



Fremont Police Department

Training Plan – FY 2022/2023

Training Plan for Sworn Employees

Mission Statement: *“Public Safety through Professional Law Enforcement”*

Vision Statement: *“A continuing Tradition of Excellence”*

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ANNUAL TRAINING PLAN

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INTRODUCTION

The Fremont Police Department Training Plan represents the department's good faith intentions to achieve the listed training goals. It should be noted that unanticipated factors (budget constraints, epidemics, emergencies, etc.) may create challenges and/or impact the department's ability to implement some portions of this plan. Recognizing the importance of the listed training topics and concepts, the department will make every reasonable effort to complete each identified training objective.

This Training Plan has been produced in recognition of the Fremont Police Department's ongoing commitment to provide professional, ethical and responsible law enforcement service to our community. This training plan was developed in accordance with the department's Training Policy.

BACKGROUND

As stated in the department's Training Policy, "The Department seeks to provide ongoing training and encourages all personnel to participate in advance training and formal education on a continual basis. Training is provided within the confines of funding, requirements of a given assignment, staffing levels, and legal mandates. Whenever possible, the Department will use courses certified by the California Commission on Peace Officer Standards and Training (POST).

The Fremont Police Department has historically prioritized training as one of the department's core responsibilities. Our training objectives are to enhance the level of law enforcement service to the public, increase technical expertise and overall effectiveness of our personnel, maintain knowledge on current laws and techniques and provide continued professional development of department staff.

Law enforcement experienced several challenges in recent years. Calls for increased accountability, transparency and professionalism highlighted the need for FPD to ensure our policy, practice and training align with evolving public expectations and the law.

Fortunately, the Fremont Police Department is a progressive police agency. Over the years, forward thinking leadership ensured our department satisfies many of the training expectations currently being requested by the public. Our department has anticipated legislative mandates and is taking proactive steps to meet or exceed requirements. With a well-established tradition of going beyond minimum training standards, the Fremont Police Department will build upon past training objectives and utilize input from our community and professional sources to enhance training for our staff.

TRAINING NEEDS ASSESSMENT – FY 2022/2023

This Training Plan was developed utilizing multiple sources with the objective of creating a comprehensive plan. The first step toward developing this Training Plan was to solicit feedback via a **Training Needs Assessment Survey**. The survey solicited feedback from sworn personnel on core competency training needs for the department. Additionally, subject matter experts and administrative staff provided input after reviewing the needs assessment, professional articles, presentations and guidebooks. Other sources utilized to develop the Training Plan included soliciting input from our community, utilizing information from professional organizations, including information from professionals, outside source training courses, and incorporating legal updates. Please reference the section below for additional details of sources used to create this Training Plan. The list is not comprehensive and should be considered a summary of the various resources that were utilized.

INFORMATION TYPE	RESOURCE	NOTES
Community	<ul style="list-style-type: none"> ➤ Community survey ➤ District meetings 	Review for community feedback.
Internal Training Assessments	<ul style="list-style-type: none"> ➤ Employee Survey ➤ Fremont PD Subject Matter Experts (SME) ➤ Fremont PD Command Staff 	<p>In order to understand the training needs of our employees, we send out an annual survey to the officers to identify their training needs.</p> <p>Our department is fortunate to have subject matter experts who understand the importance of training and preparation. Both the subject matter experts and the Command Staff are utilized to assess the department’s training needs and provide input and suggestions on training.</p> <p>Our department values information learned from incident debriefs and after-action discussions to improve and guide training objectives.</p>

