



Risk Management Solutions



Summer 2024

A Quarterly Newsletter of the AMIC/MWCF Loss Control Division

Critical Policy & Task: Review and Training

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Law enforcement officers have a complex and dangerous job, often making decisions that can have a life-or-death impact. The law enforcement mission is to serve and protect their local community, but it is often a community that is indifferent, even hostile, toward their efforts. Any law enforcement agency that sends its officers into the street without proper training and guidance is setting them up for failure.

Providing officers with effective law enforcement policies is just one piece of the puzzle in helping them succeed in their roles. Law enforcement policies set criteria and establish expectations for legal, professional and ethical conduct. They equip officers with the tools to make the best decisions in a given situation or relieve them of the need to make a judgment they are not sure about. Law enforcement policies also promote accountability for an officer's actions, which can greatly help build trust between the police and their community.

These days policies are under increased scrutiny from the public, the media and the courts. When an incident arises, they are all searching for gaps in policy or lack of policy altogether, and when a problem or a lawsuit occurs, the lawyers and the courts will review an agency's policies to see if an officer was warranted in their response or not. If there are not any policies to address that specific situation, or the policy is outdated or simply not followed, the agency and the officer may not have a defense.

There are an indefinite number of high-risk tasks addressed in policy and performed by officers. Many of these tasks are critical because if not performed correctly, they can result in tragedy, including

deaths and injuries, lawsuits, reputational damage, criminal charges or other severe consequences. A program designed to ensure ongoing and periodic review and training of these critical tasks, which includes the associated department policy and procedure, is essential to operational success. If conducted, these programs allow agencies to better protect their officers and the public, reduce liability exposure, and enhance the trust and support from the citizens they serve.

The Alabama Municipal Insurance Corporation (AMIC) and Municipal Workers Compensation Fund (MWCF) Loss Control Division recommends that all officers receive annual training and review of all high-risk critical policies. This training and review can provide officers with increased understanding and ability in areas of high risk and liability. In addition, this training serves as an excellent opportunity to review each critical policy on a regular basis and revise or amend them as needed. Documentation of all policy review and training is essential in the event of a claim or lawsuit where lack of training or supervision is alleged.

There are several methods available to conduct programs of this nature including: initial training; updates and partial reviews as needed during roll call and monthly safety meetings or after recent incidents; external and in-house training (some of which should be mandatory); and online. Departments may conduct these types of reviews and training individually, by shift, by division, or for smaller agencies, department wide. When practical and appropriate, training should include the following: a review of the critical policy/task or a key portion thereof; be scenario-based; involve hands-on training or at a minimum a discussion of a practical application; provide for a question-and-answer period and testing.

Obviously, some tasks are more critical than others and subsequently require more frequent review and training. Others may require recertification or training annually or biennially as established by the certifying organization, the agency, or some other determination. Although every topic may not be applicable to every agency, and some tasks may be more critical to a specific agency than others. See a listing of topics for consideration in the sidebar on the next page.

Throughout reviews, training, and as a routine reminder, officers should be encouraged to slow down, ask themselves what the rush is, determine what law they are trying to enforce, and not always jump straight to a hands-on arrest situation – obviously unless circumstances warrant. There continues to be numerous incidents in which officers in a rush to resolve a situation, make a hasty arrest or other bad decision, and later spend 10 times more time in writing statements, answering questions, sitting for deposition, in court, or other activities that could have been avoided had they simply slowed down and thought through the situation before acting.

