffic stop. The instruction also includes officer safety tactics, weapons safety, and weapon retention all of which contribute to preventing officer injury when using deadly force and or deploying department firearms.

Tactical Response: General tactics and techniques for dealing with unknown-risk or high-risk situations including subject contact/cover, foot pursuits, approaching and containing scenes, searching buildings, active shooter response, etc. These response techniques are reviewed so officers effectively respond to critical scenes safely and contain and/or apprehend individuals when necessary, while still maintaining their own safety as much as possible.

Emergency Vehicle Operation and Control/Pursuit Training: Officers are trained in legal basis and limitations on the use of non-emergency and emergency driving, basic patrol operation, emergency vehicle response and pursuit driving. Review of these skills and appropriate policies are reviewed annually, with the intent for officers to safely operate their squads and in turn reduce chance of vehicular accidents and or injury.

Officers also receive other training in a variety of areas to help mitigate and reduce potential injury while performing their duties:

WI DOT- Emergency Traffic Control and Scene Management- Training specifically addresses safely controlling scenes on the roadway. Topics covered include but are not limited to using squads and other emergency vehicles at vehicular accidents to safely secure scenes, the use of safety equipment such as traffic vests, reflective clothing, cones and signage so the scene and the officer are visible to all traffic in all possible environments, and approach considerations to wires down, electrical hazards, fuel hazards, and compromised vehicles involved in crash. All of the training is focused on maintaining the safety of the victims and the officers while handling a traffic related accident.

Drug collection and Evidence management- Policy and procedures reviewed with searching of vehicles and other areas. Officers are trained in techniques in searching areas safely, using proper equipment to reduce chances of potential puncture/laceration injuries and or exposures to harmful narcotics or other substances while performing duties. This includes review of processing and packaging procedures to safely contain and place these aforementioned items in evidence room without harmful exposure to themselves.

The Elm Grove Police Department requires its police officers to be Emergency Medical Technicians (EMT). Currently officers are required to attend an initial 180 hour EMT certification course, with a required 40 hours of recertification training every three years. Training specific to reducing risk and injury to the EMT covered include:

Body Substance Isolation (BSI) - Officers are trained to recognize potential risks to bodily fluid exposure during a medical call. Officers are trained in always wearing protective gloves and when necessary, eye and body wear to protect from exposure of harmful body fluids (blood, saliva, etc.). Safe use and storage of sharps, including needles, scissors, and other medical equipment is also reviewed.

Patient Transport- Officers are trained in a variety techniques in how to move, lift, and transport patients safely, while reducing the risk of injury to themselves. Review of patient transport equipment (cots, long boards, etc.) and storage is also done.

Hazardous Waste/ Materials and Weapons of Mass Destruction (WMD) - Officers are trained in recognition and proper response to scenes involving potential exposure or use of hazardous waste and WMD. Scene safety, necessary use of safety equipment (masks, SCBA, biohazard suits, etc.), and protective procedures reviewed.

All Personnel:

All full time employees annually receive mental health “check ins”, which are required, scheduled, private meetings with First Responders Psychological Services. These meetings with trained mental health professionals are intended to provide an opportunity for the employee to discuss and deal with any potential stress related issues that may arise from their work duties and or outside of work stressors. These meetings are to help mitigate and hopefully minimize stress related issues from becoming larger mental health issues or PTSD for employees which could lead to sick leave from work and or potential workman’s compensation claims.

Jason J. Kubiak
Police Chief