<p>Legal Updates & Consultation</p>	<ul style="list-style-type: none"> ➤ AB 655- Law Enforcement accountability reform act ➤ PC 13683- Release of Peace Officer records relating to hate complaints ➤ SB 916- Sexual assault victim’s rights ➤ AB 2147- The freedom to walk act. Prohibits peace officers from stopping pedestrians for specified traffic infractions unless there is an immediate danger of collision ➤ AB 2773- Stop notifications by peace officers ➤ AB 988- California Office of Emergency Services responsibilities for the use of crisis services (988) ➤ AB 1406- Tasers prohibited from being carried on the same side of the body as the officer’s primary firearm ➤ AB 1766- Prohibition from obtaining, accessing, using, or otherwise disclosing non-criminal history information for the purpose of immigration enforcement ➤ AB 2229- Replaced citizenship requirement for peace officers with legally authorized to work in the United States under federal law ➤ AB 655- Background checks for officer candidates must include inquiry into hate group memberships, participation in hate group activity, or advocacy of public expressions of hate ➤ AB 485- Hate crimes reporting ➤ AB 2644- Limits on interrogation tactics involving juveniles ➤ SB 906- School safety threat assessment ➤ SB 1268- Information to a minor’s family relating to their death investigation 	<p>Legislative actions and policy changes assist with guiding policing methods.</p> <p>Our Training Plan includes information on current mandates and future changes to the law, policy and practices.</p> <p>We continue to value our ability to consult with our legal team, seeking input and guidance.</p>
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	<ul style="list-style-type: none"> ➤ AB 1314- Endangered indigenous people (feather) alert ➤ SB 1228- DNA sample retention and use for sexual assault investigations ➤ Consultation with attorneys 	
<p>Outside Source Training & Networking</p>	<ul style="list-style-type: none"> ➤ California Police Officer Standards and Training (P.O.S.T.) ➤ Legal & Liability Risk Management Institute ➤ The K-Isan (Koga) Institute ➤ National Tactical Officer's Association (NTOA) ➤ California Association of Tactical Officers (CATO) ➤ National Association of School Resource Officers (NASRO) ➤ Sherman Block Supervisory Leadership Institute (SLI) ➤ South Bay Regional Public Safety Training Consortium ➤ National Association of Women Law Enforcement Executives (NAWLEE) ➤ California Sexual Assault Investigators Association ➤ Third Degree Communications ➤ National Tactical Officers Association (NTOA) ➤ Savage Training Group ➤ California Police Chiefs Association (CPCA) 	<p>Outside source training offers an opportunity for our department to identify best practices, explore alternative policing methods and conduct a self-check of our deployment models and professional law enforcement service.</p>

	<ul style="list-style-type: none"> ➤ FBI National Academy ➤ Psychological Services Group (PSG) 	
Professional Associations Organizations & Resources	<ul style="list-style-type: none"> ➤ International Association of Chiefs of Police ➤ (I.A.C.P.)Police Executive Research Forum (PERF) ➤ The President’s Task Force on 21st Century Policing – Implementation Guide ➤ California Peace Officer Standards and Training (P.O.S.T.) – “De-escalation Strategies & Techniques” ➤ California Police Chief’s Association (CPCA) ➤ California Peace Officers Association (CPOA) ➤ Nation Organization of Black Law Enforcement (NOBLE) ➤ Alameda County Chiefs of Police & Sheriff’s Association (ACCPOSA) ➤ Alameda County Commander’s Group ➤ National Animal Care & Control Association ➤ California Police Accreditation Coalition (CALPAC) ➤ Cal Animals 	<p>The department proactively requests and receives information from several professional law enforcement associations and organizations to obtain guidance and best practice options.</p> <p>IACP, CPCA, CPOA and other professional organizations offer law enforcement related information and training courses throughout the year.</p> <p>Reference guides are occasionally produced which help guide some of our department’s operating principles.</p> <p>In 2020, P.O.S.T. published a manual covering de-escalation strategies and techniques.</p> <p>In 2017, IACP published the “National Consensus Policy and Discussion Paper on Use of Force”, PERF published the “Guiding Principles on Use of Force”, and in 2015, “The President’s Task Force on 21st Century Policy” was published.</p>

TRAINING PLAN: OBJECTIVES AND INTENDED OUTCOMES

Our comprehensive Training Needs Assessment revealed the below listed training topics and concepts which will be prioritized in this training cycle. Our department recognizes the benefits of scenario-based training. This Training Plan will utilize scenario-based training when practical as the preferred method of delivering certain training objectives. The Training Unit will utilize this Training Plan as a guide to coordinate with instructors and training coordinators to create lesson plans (outlines) referencing the below listed objectives and intended outcomes. A Training Calendar will be produced indicating the date, time and duration of training. Certain training topics will require specific assigned dates while others will require a flexible schedule and is contingent upon availability of instructors and training sites. An individualized and specific Training Outline will be produced for each of the training topics listed below. The numbers associated with each training topic/concept does not represent a ranking or priority.