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Lastly, supervisors must enforce policy, procedures, rules, regulations and directives. Not some of the policies, but all of the policies. Not some of the time, but all of the time. Not with some people, but with all people. Not one or two supervisors, but all supervisors. If needed, discipline must occur to ensure that behaviors and actions are consistent with expectations. If there is a deficiency in an officer's actions, the disciplinary process should be focused on correcting behavior to ensure future behavior is in compliance with expectations. ■

*To assist you in your department's policy development the AMIC/MWCF Loss Control Division has numerous sample policies listed on our website. You can access these sample police policies at: www.losscontrol.org, click on Reference Documents, enter PSOP in the search field, and select a specific policy to review. Each sample policy can be downloaded as a Word document for easy adaptation. It is recommended that you **revisit this site periodically as policies are continuously updated or added.** In addition, the AMIC/MWCF Loss Control Division may have additional sample SOPs and other reference documents available for your consideration upon request.

Examples of Possible Critical Tasks

- **Arrest, Search & Seizure**
 - Fourth Amendment/Constitutional Policing
 - Terry Stops & Demanding Identification
 - Arrest Procedures
 - Prisoner security and transport
 - Search of Person, Vehicle, Residence, Other
 - Off-Duty Arrests
 - Foot Pursuits
- **Care, Custody, Restraint**
 - Jail/Holding Cells
 - Prisoner Transport
- **Defensive Driving**
 - Emergency Vehicle Operations
 - Vehicle Pursuits
 - Spike Strips/Stop Sticks
- **Domestic Violence**
 - Domestic Violence
 - Officer Involved DV
 - Protection from Abuse (PFA) Orders
- **Medical**
 - Communicable/Infectious Disease
 - Bloodborne Pathogens
 - Narcan
 - CPR, First Aid
 - Stop the Bleed (tourniquet/tactical medic)
- **Use of Force/Response to Resistance**
 - Individual Weapons or Tactics: all authorized firearms, OC, TASER, impact weapon, specialty munitions, defensive tactics (SSGT, PPCT)
 - De-escalation
- Duty to Intervene and Report
- Crowd Control
- **Other**
 - Active Shooter
 - Bias-Based Policing/Implicit Bias
 - Body-Worn and/or Mobile Video Cameras
 - Canines
 - Citizen Complaints
 - Civil Standbys (repos, child custody, eviction, etc.)
 - Deliberate Indifference
 - Civil and Constitutional Rights
 - Medical Needs
 - Hiring Practices
 - Off-Duty Employment
 - Officer Conduct/Ethics (On-Duty and Off-Duty)
 - Officer-Involved Critical Incidents (shootings, in-custody death, severe use of force, etc.)
 - Persons with Diminished Capacity/Disabilities (to include threats of suicide)
 - Property and Evidence
 - Sexual Misconduct
 - Social Media
 - Task Force Participation
 - Video & Filming of Officers (1st Amendment Audits)
 - Workplace Harassment/Discrimination (Sexual, Racial, etc.)

Loss Control Division SUMMER SEMINARS 2024

All AMIC and MWCF members are encouraged to increase their understanding of the scope of risk management practices for public entities by attending one of our Loss Control Seminars this summer.

To register for the Summer Seminars, **scan the QR codes** below. The cost for the seminar is \$30 per person. Lunch will be provided. **Deadline to register is one week prior to each event.**

BAY MINETTE
August 13, 2024



MONTGOMERY
August 14, 2024



MADISON
August 20, 2024



TUSCALOOSA
August 21, 2024



AGENDA



CMO Credit Hours: This session is approved for four (4) credit hours in the Basic, Advanced and Emeritus Programs. Only municipal elected officials receive credit hours in the CMO Program.

ALM Wishes Todd McCarley a Happy Retirement!

Upon his retirement on May 15, 2024, the League extends its sincere gratitude to Todd McCarley for his dedicated service as a loss control representative for AMIC and MWCF members since December 2003.

After more than 20 years of service, Todd provided a unique skill set and perspective to working in the field. As one of the veteran members of our Loss Control Department, Todd served as a major resource and mentor to the new team members as the division expanded.

Prior to joining the Loss Control Division, he worked with the Prattville Fire Department for 17 years where he earned the rank of lieutenant supervisor. His numerous certifications include: fire inspector, arson investigator, hazardous material technician, confined space rescue, rapid deployment search and rescue and personal watercraft rescue. He also served as an instructor for the Alabama State Fire College.