TRAINING TOPIC & LEAD COORDINATOR	TRAINING OBJECTIVE & PLAN	TRAINING FORMAT OPTIONS	INTENDED OUTCOMES
1. POLICY REVIEW <ul style="list-style-type: none"> Lt. Cortes 	Training and review of consequential policies will be conducted annually to ensure employee familiarization. Refer to this link for all policies and procedures: https://public.powerdms.com/FremontPD/tree	In-House Academy, Briefing Training/ Core Competency, All-Supervisor Training and Department Training Day(s).	Enhance familiarization with department policies, placing emphasis on consequential policies. Identify and lists “consequential” policies and ensure employees are trained and receive information concerning adherence and expectations.
2. LEGAL UPDATES <ul style="list-style-type: none"> Command Staff 	As laws change and law enforcement expectations evolve, it is important to stay informed and updated on legal matters. Our Training Plan will include legal updates from various sources (internal staff, attorneys, etc.).	Briefing Training/Core Competency and Department Training Day(s).	Ensure familiarization and understanding of laws concerning law enforcement.
3. EMPLOYEE WELLNESS <ul style="list-style-type: none"> Capt. Harnett 	Wellness will be incorporated into our Training Plan and will be driven by internal staff and when practical, outside training	Briefing Training, Department Training Day(s), Outside Source Training Professionals.	Employee wellness is a critical component to law enforcement’s ability to serve the community. The goal is to

	<p>professionals.</p> <p>In addition, books and articles will be disseminated to employees to support this training objective.</p>		<p>support employees' physical, mental and financial wellbeing with available resources.</p>
<p>4. ACCOUNTABILITY & PROFESSIONAL STANDARDS</p> <ul style="list-style-type: none"> • Lt. Cortes • Unit Managers 	<p>Training will be provided to sergeants and commanders to ensure an understanding of their role in accountability and performance. Training will include use of force administrative reviews, internal affairs investigations, performance evaluations and the Police Officers' Bill of Rights (POBR).</p> <p>All sworn staff will receive training and review information concerning on-duty and off-duty conduct, social media communications, general duty expectations, and appropriate internal employee interactions.</p>	<p>In-House Academy, Briefing Training/Core Competency, All-Supervisor Training, Department Training Day(s).</p>	<p>Ensure all sworn employees understand performance expectations.</p> <p>Communicate the importance of accountability to maintain professionalism and build community trust.</p>
<p>5. DIVERSITY AND INCLUSION (vulnerable populations)</p> <ul style="list-style-type: none"> • Lt. McCormick 	<p>This Training Plan includes additional training for officers on persons who suffer from mental illness and disabilities. Our</p>	<p>In-House Academy, Department Training, Core Competency, All-Supervisor Training, Outside Source Training Professionals.</p>	<p>Our department recognizes the importance of providing professional service to a diverse community.</p>

	<p>department has provided training on this topic for many years, however additional training hours will be devoted to this topic.</p> <p>Our department serves a diverse community with varying beliefs and lifestyles. This Training Plan will include added training sessions on diversity, inclusivity and bias training with a specific focus on the community groups within the city of Fremont.</p> <p>In addition, the Training Plan includes sessions specific to members of our community with autism, hearing or vision impaired individuals and other vulnerable populations.</p>		<p>Officers will receive information that will provide perspective from various diverse groups within our community.</p> <p>The goal is to enhance officers' ability to serve in a fair and equitable manner by achieving an improved understanding of diverse community groups.</p>
<p>6. DOCUMENTATION & REPORT WRITING</p> <ul style="list-style-type: none"> • Sgt. Manrique 	<p>The department intends to provide additional training on report writing and documentation. Report review and accountability is also a key component to the department's report writing process.</p>	<p>In-House Academy, All- Supervisor Training, Briefing Training/Core Competency</p>	<p>Enhance the quality of documentation and report writing. Ensure an understanding of policy and align practices with public expectations subsequently building trust.</p> <p>Provide clear expectations and standards to sergeants and those responsible for reviewing and/or approving reports.</p>

<p>7. DE-ESCALATION/USE OF FORCE</p> <ul style="list-style-type: none"> • Capt. Snelson • Lt. Mahboobi • Lt. McCormick 	<p>De-escalation is a key component to law enforcement operations. Our ability to recognize opportunities to de-escalate and/or disengage is critical to the safety of the public and officers.</p> <p>In effort to enhance training on de-escalation, the department recently authorized the expansion of internal staff who will receive “instructor level” training. This plan will increase the department’s ability to deliver additional training hours officers receive annually on this topic. De-escalation policy review will also be included in training sessions.</p> <p>Proportionality will be discussed and included in use of force training sessions. Specific information on use of force proportionality will be included in training plans. Department policy will be updated to include</p>	<p>In-House Academy, Department Training Day(s), Briefing Training/Core Competency, All-Supervisor Training, Outside Source Training.</p>	<p>Our goal is to increase the frequency of de-escalation training by embedding the topic into a variety of use of force training topics. De-escalation should be discussed and reviewed during training that involves scenario-based use of force.</p> <p>Proportionality Training: The intended outcome is the ensure officers understand the importance of proportionate use of force.</p> <p>Duty to intervene Training: The intended outcome is to provide officers with training and awareness of police actions necessary to safely arrest and control resisting subjects. The goal is to communicate clear expectations and continue training officers on proper care of persons who are arrested and/or in-custody.</p> <p>The objective of Self-Defense/Arrest Control training is to maintain and enhance proficiency and an awareness of policy during situations requiring</p>
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	<p>information on proportionality.</p> <p>Duty to intervene training along with information regarding officers' obligation to provide medical aid to persons injured during use of force encounters will be reviewed.</p> <p>Self-Defense/Arrest Control Techniques will continue to be a prominent training topic for the department. Use of restraints (handcuffing, leg restraints, etc.) will be trained utilizing practical exercises as well as policy review. Positional asphyxiation and expectations regarding officers' duty to care for persons arrested will be trained. Arrest control techniques which require officers to utilize bodyweight will be discussed to ensure officers understand and avoid potentially hazardous actions. De-escalation, disengagement, proportionality and use of force options will be embedded into training sessions.</p>		<p>self-defense or taking custody of a suspect.</p>
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	<p>When available and at an appropriate time, review of video capturing police use of force situations should be debriefed to identify lessons learned.</p>		
<p>8. TACTICAL TRAINING</p> <ul style="list-style-type: none"> • Capt. Snelson • Lt. Mahboobi 	<p>Tactical training is linked to use of force and may overlap with training objectives listed under the Use of Force section of this document. Tactical training will include options and considerations that are intended to preserve the sanctity of life and increase officer safety.</p> <p>Tactical repositioning options will be included in tactical training sessions.</p> <p>Vehicle placement and tactical considerations during pursuits with the emphasis on the termination as a result of a pursuit intervention, collision or high-risk car stop will be emphasized in this Training Plan.</p> <p>Active Shooter Training is a topic that should be reviewed periodically to ensure a proficient response.</p>	<p>Department Training Days, Briefing Training/Core Competency, In-House Academy</p>	<p>Officers receive additional training on tactical options which is directly linked to use of force decisions, de-escalation, proportionality, etc.</p> <p>Training should include options for officers to reposition and evaluate the various risk/threat assessment considerations associated with vehicle positioning.</p>