Todd has been a tremendous asset to our organization and our members and will be greatly missed by our team. **Happy retirement, Todd!** ■



Defining Moment: **AED or CPR?**

When someone is suffering cardiac arrest, meaning that their heart stops beating, do you use cardiopulmonary resuscitation (CPR) or an automated external defibrillator (AED)? The answer is to use both.

CPR is used to perform chest compressions, manually pumping blood to the victim's vital organs. The person administering CPR also provides oxygen to the victim via breaths. CPR consists of 30 chest compressions and two breaths on a repeated cycle until help arrives.

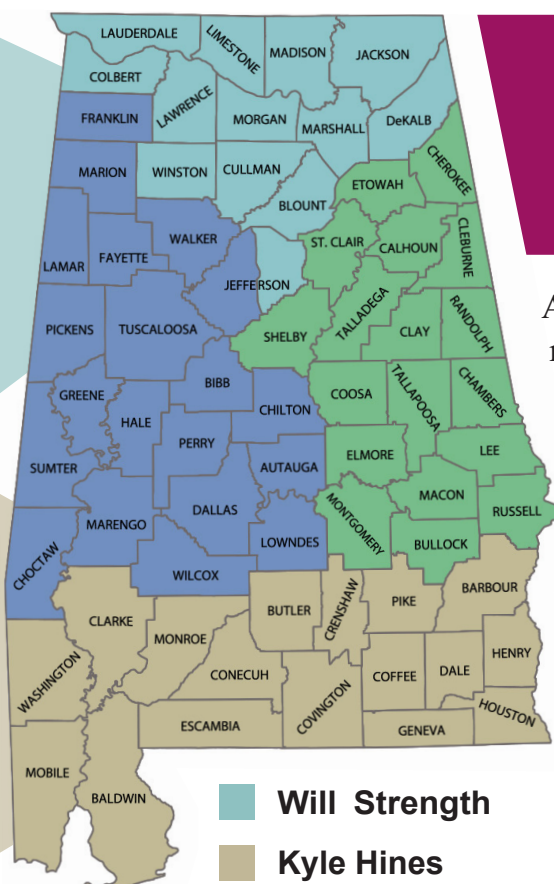
An AED or automated external defibrillator is a device that sends an electrical shock to restart the victim's heart. AEDs can be found in most public places.

The American Heart Association's Chain of Survival consists of the following steps:

1. Recognize cardiac arrest and **call 911***.
2. Start CPR.
3. Use AED if one is available.
4. Advanced resuscitation performed by emergency medical services.

Note: If you do not feel confident to perform CPR with breaths, you can still perform hands-only CPR. To learn more, search for hands-only CPR at www.yourethecure.org.

***Important:** Always call or have someone else call 911 before administering CPR or using an AED. ■



Loss Control Representative Territory Changes

As of July 1, 2024, **Kyle Hines** became the loss control representative for the south territory. Our office is in the process of hiring another loss control representative who will be responsible for the north territory. In the meantime, **Will Strength**, ALM loss control manager, will oversee the north territory.

Scan the QR code to find out which territory your municipality falls under or to contact your loss control representative.



2024 SKIDCAR Schedule

Through an advanced, computer-controlled driver training vehicle known as the SKIDCAR System, trainees learn how to react quickly and safely to a range of hazardous driving conditions. Training is conducted throughout the state at a minimal cost. If you would like to schedule or host a SKIDCAR session in your area, please contact **Donna Wagner** at (334) 386-8125.



Decatur August 13 - 23

Andalusia October 15 - 25

Anniston September 9 - 18

Oneonta November 12 - 22

Register and pay online at www.losscontrol.org!



Loss Control Division

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- Chain Saw Safety
- Dealing with Heat Stress
- Defensive Driving Basics

Sign up online

losscontrol.org/online-training.html