	When available and at an appropriate time, review of video capturing police tactical situations should be debriefed to identify lessons learned.		
9. RANGE TRAINING <ul style="list-style-type: none"> • Lt. Morrison • Sgt. Gaches 	<p>Range training will continue consistent with past training objectives. An attempt will be made to increase the number of scenarios-based training sessions.</p> <p>Firearms and less-lethal weapon proficiency will continue to be tracked and monitored.</p> <p>Information on de-escalation and proportionality will be reviewed whenever practical at weapons training sessions.</p> <p>Policy familiarization will be incorporated into the training outlines.</p>	Department Training Days, Briefing Training, Core Competency	<p>Maintain familiarity and proficiency with approved weapons as outlined in department policy and POST standards.</p> <p>Reinforce proportionality and de-escalation options.</p>
10. EMERGENCY VEHICLE OPERATIONS (EVOC) <ul style="list-style-type: none"> • Lt. Morrison 	<p>Slow speed driving maneuvers will be covered during this Training Plan.</p> <p>Statistics show that most officer collisions occur at low speeds. The department's recently updated pursuit policy will be reviewed in the Fall and then again in the Spring to ensure the</p>	Department Training Days, Core Competency	Sharpen driving skills and reaffirm expectations regarding the department's pursuit and emergency response policies.

	<p>changes are understood.</p> <p>Balancing the risk to public and officer safety with the need to apprehend will continue to be emphasized.</p>		
<p>11. TRAFFIC ENFORCEMENT</p> <ul style="list-style-type: none"> • Lt. Quimson 	<p>Injury traffic collision remain as a significant issue for our City.</p> <p>Enforcement, Education and Engineering remain valid strategies to reduce the impact injury collisions have on the community.</p>	<p>Briefing Training/Core Competency</p>	<p>Recent updates to our internal traffic investigation process requires an increase in training to ensure officers achieve familiarization and understanding of expectations.</p>
<p>12. 1st AID/ CPR/ TRAUMA CARE</p> <ul style="list-style-type: none"> • Lt. Kindorf 	<p>We recognize law enforcement is often tasked with providing basic medical care for members of our community. Opioid overdoses, situations requiring CPR and trauma care are critical duties for our police officers.</p> <p>Although officers do not have advanced expertise and training, they are able to provide basic life support services.</p> <p>Our duty to provide care for persons injured after a police officer use of force incident further highlights</p>	<p>Department Training Days, Briefing Training / Core Competency</p>	<p>Officers will receive training to maintain familiarity and proficiency in providing basic medical care.</p> <p>Training will follow standards outlined by California POST and department policy.</p>

	<p>the need to continue and enhance training objectives. Training will include trauma care and “load and go” concepts.</p>		
<p>13. SUPERVISOR TRAINING</p> <ul style="list-style-type: none"> • Capt. Snelson • Management Team 	<p>Training must include ensuring sergeants and supervisors understand their role and responsibilities.</p> <p>Accountability is driven by the department’s sergeants.</p>	<p>All-Supervisor Training, Department Training Days, Core Competency</p>	<p>Reinforce and enhance awareness of sergeant responsibilities and expectations.</p> <p>Sergeant must achieve familiarization of training objectives and their pertinence to police legitimacy and public trust.</p>
<p>14. CRITICAL INCIDENT RESPONSE/EMERGENCY MANAGEMENT TRAINING</p> <ul style="list-style-type: none"> • Capt. Snelson • Management Team 	<p>Emergencies can develop at any time and require a coordinated response to handle the variety of situations.</p> <p>The Incident Command Structure will be trained as part of the department’s ongoing preparation emergency preparation efforts.</p>	<p>Department Training Day(s), All- Supervisor Training, Briefing Training/Core Competency, Outside Source Training</p>	<p>Critical incident/emergency preparedness training will enhance the department’s readiness to handle a variety of situations. The ICS System enhances the overall management of critical incidents.</p>

TRAINING ACCOMPLISHMENTS

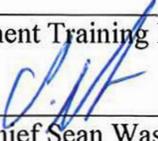
Training sessions initiated by the department (non-outside source training) which satisfy in whole or part the above listed training objectives. Individualized training may also accomplish the department's training objectives and be reflected in other training records.

TRAINING SESSIONS	DATE / TIME
CORE COMPETENCY <ul style="list-style-type: none"> • Search Tactics (8) • High-Risk Car Stops (8) 	<ul style="list-style-type: none"> • July 2022
RANGE TRAINING (Special Order #8343) <ul style="list-style-type: none"> • Pistol Qualification; Duty and Off-duty pistols (9) 	<ul style="list-style-type: none"> • July 27, 2022 – July 30, 2022
CORE COMPETENCY <ul style="list-style-type: none"> • General Investigations 	<ul style="list-style-type: none"> • August 2022
DEPARTMENT TRAINING DAY: Arrest Control / Community Perspectives (Special Order # 8366) <ul style="list-style-type: none"> • Policy Review (1) • Lecture-De-escalation and use of force (7) • Arrest Control Techniques, Impact Weapons Training, Scenario Training (7) • De-escalation (7) • Community Perspectives: NAACP Presentation (5) 	<ul style="list-style-type: none"> • September 26, 2022 • September 30, 2022
CORE COMPETENCY <ul style="list-style-type: none"> • SRO Program 	<ul style="list-style-type: none"> • September 2022
RANGE TRAINING (Special Order #8370) <ul style="list-style-type: none"> • Shotgun Breaching Qualification (9) 	<ul style="list-style-type: none"> • September 13, 2022 • September 14, 2022 • September 15, 2022 • September 16, 2022
DEPARTMENT TRAINING DAY: Use of Force (Special Order #8391) <ul style="list-style-type: none"> • Patrol response and use of force policy changes (1, 2) • Active shooter response (14) • Tactical repositioning (8) • 3-unit response (8) • Duty to intervene/report (7) • De-escalation (7) 	<ul style="list-style-type: none"> • October 24, 2022 • October 28, 2022
CORE COMPETENCY <ul style="list-style-type: none"> • EVOC: StarChase (10) • First Aid/CPR (12) 	<ul style="list-style-type: none"> • October 2022

<p>SUPERVISOR TRAINING (13)</p> <ul style="list-style-type: none"> • Review Expectations • Accountability: Role of the Police Sergeant • Department Objectives & Proactive Policing • Briefing Training Videos • Pursuit Policy Adjustments (1) • Code 7/Flex rules update • IA Process (4) • Training in advance of briefing training • Update: Use of Force Reviews (7) • CALEA and FPD Policy (1) • Legislative Updates (2) • Anticipated Impacts to FPD • RIPA update 	<ul style="list-style-type: none"> • November 2, 2022
<p>RANGE TRAINING (Special Order #8403)</p> <ul style="list-style-type: none"> • APEX Training (9) 	<ul style="list-style-type: none"> • November 8, 2022 – November 11, 2022
<p>CORE COMPETENCY</p> <ul style="list-style-type: none"> • Evidence Collection/Crime Scenes (1) • Restraining Orders (1, 2) 	<ul style="list-style-type: none"> • November 2022
<p>RANGE TRAINING (Special Order #8418)</p> <ul style="list-style-type: none"> • In-service Handgun Course of Fire (9) 	<ul style="list-style-type: none"> • December 7, 2022 • December 8, 2022
<p>CORE COMPETENCY</p> <ul style="list-style-type: none"> • Legal Update (2) 	<ul style="list-style-type: none"> • December 2022
<p>CORE COMPETENCY</p> <ul style="list-style-type: none"> • Defensive Tactics (7) 	<ul style="list-style-type: none"> • January 2023
<p>SUPERVISOR TRAINING (13)</p> <ul style="list-style-type: none"> • Lieutenant’s Process • Internal Affairs Update (4) • Zonehaven Training (11) • METR Training • Report Writing Policy/NIBRS (1, 6) • Juvenile Consultation with Defense Attorney Update (1, 2) 	<ul style="list-style-type: none"> • February 7, 2023
<p>DEPARTMENT TRAINING DAY (Special Order #8449)</p> <ul style="list-style-type: none"> • Driver Training PSP (10) <ul style="list-style-type: none"> • POST Perishable Skills • Slow Speed • High Speed/Pursuit • Pursuit Intervention Technique • De-escalation (7) • Policy Review (1) • Wellness Training: Resiliency (Elisa Hughes) (3) 	<ul style="list-style-type: none"> • February 13, 2023 • February 14, 2023 • February 15, 2023 • February 16, 2023 • February 17, 2023

CORE COMPETENCY <ul style="list-style-type: none"> Active Shooter/Critical Incident Response Management (14) 	<ul style="list-style-type: none"> February 2023
RANGE TRAINING (Special Order #8453) <ul style="list-style-type: none"> Handgun Qualification (On/Off Duty) (9) 	<ul style="list-style-type: none"> February 28, 2023 March 1, 2023 March 2, 2023 March 3, 2023
CORE COMPETENCY <ul style="list-style-type: none"> De-Escalation Tactics (7) 	<ul style="list-style-type: none"> March 2023
CORE COMPETENCY <ul style="list-style-type: none"> Response to Persons with Mental Illness (7, 8) 	<ul style="list-style-type: none"> April 2023
DEPARTMENT TRAINING DAY (Special Order #8476) <ul style="list-style-type: none"> 1st Aid/CPR (12) Aerosolized Transmitted Diseases Blood Borne Pathogens 	<ul style="list-style-type: none"> April 10, 2023 April 14, 2023
Range Training (Special Order #8492) <ul style="list-style-type: none"> Less Lethal (9) 	<ul style="list-style-type: none"> April 25, 2023 April 26, 2023 April 27, 2023 April 28, 2023
CORE COMPETENCY <ul style="list-style-type: none"> K-9 (8) UAV (8) 	<ul style="list-style-type: none"> May 2023
DEPARTMENT TRAINING DAY (Special Order #8498) <ul style="list-style-type: none"> Policy Review (1) Firearms PSP (9) Frontline Trauma (Michael Sugrue) (3) 	<ul style="list-style-type: none"> May 8, 2023 May 12, 2023
CORE COMPETENCY <ul style="list-style-type: none"> Cultural Diversity/Awareness/Inclusion/Vulnerable Populations (5) 	<ul style="list-style-type: none"> June 2023

REVIEW SCHEDULE

DELIVERABLE	REVIEW DATE / MILESTONE
Department Needs Assessment	June 7, 2022
Department Training Plan Initiated	July 17, 2022
FY 22/23 Department Training Plan Finalized  _____ Chief Sean Washington	June 23, 2023

APPENDIX

DOCUMENT NAME	DESCRIPTION	SOURCE
Report on Policing and Race Relations – Fremont Community Engagement Project – August 20, 2020	Series of community meetings designed to solicit input and suggestions on police administrative and operational functions.	Draft Document
FPD Where We Stand (“8 Can’t Wait)	Document containing a variety of FPD policies and California laws which guide department operations.	Fremont Police Department website: Fremontpolice.gov/Home/ShowDocument?id=276
California Senate Bill 230 (SB 230)	California law taking effect on January 1, 2021 which will require certain law enforcement actions and topics be expressly outlined in the department’s Use of Force Policy.	California Legislative Information website: leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200SB230
PERF - Guiding Principles on Use of Force	Published in 2016, this manual offers 30 guiding principles on use of force for law enforcement agencies to consider when creating policy and/or developing deployment strategies.	Police Forum website: policeforum.org/Assets/30%20guiding%20principles.pdf
California Assembly Bill 392 (AB 392)	California law pertaining to law enforcement use of force/ deadly force which became effective on January 1, 2020.	California Legislative Information website: leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200AB392
The President’s Task Force on 21st Century Policing	Recommended policing models based on consideration of six (6) pillars focused on professional law enforcement strategies and practices. The report was published in May 2015.	Website: Cops.usdoj.gov/pdf/taskforce/taskforce final report.pdf
The IACP – National Consensus	Originally published October 2017, the revised (July 2020) offers	Website: Theiacp.org/sites/default/files/2020-07/National_Consensus_Policy_On_Use_of_Force%2007102020

Discussion Paper on Use of Force and Consensus Policy	guidance for the use of less-lethal and deadly force situations.	%20v3.pdf
P.O.S.T. – De-Escalation Strategies & Techniques	The manual offers information on de-escalation strategies and techniques for law enforcement agencies.	Website: Post.ca.gov/Portals/0/post_docs/publications/DeEscalation.pdf
P.O.S.T. Use of Force Standards and Guidelines	The manual published by P.O.S.T. in October 2020 and revised in November 2020 provides guidance on use of force policy and training.	Website: post.ca.gov/Portals/0/post_docs/publications/Use_Of_Force_Standards_Guidelines.pdf